



Greater Lawrence Technical School

**DISTRICT COMMITTEE
OPEN MEETING MINUTES
MEETING #1798
February 21, 2021**

<u>Members Present:</u>	Leo Lamontagne	Lawrence	Chairperson
	Marilyn Fitzgerald	Andover	Vice Chairperson
	Zoila Disla	Lawrence	
	Vivian Marmol	Lawrence	
	Anngybel Moreta	Methuen	
	Francisco Surillo	Methuen	

<u>Members Absent:</u>	Frank Rossi	North Andover	Assistant Treasurer
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<u>Others Present:</u>	John N. Lavoie	Superintendent-Director
	Maria Silva	Business Manager
	Gerry DiStefano	Treasurer
	Susan Lally	District Recorder

1. CALL TO ORDER

Chairman Lamontagne called the meeting to order at 6:00 PM with a pledge of allegiance and a moment of silence. He asked members to remember those who protect us around the world.

Governor Baker announced on March 12, 2020 that District Committee Meetings can be held virtually. It needs to be stated what members will be virtual and what members will be in-person. All members will be virtual tonight and Mr. Rossi will not be in attendance.

MOTION: Ms. Fitzgerald moved to go into Executive Session.

2ND: Mr. Surillo

VOTE:

Roll Called by District Recorder:

Ms. Disla	Yes
Ms. Fitzgerald	Yes
Ms. Marmol	Yes
Ms. Moreta	Yes
Mr. Rossi	Absent
Mr. Surillo	Yes
Mr. Lamontagne	Yes

#17645

ENTER EXECUTIVE SESSION

ENTER OPEN SESSION

Supt. Lavoie reported that he would like to read the articles within the MOU that we had requested the Union to approve changing today. They approved it to bring it to their body.

#6, OPT-IN: The Employer shall solicit bargaining unit employees to opt-in to in-person teaching for selected high-needs students and freshman exploratory classes (shop classes only). **There shall be two (2) teachers for each shop to assist with potential teacher sick days/absences. The second opt-in teacher shall be the most senior in the event there are multiple applicants for the second opt-in position.** In the event a shop fails to have at least one (1) opt-in employee, the least senior **bargaining unit employee** who is not a vulnerable employee shall be assigned. Supt. Lavoie reported that this ensures that two teachers will be on call to cover the teaching position.

#9, WINDOWS AND CLASSROOM TEMPERATURES. The EMPLOYER shall make every reasonable effort to assign staff to classrooms with working windows. In the event a classroom does not have access to an operable working window, the affected unit member, the FEDERATION and the EMPLOYER shall meet and ensure that there is acceptable air quality. Furthermore, the Parties acknowledge open windows are critical to assist with increased air ventilation. All bargaining unit employees are encouraged to keep windows open. In the event a classroom gets too cold, the EMPLOYER shall reassign staff. **when feasible**, to spaces where the temperature is at least sixty-six (66) degrees Fahrenheit consistent with the **Commonwealth's Department of Labor Standards**. The only change is that we would move a teacher if the temperature got below sixty-six (66) degrees.

#10, IN-PERSON CLASSROOMS AND CLOSE CONTACTS. The EMPLOYER shall utilize a tracking device to monitor close contacts. The EMPLOYER and the FEDERATION shall review reports at the end of a two-week period to assess the effectiveness of these COVID-19 close contact monitoring devices. **Bargaining unit employees shall wear contact tracing badges at all times when in the building.** These reports shall not be used in any evaluation or disciplinary case. In the event these COVID-19 close contact monitors are ineffective; the parties shall consider the entire class a close contact if a positive COVID-19 case from either a student or a staff and shall be required to quarantine for fourteen (14) days. **In the event there is a positive COVID-19 case within an in-person classroom with two (2) opt-in educators. that class shall move to remote learning during the quarantine period.**

#12, ADDITIONAL SAFETY TRAINING. The EMPLOYER shall provide additional written and professional development resources to opt-in bargaining unit employees specifically pertaining to policies, procedures, and safety training **in the event staff need to be within six (6) feet of students.**

#13, WEEKEND CONTACT TRACING. In the event contact tracing and communication is required over the weekend, the EMPLOYER shall nurse volunteers **or certified contact tracer.** Bargaining unit **employees** who perform voluntary contact tracing and communication over the weekend shall be compensated at the rate of sixty-five dollars (\$65.00) per hour.

#15, REMOTE LEARNING. Bargaining unit members who do not opt-in to in-person learning shall continue to have a remote learning assignment. Remote learning bargaining unit members shall be required to report to campus two (2) days a week. Unit members can choose what two days they report, including Wednesdays, and they shall notify the **Human Resources Director.**

#16, OUT OF STATE RESIDENTS. Out of state resident bargaining unit employees who opt-in to selected high-need/**exploratory** assignments shall have COVID-19 tests reimbursed due to Massachusetts Stop the Spread limitations. This shall apply if a close contact in the building **if not available for free within their home state.** Supt. Lavoie reported that covered by insurance should be added.

#21, This item was added:

REMOTE LEARNING WORK LOCATION TRANSITION. Bargaining unit employees shall be required to complete their remote work assignments from campus starting five (5) work days prior to the start of hybrid. school-wide. in-person learning.

Supt. Lavoie reported that tomorrow we are expecting our ninth grade exploratory and high need students in the building who opted for in-person learning. We have sent out a connectEd call to the parents tonight to make them aware the school will be open tomorrow morning. The students will be reporting to the

cafeteria instead of the shops for the first day because we have not had the MOU in place yet. After that, the students will be dropped off in the shops. Mr. Surillo reported that we have to reconsider the vote of the March 1, 2021.

MOTION: Ms. Fitzgerald moved to accept the changes of the MOU.

2ND: Ms. Moreta

VOTE:

Roll Called by District Recorder:

Ms. Disla	Yes
Ms. Fitzgerald	Yes
Ms. Marmol	Yes
Ms. Moreta	Yes
Mr. Rossi	Absent
Mr. Surillo	Yes
Mr. Lamontagne	Yes

#17647

MOTION: Mr. Surillo moved to approve a change in the protocol for tomorrow to have the students dropped off in the cafeteria instead of the shops for the first day only.

2ND: Ms. Fitzgerald

VOTE:

Roll Called by District Recorder:

Ms. Disla	Yes
Ms. Fitzgerald	Yes
Ms. Marmol	Yes
Ms. Moreta	Yes
Mr. Rossi	Absent
Mr. Surillo	Yes
Mr. Lamontagne	Yes

#17648

MOTION: Ms. Fitzgerald moved to change the protocol if the badges are not here tomorrow morning to have a student who feels sick, the cohort and the teacher will all quarantine for 14 days.

2ND: Ms. Marmol

Ms. Disla reported that we approved in a prior meeting that if the monitors were not here by 10:00 on Friday, then the in-person learning was being moved to Thursday. As far as I am concerned, the monitors did not make it. Supt. Lavoie reported that is why we are making a change. We are making changes last minute for too many important things. The situation that happened from yesterday to today is a result of last minute. This is a problem. We are making a motion of something to make changes and make a motion to resolve something that was voted on prior. Either I am lost or something is lost. Ms. Fitzgerald reported that we should take away the motion we just made. Then maybe rescind the vote we have taken and reinstate the motion we just did.

Motion removed

MOTION: Mr. Surillo moved to rescind the pushing the date back to February 25th if the devices were not in with the new protocols in place

2ND: Ms. Fitzgerald

VOTE:

Roll Called by District Recorder:

Ms. Disla	Yes
Ms. Fitzgerald	Yes

Ms. Marmol	Yes
Ms. Moreta	Yes
Mr. Rossi	Absent
Mr. Surillo	Yes
Mr. Lamontagne	Yes

#17649

MOTION: Mr. Surillo moved to change the protocol if a student gets sick in a cohort and has tested positive, then the student, cohort and teacher will quarantine for 14 days.

2ND: Ms. Fitzgerald

VOTE:

Roll Called by District Recorder:

Ms. Disla	Yes
Ms. Fitzgerald	Yes
Ms. Marmol	Yes
Ms. Moreta	Yes
Mr. Rossi	Absent
Mr. Surillo	Yes
Mr. Lamontagne	Yes

#17650

MOTION: Ms. Fitzgerald moved to rescind the March 1, 2021 vote to have teachers return

2ND: Ms. Marmol

VOTE:

Roll Called by District Recorder:

Ms. Disla	Yes
Ms. Fitzgerald	Yes
Ms. Marmol	Yes
Ms. Moreta	Yes
Mr. Rossi	Absent
Mr. Surillo	Yes
Mr. Lamontagne	Yes

#17651

MOTION: Ms. Fitzgerald moved to approve the new MOU as presented today

2ND: Ms. Disla with discussion

Mr. Disla reported that she wanted to be part of the meeting today, but was not informed. I understand that there are a lot of things going on and the District Committee is being accused from the emails and comments that we didn't want to approve the MOU. I feel that there is a lot of communication that has not been brought to the table the right way. I believe that one or two members need to be in the negotiations so we understand what the parties are up to. Mr. Surillo reported that he recommends for the next District Committee Meeting that we look into adding a District Committee Member to negotiations. Please put it on the agenda for the next meeting. Ms. Disla reported that she was disappointed that some information was lost in the translation. I want to hear what the concerns are of teachers and I am disappointed about everything that went on today. I think this needed to happen way before today. If someone wanted to go on strike because of some information that was not given, I don't blame them. Again, I think we need to be part of this conversation. Supt. Lavoie reported that whatever emails Ms. Disla and everyone else received is their opinion and is not factual. Everything we did was how we negotiate. I brought back an MOU to the District Committee exactly as was approved and tentatively agreed upon by the teachers exactly the way I agreed to bring it back. I was clear, concise and we went

through every single article that the committee heard. I am offended by any accusation that the District Committee didn't get the communication accurately and efficiently and on time every single time. I negotiated this MOU exactly how I negotiate every MOU or every contract with the teachers. I meet with them and bring it back to the District Committee and go through every single article for their input on whether they agree or not. This case was complicated because there was one issue that we could not agree upon and I was very clear with the teachers that I did not believe the District Committee would approve the two days instead of five days. Any one that was on my team would agree that was the situation. We did nothing wrong on how we approached it. The teachers were striking because they didn't want to come back five days a week in the building. It was put as if the entire agreement was not agreed upon. We were accused of not bargaining in good faith and I believe that we did. I recommended to the District Committee the entire package and they did not approve it. The District Committee voted no on one article. I said I would work with the teacher's union to get it approved. I believe that I did my job as required in the most efficient and correct way it could possible be done and I did an outstanding job communicating it to the District Committee. There has been enormous amount of communication between parents, teachers and students including today's meeting, which was asked for by the union, under the threat of a strike. It was my understanding that everyone on the District Committee got that communication from the teacher's union. Everyone on the committee should have know that we were going to be meeting with the teacher's union to resolve it. I had two requests from members, Ms. Marmol and Mr. Surillo to participate and I was happy to have them. If Ms. Disla asked, I would have been happy to have her there as well. I did not reach out to any of the members, because typically that is not what we do. That is highly unusual. It was very successful and I appreciated their hard work and they made a difference and I can see how that can make a difference in the future. I would love to have Ms. Disla a part of the process in the future and would bring a lot to the table and has good ideas and demands clarity. I do believe I have communicated all the issues clearly.

VOTE:

Roll Called by District Recorder:

Ms. Disla	Yes
Ms. Fitzgerald	Yes
Ms. Marmol	Yes
Ms. Moreta	Yes
Mr. Rossi	Absent
Mr. Surillo	Yes
Mr. Lamontagne	Yes

#17652

Ms. Disla reported if you have been doing an outstanding job like you said, we would not be sitting here right now and would not be having all this discussion. Supt. Lavoie reported that he would disagree with that. The reason why we are sitting here right now is because the District Committee voted "no" on the teachers working two days in the building instead of five.

Chairman Lamontagne reported that he does not agree with Ms. Disla. I believe the Superintendent has done an outstanding job and we are going to have freshman walking through the door tomorrow and has a lot to do with it.

11. **ADJOURNMENT**

MOTION: Mr. Surillo moved to adjourn at 8:10PM.

2ND: Ms. Fitzgerald

VOTE:

Roll Called by District Recorder:

Ms. Disla	Yes
Ms. Fitzgerald	Yes
Ms. Marmol	Yes
Ms. Moreta	Absent
Mr. Rossi	Yes
Mr. Surillo	Yes
Mr. Lamontagne	Yes

#17653

Respectfully Submitted:



Susan Lally
District Recorder

Minutes Reviewed:



John N. Lavoie
Superintendent-Director