

**Executive Board Meeting
October 5, 2021**

I Call to Order

The meeting was called to order by Mitch Sweet at 2:44PM once it was determined that a quorum was present.

II Roll Call

Present:	√Mitch Sweet	√Jonathan Root	John Narcizo	√Karyn Robertson	√Wilson Valente
Academic:		Justin Charest	√Erin Gibeau	√Tom Librera	√Kevin Mahoney
		√Decio Matos	√Nick Santos		
Vocational:		Manny Botelho	Steve Cloutier	√Chris McGovern	
		Paul Nogueira	√Dave Salsinha	√Priscilla Wicks	
At-Large:		√Eric Silva			
LPN:		√Lori Gehan	Guest(s):	√Christine DeMelo	√Stephen Vaites

III Officer's Report

- a. **Acceptance of Minutes** – A motion was made by Tom Librera to approve the minutes from September 8, 2021, which was seconded by Dave Salsinha, motion passed; minutes accepted.
- b. **Treasurer** – The treasurer's report was provided for this month. There has not been much activity. The member list is being updated with the new members. There was a motion made by Decio Matos to accept the report, which was seconded by Jonathan Root, motion passed; report accepted.
- c. **VP of Negotiations** – This report was delivered by Mitch Sweet due to John Narcizo's absence. Negotiations are ongoing. The school committee meeting was cancelled in September due to an emergency with a school committee member. There was a motion made by Erin Gibeau to accept the report, which was seconded by Paul Nogueira, motion passed; report accepted.
- d. **VP of Grievances** – There is a level three grievance that was discussed last meeting. This grievance is still at level three because of the cancelled school committee meeting. There was a motion made by Decio Matos to accept the report, which was seconded by Dave Salsinha, motion passed; report accepted.

IV Old Business

- a. **By-Law Review** – There was a motion to table the By-Law review by Wilson Valente until the contract is ratified. There was some discussion. This motion was seconded by Decio Matos, motion passed; By-Law review tabled until the contract is ratified.
- b. **Ten Day Sub Plans** – Academic teachers were instructed to submit ten-day lesson plans, however this directive does not need to be followed. Department heads will make sure there is enough work to go along with the curriculum if a teacher is absent.
- c. **Vending Machines** – New machines were delivered yesterday. Karyn and Wilson met with a representative from the new company and were given his business card and contact information. A different company representative contacted Wilson later in the week to check that the machines were replaced and that the products we wanted were stocked. We can request products based on member input. The prices are set based on the ten percent commission we negotiated. Lori Gehan expressed interest in having vending machines at the new LPN location. Lori will be the LPN point person.
- d. **DTA Members/New Adjustment Counselor** – The new counselor does work with students. Our MTA representative was contacted about this person. Our representative will be sending a different person out for the negotiation meeting next week. The representative will find out if the counselor can be a part time DTA member. There was a question about the full-time person in the nurse's office.
- e. **Teacher Resource Room (CPT)** – This room will not be used for common planning time. The conference room will be used for CPT.

V New Business

- a. **Inverse Order/Missed Preps** – The inverse order is not being followed. The same people are being used for the same preparatory periods. Some teachers have had two coverages this week and others have had none. The problem of people not being given coverages on days that they had other school business during their preps was fixed. There was a department head meeting last week where Dr. Warren and Principal Rebello said the common planning time was a directive. The grievance was settled from Superintendent Ferreira that twenty-eight and a half minutes of your common planning time is a teacher's break. On September 16, 2021, Dr. Warren sent an email about common planning time and the expectation was to meet once a week, which wasn't credited on inverse order. This led to a discussion about the volume and frequency of coverages within the E-Board meeting. The coverage sheet was analyzed by union officers and it was found that coverages are not being done correctly. The coverages for breaks and preparatory periods for vocational teachers were also requested. There was much discussion. Some discussion included grieving the inverse

order and how it is not being followed according to the contract language. Teachers noted that they would prefer a coverage in the library (the new study hall room), over a shop, in order to complete their work. It makes more sense to put dedicated substitutes in the shops. It was determined that a grievance will be filed about the non-compliance of the inverse order language, as the contract states.

- b. **DTA Member Communication** – Members are saying that they don't hear about things once they happen in meetings. There was a discussion on the best way to communicate the solutions to presented problems. Department representatives should be speaking to the departments that they represent.
- c. **Outside Observers/Feedback** – There was an email about an outside person (Mr. Balke) coming in to observe and provide feedback to the new co-teaching partners on 10/13/2021. There was discussion on whether this person is CORI checked and the policy on having outside observers, not initiated by teachers, come in to the building.
- d. **Academic Evaluation/Observation Requirements** – On 9/21/2021, there was an email from Dr. Warren with an agenda for an academic meeting regarding NEAS&C, however the meeting turned into an evaluation meeting regarding having objectives posted for evaluations. The second half of the meeting doesn't count. The requirements set forth in the email were not valid.
- e. **Classes in Auditorium with Subs/Sub Plans/Rosters** – Teachers are required to leave a substitute plan on their desk when they are absent, however, classes are being corralled in the auditorium and substitute plans are not being followed. There is either one sub or a few teachers watching multiple classes in the auditorium. There are safety concerns with the absence of student rosters in the auditorium. There have also been classes in the auditorium during lunch periods. Teachers were told by administrators that this is the direction they are going in. People are also being told they can't take their preps because there is no one to cover for them.

VI Other

The next E-Board meeting will be held on November 3rd, 2021 in Room 251.

VII Adjournment

At 3:47PM, there was a motion to adjourn the meeting by Wilson Valente, which was seconded by Decio Matos, motion passed; meeting adjourned.