

**Executive Board Meeting
December 8, 2021**

I Call to Order

The meeting was called to order by John Narcizo 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):	√Anne-Marie Zenni	√Andrea Case
				√Randi Costa	

III Officer's Report

- a. **Acceptance of Minutes** – A motion was made by Decio Matos to approve the minutes from November 3, 2021, which was seconded by Paul Nogueira, motion passed; minutes accepted.
- b. **Treasurer** – The treasurer's report was provided for this month. The funds are in good standing. The December updates of the membership list are going to MTA. The vending machine company has paid the DTA, however the check for sixty-nine dollars and change was written out to Diman Regional and not the DTA; they will be sending a new check. There was a motion made by to accept the report by Decio Matos, which was seconded by Justin Charest, motion passed; report accepted.
- c. **VP of Negotiations** – The MOA for the contract has been signed on passed on to the superintendent. We are in the process of transferring the MOA. A committee of members will be put together to ensure that everything is done correctly. There was a motion made by Jon Root to accept the report, which was seconded by Decio Matos, motion passed; report accepted.
- d. **VP of Grievances** – There is a level three grievance from three months ago, which keeps getting pushed off by the school committee. The school committee is meeting next Thursday. This is a personal stipend issue. The grievance was in abeyance, but was then tabled. Jonathan Root emailed them about it a couple of weeks ago. There was some discussion about the recourse of them not responding. There was a motion made by Wilson Valente to accept the report, which was seconded by Paul Nogueira, motion passed; report accepted.

IV Old Business

- a. **DTA Members/New Adjustment Counselor** – The counselor has since resigned from the position. This item will be removed from the agenda until a new counselor gets hired. Our MTA representative said there needs to be a certain amount of part time staff to have them join the DTA.
- b. **Classes in Auditorium with Subs/Sub Plans/Rosters** – Principal Rebello sent out a procedure regarding the auditorium and the process for getting student work back to teachers.

V New Business

- a. **School Safety/Admin Support** – Andrea Case spoke to the Executive Board about a safety concern that happened with a teacher recently. She questioned what the expectations are about recourse and consistency. The conduct report will say progressive discipline, but no consequence attached. She is worried that there is no follow through. Teachers are speaking to students in the hallway about conduct violations, however, there nothing being done about it. She wants to have a full union meeting since this is happening over the entire building. Mitch Sweet and John Narcizo had a lengthy meeting with Dr. Warren asking for consistency. There were three situations where administration is siding with students and teachers. Dr. Warren will communicate the content of the meeting to Principal Rebello once he returns from leave. Jon Root will send out information to the body regarding Weingarten rights. He will recommend that members bring two union representatives with them. It is also recommended that union representatives be present when students get called down for an investigation connected to a teacher. We can contact MTA and get a referral to legal services regarding the situation Ms. Case was referring to regarding slander towards union members. There was much discussion, including putting all of this in writing to administration. There was a motion by Jonathan Root to have a letter sent to administration asking for protocols for teacher discipline and investigations. This motion was seconded by Kevin Mahoney; motion passed.
- b. **Nurses Job Duties/Concerns** – This item has been resolved.
- c. **Special Education Outside Observer** – There is a new outside observer (who will be working with a select group of people) coming in. This was conveyed through an email sent to the department heads. This same

concern was recently addressed, however has come up again. John Narcizo will see Principal Rebello or Deborah Pacheco to have them let faculty know that will be voluntary.

- d. **Update Job Descriptions (contract language)** – Page fifty-six of the current contract says that all current job descriptions will be updated by July 2019. Some issues could be resolved if job descriptions were updated. There was some discussion. There will be a call to committee about job descriptions.
- e. **Retroactive Coverage Pay/March PD Day/Vote if Necessary** – It was proposed by administration that all the additional coverages with the new contract coverage rate be compensated with a half day on March 9, 2022. The rationale was that it would be cumbersome to tally all the coverages all for potentially approximately fifteen to twenty-five dollars if someone were to have had one additional coverage a day since September. This does not include coverages for Saturday school, intramurals, etc. This will only apply to coverages. Decio Matos made a motion that we have a 12:28PM release on March 9, 2022, for exclusive use of retroactive coverage pay, which was seconded by Tom Librera. A vote was taken, which was unanimous, motion passed.
- f. **Retirement/New Member Party** – There was a motion made by Jonathan Root to table this item to the next meeting, which was seconded by Decio Matos, motion passed; item tabled.

VI Other

The next E-Board meeting will be held on January 4, 2022 in Room 251.

VII Adjournment

At 3:37PM, there was a motion to adjourn the meeting by Chris McGovern, which was seconded by Decio Matos, motion passed; meeting adjourned.