

GREATER LOWELL TECHNICAL HIGH SCHOOL

SCHOOL COMMITTEE SPECIAL MEETING

September 10, 2020 – 6:00 P.M.

CALL TO ORDER

Chairman Morin called the meeting to order at 6:09 p.m. and announced that the meeting was being recorded.

Chairman Morin stated in accordance with 940 CMR 29.10 (remote participation) adopted by the Greater Lowell Technical School Committee April 17, 2014, Mr. O'Hare, Mr. Bahou, and Mr. Sheehan would be participating at tonight's meeting remotely. No in-person attendance of members of the public will be permitted.

ROLL CALL

Members

Present: Mr. Gitschier, Mr. Sheehan, Mr. Bahou, Mr. O'Hare, Mr. Tatseos, Mr. Giggey, Mr. LeMay and Mr. Morin.

Members Absent: None

Also

Present: Jill Davis, Superintendent-Director
Michael Barton, Interim Assistant Superintendent-Director
Recording Secretary

Chairman Morin asked Interim Superintendent Davis to begin the discussion regarding the GLTO, Paraeducator, and Support Staff Memorandums of Agreement.

Superintendent Davis began with an overview of the items outlined in the GLTO Memorandum of Agreement. The MOA reflects changes in working conditions due to COVID-19 for the 2020-2021 school year.

Ms. Davis highlighted changes pertaining to the following Articles:

- Article IV (work year, work day, work load, teacher substitution, open house, and grading)
- Article V (duties, mask breaks, sanitation)
- Article VI - Ms. Davis noted that changes in Article VI – Leave of Absence were pertaining to the laws and regulations regarding COVID-19. The changes outlined detailed district quarantine or isolation if a staff member was affected as well as the FFCRA childcare leave option.

- Article VII – Teacher Evaluation. Ms. Davis noted they are waiting for more guidance from DESE. If there are changes made to the Teacher Evaluation, there would be a need for a separate MOA regarding this article.
- Article VIII – (use of Google Classroom, recording school attendance, methods to record attendance) Ms. Davis gave a brief explanation of the utilization of google classroom during both hybrid/remote learning, as well as how daily attendance will be recorded and what methods will be used.

Ms. Davis completed with an overview of the health and safety protocols, as well as the change in Appendix F with regards to the change in bell schedule before asking the committee if they had any questions.

Mr. LeMay asked if legal counsel had an opportunity to review the MOAs. Ms. Davis noted that our school attorney, Mr. Maccaro did review and approved.

Mr. Gitschier asked for clarification on the utilization of administrators for class coverage first in the event coverage was needed. Ms. Davis replied administrators have provided class coverage in the past and was not a contractual issue.

Mr. Gitschier asked if there would be staff in the building on Wednesdays during the deep clean. Ms. Davis noted there would be some administration and essential workers on site during the deep clean, but is open for further discussion.

Mr. Giggey expressed concern with the changes reflected in Article IV-D regarding work load. He noted the breakdown of capacity leaves no flexibility if there was a decision to advance phases quickly. Ms. Davis noted the phases were approved in the reopening plan and the agreement to review the phases at the October meeting. She also noted there would be a possibility of having to meet with the teachers again if a decision were to be made to move phases faster than the original planned phases. Mr. Giggey also asked about non-teaching duties and conducting temperature checks. Ms. Davis stated it was not in the teachers' contract to conduct health services and conducting temperature checks would be considered a health service.

Mr. Bahou inquired about the possibility of adding a line to the MOA regarding visiting if the committee moves forward with changing phases sooner. Ms. Davis informed the committee that the MOA was ratified by the teacher's union. Mr. Gitschier noted because the MOA was ratified, the committee would be unable to make any changes to the MOA and would need to be voted on as is.

Mr. Giggey and Mr. Bahou expressed that the committee be more involved in future negotiations prior to an agreement being made.

MOTION: by Mr. Sheehan, seconded by Mr. LeMay to approve the Greater Lowell Teachers Organization Memorandum of Agreement with Greater Lowell Technical High School.

ROLL CALL VOTE: 6 Yes, 1 No (Mr. Bahou), 1 Abstain (Mr. O'Hare)

Superintendent Davis continued with the next MOA and provided an overview of the items outlined in the Paraeducators Memorandum of Agreement which mirrors similarly with the teachers MOA.

Ms. Davis highlighted changes pertaining to the following Articles:

- Article III (attending virtual open house, work load/year, electronic sign-in/out, health & safety protocols, and Wednesday's remote learning day)
- Article IV (work year, word day, work load, teacher substitution, open house, and grading)
- Article IX - Ms. Davis noted they are waiting for more guidance from DESE. If there are changes made to the Evaluation, there would be a need to incorporate them into the MOA.

MOTION: by Mr. LeMay, seconded by Mr. Gitschier to approve the Paraeducator Organization Memorandum of Agreement with Greater Lowell Technical High School.

ROLL CALL VOTE: 6 Yes, 1 No (Mr. Bahou), 1 Abstain (Mr. O'Hare)

Superintendent Davis moved to the next MOA and provided an overview of the items outlined in the Support Staff Memorandum of Agreement.

Ms. Davis highlighted changes pertaining to the following Articles:

- Article VI (work week schedule – during hybrid mode will be working regular schedule with the exception of Wednesdays (remote) during deep clean. If school moves to full remote, support staff will work remotely.) Safety protocols in place, as well as electronic sign-in/out form will be utilized.
- Article XVI (Leave of absence – mirrors teacher's Article 6)
- Article XXXVII – Evaluation – process remains the same.

MOTION: by Mr. Gitschier, seconded by Mr. Tatseos to approve the Support Staff Memorandum of Agreement with Greater Lowell Technical High School.

ROLL CALL VOTE: 7 Yes, 1 No (Mr. Bahou)

Mr. Gitschier inquired about how students who want to play sports would be getting to the school on their remote days to participate. He asked Ms. Davis if there was a possibility of arranging bus transportation to the school for students who want to play sports. Ms. Davis noted she would look into this and report back with more information.

ADJOURN

MOTION: by Mr. Gitschier seconded by Mr. LeMay to adjourn the meeting at 7:03 p.m.

ROLL CALL VOTE: 8 Yes

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Respectfully submitted,



Colette Edmonds

Recording Secretary

Meeting Documents:

Copy of the Greater Lowell Teachers Organization Memorandum of Agreement

Copy of the Paraeducators Organization Memorandum of Agreement

Copy of the Support Staff Memorandum of Agreement