

MASCONOMET REGIONAL SCHOOL COMMITTEE  
Negotiations Subcommittee Minutes  
9/16/2024 3:30pm

Bargaining Session #6 with Masconomet Teachers Association

Present for SC Negotiations Subcommittee (SC):

Bill Hodges, Chair

Christine Bolzan

Trevor Currier

Greg Pagnini, Counsel

Michael Harvey, Superintendent

Jeff Sands, Asst. Superintendent for Finance and Operations

Melissa Ogden – via zoom

Joe McLean

Present for Masconomet Teachers Association (MTA):

Nicko Tzortzis, President MTA

Melissa Stanley, PIC Chair

Lois Afrow

Christian LeBlanc

Chris Malio

Brian Mintz

Jared Scarpaci

Eric Blanchet, Massachusetts Teachers Association - Zoom

**A. Regular Meeting Call to Order:**

Bill Hodges called the negotiations meeting to order at 3:32pm.

**B. Approve June 6, 2024, and June 24, 2024, Meeting Minutes**

A motion was made by C. Bolzan to approve the Meeting Minutes of June 6, 2024, and June 24, 2024. The motion was seconded by T. Currier and unanimously approved by Rollcall vote:

J. McLean – yes   M. Ogden – yes   C. Bolan – yes   W. Hodges – yes   T. Currier - yes

MOTION: Approve Meeting Minutes

VOTE:      5-0, Motion Carried

**C. Conduct Collective Bargaining Session with Masconomet Teachers' Association**

Attorney Greg Pagnini presented the Administration's package proposal, which is the last best and final offer by the Administration. He reviewed the changes in the salary increase which is now 3-3.25-3.5 and reviewed the steps to be deleted. Parent leave of 8 weeks paid is included. Stipends and tuition reimbursement were reviewed.

Nicko Tzortzis asked for clarification on teacher evaluations and what was not working with the current evaluations.

Discussion followed regarding the evaluation language and unannounced visits, complying with DESE standards and rubrics issued by DESE in June. Discussion regarding unannounced visits enabling the Administration to observe and provide helpful feedback.

Caucus from 4:10pm-4:45pm.

Language regarding the use of exemplary and positive feedback on the forms was reviewed. The Administration wants legitimate, real feedback to provide teachers. Discussion followed regarding unannounced visits.

Nicko Tzortzis stated that the response by Administration is considerable, and more time will be needed for a full review and to provide the information to the other members.

T. Currier reviewed the timeline regarding evaluations. The 2023 School Committee goals included accountability and compensation consistent with DESE regulations and other communities.

J. McLean added that the SC has very limited tools to explain to the community what good teachers we have and that the JLMC is not open to School Committee members, so they cannot contribute. The Administration requests are not punitive in any way, we want the ability to show how great the teachers at MASCO are to the parents and community.

Eric Blanchete added that the Administration can make a proposal for the School Committee to join the JLMC.

W. Hodges stated that other district evaluation processes were reviewed, and all had a minimum number of unannounced visits. MASCO is the only school with a maximum number of unannounced visits. This is not a meaningful management process for MASCO.

The next meeting is scheduled for October 1, 2024, at 3:30pm.

**The meeting was adjourned at 5:20pm.**

Submitted By: \_\_\_\_\_ Approved: \_\_\_\_\_  
Lynn Viselli, Recording Secretary Date