

**Westport School Committee
Executive Session
PLACE: Westport Middle High School 2nd Floor Conference Room
DATE: Wednesday December 13, 2023
TIME: 6:00 pm**

Zoom Meeting
Meeting ID: 836 5853 9963

MINUTES

Members Present: Gloria Cabral, Evan Gendreau, Melissa Pacheco, Nancy Stanton Cross (attended remotely), Antonio Viveiros

Others Present: Kevin Aguiar Principal Westport Elementary School, Thomas Aubin Westport Community Schools Superintendent, Joshua Coleman Attorney, Shawn Flood Westport Federation of Teachers, Ann Hathaway Westport Federation of Teachers, Lisa Kaminski Director of Curriculum Instruction and Professional Development, Kristin McDaniel Human Resources Coordinator, Lori Melo Administrative Secretary

I. **Call to order** - Vice Chair Melissa Pacheco called the meeting to order with a quorum of the members present at 6:00 pm.

Ms. Stanton Cross verified she was alone in the room and attending virtually via Zoom.

A motion was made to adjourn to Executive Session.

Motion by Cabral, seconded by Gendreau 5/0/0

Roll call vote:

Cabral	Yes	Gendreau	Yes	Pacheco	Yes	Stanton Cross	Yes	Viveiros	Yes
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Adjourn to executive session in accordance with MGL 30A:21a (2) to conduct a collective bargaining session (WFT Grievance Hearing). Not to return to open session.

A motion was made to invite guests Kevin Aguiar, Thomas Aubin, Joshua Coleman, Lisa Kaminski, Kristin McDaniel and Lori Melo into the Executive Session.

Motion by Cabral, seconded by Gendreau 5/0/0

Roll call vote:

Cabral	Yes	Gendreau	Yes	Pacheco	Yes	Stanton Cross	Yes	Viveiros	Yes
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1. WFT Grievance Hearing

Vice Chair Pacheco asked to have background on the grievances.

Attorney Coleman reported there were 3 grievances.

Grievance #1 [REDACTED]

[REDACTED]
[REDACTED]
Grievance #2 [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Grievance #3 [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Shawn Flood and Ann Hathaway Westport Federation of Teachers Representatives arrived here at 6:13 p.m.

A motion was made to invite guests Shawn Flood and Ann Hathaway into the Executive Session.

Motion by Gendreau, seconded by Cabral 5/0/0

Roll call vote:

Cabral Yes Gendreau Yes Pacheco Yes Stanton Cross Yes Viveiros Yes

Mr. Flood explained there are 3 grievances. They will combine 2 of them since they are about similar issues.

Grievance: Mr. Flood claims at Westport Elementary School the contract is being violated by going beyond the stipulated time of 6.5 hours and this is still occurring.

Elementary student dismissal - Teachers per contract have 6 and a half hours a day with student/pupil time. Any increase with this time affects the teacher's day. The grievance claims that teachers are monitoring students in hallways.

Ms. Pacheco asked if the committee has any questions for the union? There were none.

Grievance: Mr. Flood explained that specialists no longer have a full day of teaching, they are teaching less and have supervisory duties. To make this more equitable go back to how this was handled in previous years. Specialists are doing more duties than regular staff.

Attorney Coleman asked Mr. Flood how would preps be handled?

Mr. Aguiar shared they did not have equal time last year within their certification areas. Both teachers and specialists have 6.5 hours of duties and teaching.

Ann Hathaway explained previously specialists had grades 1,2,3,4, and a common planning. Common planning time is gone and now they have supervisory duties. She requested to get that time back into the schedule.

Mr. Aguiar explained he has offered common planning to grade 3 from 3:15 pm. - 4:15 pm.

Attorney Coleman mentioned the grievance about teachers receiving assignments of supervisory duties is being combined. Attorney Coleman requested an amendment to this grievance from the union.

Mr. Aguiar commented that he shared to all staff a schedule for teachers and their assignments for each period. Mr. Aguiar asked the union to submit to him what other schools are receiving so he can duplicate it for the Westport Elementary School staff.

Shawn Flood and Ann Hathaway Westport Federation of Teachers Representatives left here at 6:36 p.m.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

After this discussion a vote was taken.

A motion was made to deny the grievance concerning the 6.5-hour day.

Motion by Viveiros, seconded by Cabral 5/0/0

Roll call vote:

Cabral Yes Gendreau Yes Pacheco Yes Stanton Cross Yes Viveiros Yes

Grievance was denied.

Specialists and duties -

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

A motion was made to deny this grievance.

Motion by Stanton Cross, seconded by Viveiros 5/0/0

Roll call vote:

Cabral Yes Gendreau Yes Pacheco Yes Stanton Cross Yes Viveiros Yes

Grievance was denied.

Attorney Coleman will prepare a response to the union concerning the denial of both grievances and the chair will sign it.

II. Adjourn - A motion was made to adjourn.

Motion by Gendreau, seconded by Cabral 5/0/0

Roll call vote:

Cabral Yes Gendreau Yes Pacheco Yes Stanton Cross Yes Viveiros Yes

The Westport School Committee Executive Session ended at 7:05 pm.

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