

**Minutes
Personnel Subcommittee
Amesbury School Committee
DRAFT**

Date: April 4, 2023

Time: 3:31 pm

Location: Amesbury High School Superintendent's Office

Call Meeting to Order

Who Present:

Gaye Smith, Abigail Jurist Levy, Elizabeth McAndrews, Michelle McNulty, Joan Liporto, Karina Mascia-Fayles, Jim Montanari

Motion to go into Executive Session

1. Pursuant to M.G.L. c. 30 A, section 21 (a) (3) for the purpose of discussing strategy as it relates to negotiations with the AFT Amesbury (Teachers & Nurses, Paraprofessionals & Tutors, Multi-Purpose Technicians), as an open session may have a detrimental effect on the bargaining position of the Amesbury School Committee, as declared by the Chair; and
2. Pursuant to M.G.L. c. 30A, Section 21 (a) (2) for the purpose of conducting collective bargaining sessions with the AFT Amesbury (Teachers & Nurses, Paraprofessionals & Tutors, Multi-Purpose Facilities Technicians); and
3. Pursuant to M.G.L. c. 30A, Sections 21 (a) (2), (3), and (7) for the purpose of approving and reviewing minutes of past negotiation executive session(s).

We will not return to open session for adjournment; we will adjourn from executive session.

By: Gaye Smith

Time: 3:32 pm

Second: Abigail Jurist Levy

Roll Call Vote: Smith, yes
Levy, yes
Unanimous

Strategy Session:

- Reviewed the agenda for the meeting and potential questions that might arise
- Time on learning and length of lunch, recess
- General discussion regarding negotiations with AFT bargaining team

Time: 4:06 pm – Convened with AFT bargaining team.

Location: Amesbury High School Library

Who Present:

Name	Role
Michelle McNulty	District Attorney
Elizabeth McAndrews	Superintendent
Abigail Jurist Levy	School Committee
Gaye Smith	School Committee
Joan Liporto	District Administration
James Montanari	District, resource, AES principal
Karina S. Mascia-Fayles	District, resource, CES principal
Caryn Laflamme	AFT MA
Cindy Yetman	Union, core
Sharon Nash	Union, core
Jennifer Hawrylcw	Union, core
Joanna Dodier	Union, core
Jennifer MacIntire	Union, core
Lauren Snay	Union, core
Karen Brannelly	Union, core
Mark Rinaldi	Union, core
Zach Rinaldi	Union, core
Laurie Williams	Union, core
Michael Weslowski	Union, core
Jim Queenan	Union, core
Ian Opolski	Union, core
Jared Brandwein	Union, core
Colette Castine	Union, core
Thad Ackerman	Union, resource
Patricia Blanchard	Union, silent representative
Ashley LaValley	Union, silent representative
Courtney Lovett	Union, silent representative
Kate Gilbert	Union, silent representative
Alyson Woodbury	Union, silent representative
Chris Leary	Union, silent representative
Beth Cavalier	Union, silent representative
Robert “Larry” Gustafson	Union, silent representative

Emicel Burrell	Union, silent representative
Susan Saurman	Union, silent representative
Elizabeth Peterson	Union, silent representative
Dara McGonagle	Union, silent representative
Barbara Manson	Union, silent representative
India Kolman	Union, silent representative
Karen Greenfield	Union, silent representative
Raybecca Bailey	Union, silent representative
Rosemary Greene	Union, silent representative
Shayna Marshall	Union, silent representative
Cara O'Neill	Union, silent representative
Ashley Rideout	Union, silent representative
Megan Butler	Union, silent representative
Kristen Bilodeau	Union, silent representative
Julie O'Neill	Union, silent representative
Edna Bishop Jarmin	Union, silent representative
Megan Hoyt	Union, silent representative
Sheila Harney	Union, silent representative
Susan Gonthier	Union, silent representative

Description/Minutes of Discussions:

Items discussed:

- Introductions of all in attendance.
- Presentation regarding the issues of concern at the elementary level, principally preparation time

Broke for caucus: 4:53

Resumed discussion with AFT bargaining Team: 5:22

Items discussed:

- The formation of two joint committees (K-2, 3-5) to develop a proposal to address these challenges was discussed

Broke for caucus: 5:29

Returned to Negotiation Room and resumed discussion with AFT bargaining Team: 5:45

Items discussed:

- The formation and composition of one committee was discussed
- Timeline and context for arriving at agreement regarding elementary concerns was proposed

Broke for caucus: 5:50

Returned to Negotiation Room and resumed discussion with AFT bargaining Team: 5:59

Items discussed:

- The School Committee's response to the proposal of a single committee to address issues of concern at the elementary level and the timeline and context for coming to agreement was presented
- The School Committee's response to the 403B issue was presented
- The School Committee's response to the proposal regarding AFT access to teachers was presented
- Amesbury High School schedule and next steps regarding forming an agreement was discussed
- Outcomes of the Joint Labor-Management Committee's discussion of student support and communication was presented and next steps were discussed.
- AFT presented their response and counter proposal regarding the School Committee's wage proposal

Meeting ended with Union, and Committee returned to caucus: 7:00.

Items discussed:

- Potential strategies were discussed regarding wage proposals and other matters considered in the meeting.

Motion to Adjourn: 7:31

By: Gaye Smith

Second: Abigail Jurist Levy

Roll Call Vote: Smith, yes
Levy, yes
Unanimous

Meeting adjourned: 7:32 pm