

MINUTES OF THE EXECUTIVE SESSION
OF THE MALDEN SCHOOL COMMITTEE
Monday, October 2, 2017
Malden Senior Center, 7 Washington Street

Mayor Christenson called the meeting to order at 7:28 pm.

1. Collective Bargaining (Grievances)

Attorney Greenspan informed that two Level 3 grievances will be brought forward to the School Committee by Mr. Nagle who represents the clerical, cafeteria, and custodian units for SEIU Local 888. The first grievance is from the SEIU Local 888 clerical unit and the second is from the SEIU Local 888 cafeteria unit. Mr. Marsh recused himself from this portion of the meeting as he is affiliated with SEIU Local 888.

Mr. Nagle along with Ms. Nicosia, the PIC staff who filed the grievance regarding the ELC Principal, Ms. Gordon, performing work that should be done by members of the SEIU Local 888 clerical unit, presented their grievance to the School Committee. Ms. DePersis had filed the grievance with Ms. Nicosia but she was not in attendance at this meeting. According to the grievance, the work performed was Kindergarten registration and follow-up with parents. The 3 pieces of documentary evidence provided by Mr. Nagle during the executive session were the job description, description of the clerical work done by the ELC Principal and a recognition clause. Ms. Nicosia also provided a spreadsheet that she had prepared listing the names of students and when each part of the registration process was completed during this school year. Mr. Nagle said that the union will be willing to settle if the Malden Public Schools (MPS) provide a letter to memorialize that this nature of work should only be performed by members of the clerical unit. Ms. Nicosia left the executive session after the presentation.

Ms. Campbell, a former cafeteria worker at Salemwood School, was called into the executive session when Mr. Nagle presented the second grievance to the School Committee. The grievance filed by Ms. Campbell is with regards to not being compensated at a higher hourly rate of \$17.69 instead of \$13.01 for performing work such as keeping inventory, assigning employees to workstations, and handling requests from teacher and staff that would normally be performed by a cook or assistant cook. Ms. Campbell was paid at a higher rate for 10 days by MPS but Ms. Campbell stated that she had been doing the work for 4 months and therefore is seeking compensation for it.

Once Mr. Nagle and Ms. Campbell concluded their presentation and left the executive session, Mayor Christenson said that the School Committee would first consider Ms. Campbell's grievance. Ms. Mertz, Business Manager informed that Ms. Campbell's initial request was only for 10 days work and was paid for it. However, after a period of time had lapsed, Ms. Campbell returned to seek compensation for the 4 months. Ms. Mertz also added that the initial Level 1 grievance had catapulted to Level 3 bypassing Level 2.

Upon further discussion among the School Committee members and recommendation from Attorney Greenspan, Ms. Bordonaro made the motion to deny the Level 3 cafeteria unit SEIU Local 888 grievance filed by Ms. Campbell for additional compensation. Mr. Froio seconded. A roll call vote was taken.

Ms. Beardsley voted YES
Ms. Bordonaro voted YES
Mr. Drummey voted YES
Mr. Froio voted YES
Mr. Iovino voted YES
Mr. Leone voted YES
Mr. Marsh voted YES
Mr. Silverman voted YES
Mayor Christenson voted YES
Motion passed unanimously.

Mayor Christenson brought up for discussion the grievance from the clerical unit of SEIU Local 888 regarding the ELC Principal, Ms. Gordon, performing work that should be done by members of the SEIU Local 888 clerical unit. The union asked Malden Public Schools (MPS) to provide a letter to memorialize that this nature of work should only be performed by members of the clerical unit.

Ms. Mertz said that the Principal had very little to do with the actual work as it was mainly performed by her staff at the ELC who are members of the same clerical unit of SEIU Local 888. School Committee members discussed this matter further. Attorney Greenspan's recommendation was to deny this request. Mr. Drummey made the motion to deny the Level 3 clerical unit SEIU Local 888 grievance filed by Ms. Nicosia and Ms. DePersis. Mr. Iovino seconded. A roll call vote was taken.

Ms. Beardsley voted YES
Ms. Bordonaro voted YES
Mr. Drummey voted YES
Mr. Froio voted NO
Mr. Iovino voted NO
Mr. Leone voted NO
Mr. Marsh RECUSED
Mr. Silverman voted NO
Mayor Christenson voted YES
Motion failed 4-4.

Mr. Iovino made a motion to table this matter. Ms. Bordonaro seconded. A roll call vote was taken.

Ms. Beardsley voted YES
Ms. Bordonaro voted YES
Mr. Drummey voted YES
Mr. Froio voted YES
Mr. Iovino voted YES
Mr. Leone voted YES
Mr. Marsh RECUSED
Mr. Silverman voted YES
Mayor Christenson voted NO
Motion passed 7-1.

2. Non-Union Contracts

Superintendent Oteri recommended that the three clerical non-union staff in Central Office, Ms. Joanne D'Orlando, Ms. Marie Lucey and Ms. Shirley Dorai receive a 2% raise in salary in line with the raise received by other clerical staff in the district retroactive July 1st, 2017.

After some discussion, Mr. Silverman made the motion to approve the 2% raise in salary for the clerical staff in Central office. Mr. Marsh seconded. A roll call vote was taken.

Ms. Beardsley voted YES

Ms. Bordonaro voted YES

Mr. Drummey voted YES

Mr. Froio voted YES

Mr. Iovino voted YES

Mr. Leone voted YES

Mr. Marsh voted YES

Mr. Silverman voted YES

Mayor Christenson voted YES

Motion passed unanimously.

3. Non-Union Contract (Assistant Superintendent)

Mayor Christenson brought forth the 1-year contract for Ms. Keenan for the position of Interim Assistant Superintendent, Curriculum, Instruction and Assessment.

Superintendent Oteri said that after discussion with Ms. Keenan, the revised contract includes the bump back rights so that Ms. Keenan will have the option to resume the Principal position at Salemwood School next year. The revised 1-year contract which will run until the end of June 2018, was also adjusted to \$145,000. In response to a question, Superintendent Oteri mentioned that by March 2018, a decision would be made as to whether Ms. Keenan will be continuing in the position of Assistant Superintendent for the following year.

Mr. Marsh made the motion to approve the 1-year contract for Ms. Keenan for the position of Interim Assistant Superintendent, Curriculum, Instruction and Assessment. Mr. Iovino seconded.

A roll call vote was taken.

Ms. Beardsley voted YES

Ms. Bordonaro voted YES

Mr. Drummey voted YES

Mr. Froio voted YES

Mr. Iovino voted YES

Mr. Leone voted YES

Mr. Marsh voted YES

Mr. Silverman voted YES

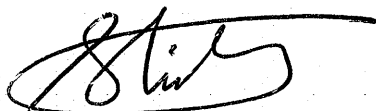
Mayor Christenson voted YES

Motion passed unanimously.

Adjournment

Mr. Marsh made the motion to adjourn Executive Session at 8:15 p.m. Ms. Bordonaro seconded and it was so VOTED. The committee reconvened to the Regular Session at 8:18 p.m.

I certify that a notice of this meeting was filed with the Clerk of the City of Malden in the manner provided under Chapter 39, Section 23A of the General Laws.

A handwritten signature in black ink, appearing to read 'Shirley Dorai', written over a horizontal line.

Shirley Dorai, Clerk