

**Westport School Committee
Executive Session
DATE: Thursday, December 16, 2021
TIME: 4:00 pm
PLACE: Virtual**

Join Google Meet: meet.google.com/wyn-zxrd-ipi

MINUTES

Members Present: Michelle Orlando, Melissa Pacheco, Nancy Stanton Cross, Antonio Viveiros

Members Absent: Nancy Tavares

Also Present: Norman Abrahamson WFT, Thomas Aubin Superintendent, Joshua Coleman Attorney Murphy Lamere & Murphy, Rachel Lambauer WFT, Ann Pimentel-Hathaway WFT

I. Call to Order – Vice Chair Stanton Cross called the Virtual Executive Session to order at 4:05 pm. with a quorum of the members present.

Vice Chair Stanton Cross announced the following:

This meeting is being held remotely in accordance with the Governor of Massachusetts' March 12, 2020 order suspending certain provisions of the Open Meeting Law G.L. c.30A, Section 20 and on June 16, 2021 Governor Baker signed an Act relative to extending certain COVID-19 measures adopted during the state of emergency.

A motion was made to adjourn to Executive Session.

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.

Motion by Pacheco, seconded by Viveiros. 4/0/0

Roll call vote:

Orlando Yes Pacheco Yes Stanton Cross Yes Viveiros Yes

A motion was made to invite the representatives from the WFT and Attorney Joshua Coleman to the table.

Motion by Pacheco, seconded by Viveiros 4/0/0

Roll call vote:

Orlando Yes Pacheco Yes Stanton Cross Yes Viveiros Yes

1. WFT Grievance Hearing - Ms. Pimentel-Hathaway explained the Level 3 grievance. An email was sent to staff stating a district wide expectation is to use Google Meets. Doing this created a change in working conditions, so they grieved it. Mr. Aubin asked for an extension while negotiations were occurring. Now they have moved forward to a Level 3 grievance.

Ms. Pimentel-Hathaway further explained before COVID if a student was ill and they were home, work would be done at home. The student would get the work if a parent picked it up and brought it home for homework or a tutor was hired to deliver content for an extended leave. There were ways to get them the work. Before COVID Google Meets was not an expectation. They do not have a MOA for this.

Ms. Pimentel-Hathaway mentioned they had a MOA last year.

Ms. Stanton Cross asked what the MOA from last year was? Ms. Pimentel-Hathaway stated the grievance is about Google Meets and having to do this during the school day.

Mr. Abrahamson stated the MOA from last year expired on its term. It was not executed, but a MOA was drafted during impact negotiations with the last best offer that became the basis. This expired last school year.

Ms. Stanton Cross's understanding is during impact bargaining there has not been a last best offer made at this time. Mr. Abrahamson verified this is correct.

Attorney Coleman shared the last response to the union was December 10, 2021.

Mr. Abrahamson added what is being grieved is the current request to open a Google Meet for students at home due to a COVID related quarantine. This is a matter for negotiations on the table for impact bargaining. There is no agreement and last best offer yet. This is a change in working conditions that changes the classroom to hybrid classes. Mr. Abrahamson has students out and is conducting classes hybrid resulting in improper change in working conditions.

Ms. Stanton Cross asked during last year if hybrid classrooms and livestreaming took place? Mr. Abrahamson responded that hybrid was done and he was not sure about livestreaming.

Ms. Stanton Cross brought up a situation last year when a class was shut down and the teacher was home not symptomatic and they were livestreaming from home. Mr. Abrahamson explained no one did this from home, they livestreamed from the classroom.

Ms. Stanton Cross shared when students were half in and half out there was a hybrid system. Mr. Abrahamson shared this happened during the middle of last year.

Ms. Pimentel-Hathaway said this happened with the lower grades and used an example of when an entire class was quarantined.

Vice Chair Stanton Cross asked if there was anything else anyone wants to say?

Ms. Pimentel-Hathaway apologized for the confusion. What she previously mentioned was called last best offer and not a MOA.

Vice Chair Stanton Cross asked if any school committee members have questions?

Ms. Stanton Cross asked why are we here?

Mr. Abrahamson mentioned this has not reached an endpoint with either a MOA or last best offer. This is a change on what we do.

Members will open a new Google Meet Session for discussion on the Level 3 grievance.

Adjourn - A motion was made to adjourn the Virtual Executive Session.

Motion by Pacheco, seconded by Viveiros

4/0/0

Roll call vote:

Orlando Yes

Pacheco Yes

Stanton Cross Yes

Viveiros Yes

The Virtual School Committee Executive Session ended at 4:24 pm.

Respectfully submitted: S. Pinho

Date Approved: 1-5-22

Date Declassified:

**Westport School Committee
Executive Session
DATE: Thursday, December 16, 2021
TIME: 4:26 pm
PLACE: Virtual**

**2nd meeting for discussion - NEW GOOGLE MEET
Join Google Meet: meet.google.com/ouk-rqxc-mds**

MINUTES

Members Present: Michelle Orlando, Melissa Pacheco, Nancy Stanton Cross, Antonio Viveiros

Members Absent: Nancy Tavares

Also Present: Thomas Aubin Superintendent, Joshua Coleman Attorney Murphy Lamere & Murphy,

I. Call to Order – Vice Chair Stanton Cross called the Virtual Executive Session to order at 4:26 pm. with a quorum of the members present.

Vice Chair Stanton Cross announced the following:

This meeting is being held remotely in accordance with the Governor of Massachusetts' March 12, 2020 order suspending certain provisions of the Open Meeting Law G.L. c.30A, Section 20 and on June 16, 2021 Governor Baker signed an Act relative to extending certain COVID-19 measures adopted during the state of emergency.

A motion was made to adjourn to Executive Session.

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.

Motion by Pacheco, seconded by Viveiros. 4/0/0

Roll call vote:

Orlando Yes Pacheco Yes Stanton Cross Yes Viveiros Yes

[REDACTED]

A motion was made to deny the grievance.

Motion by Pacheco, seconded by Viveiros 4/0/0

Roll call vote:

Orlando Yes Pacheco Yes Stanton Cross Yes Viveiros Yes

Attorney Coleman will draft a grievance answer and share with the Chair and Superintendent.

2. Approval of Minutes: Tuesday, November 2, 2021 -

A motion was made to approve the Minutes from Tuesday, November 2, 2021.
Motion by Pacheco, seconded by Orlando

4/0/0

Roll call vote:

Orlando Yes Pacheco Yes Stanton Cross Yes Viveiros Yes

II. Adjourn - A motion was made to adjourn the Virtual Executive Session.

Motion by Pacheco, seconded by Viveiros

4/0/0

Roll call vote:

Orlando Yes Pacheco Yes Stanton Cross Yes Viveiros Yes

The Virtual School Committee Executive Session ended at 4:45 pm.

Respectfully submitted: S. Pinho
Date Approved: 1-5-22
Date Declassified:

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