

APPROVED



## City on a Hill Charter Public School

### Minutes

#### June 2020 Board Meeting #2

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#### **Date and Time**

Wednesday June 10, 2020 at 9:30 AM

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This meeting took place remotely pursuant to the March 12, 2020 Baker-Polito Administration announcement of an emergency order temporarily modifying the state's open meeting law.

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#### **Trustees Present**

Andres Tejeda Soto (remote), Cara Stillings-Candal (remote), Jack Gearan (remote), Jacqueline Bennett (remote), Jeff Jablow (remote), Melisa Lemire (remote), Sarah Griffin (remote)

#### **Trustees Absent**

Gary Morton, Karin Wall

#### **Ex Officio Members Present**

Kevin Taylor (remote)

#### **Non Voting Members Present**

Kevin Taylor (remote)

#### **Guests Present**

Jackie Hayes (remote), Ted Gildea (remote)

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#### **I. Opening Items**

**A. Record Attendance**

**B. Call the Meeting to Order**

Cara Stillings-Candal called a meeting of the board of trustees of City on a Hill Charter Public School to order on Wednesday Jun 10, 2020 at 9:34 AM.

Cara Stillings-Candal made a motion to open the meeting.

Sarah Griffin seconded the motion.

The board **VOTED** to approve the motion.

**Roll Call**

Jeff Jablow	Aye
Sarah Griffin	Aye
Jacqueline Bennett	Aye
Andres Tejeda Soto	Aye
Gary Morton	Absent
Melisa Lemire	Aye
Karin Wall	Absent
Cara Stillings-Candal	Aye
Jack Gearan	Aye

**II. Executive Session Related to Union Negotiations**

**A. Executive Session Related to Union Negotiations**

The Board agreed that an executive session was not necessary and, therefore, did not go into executive session.

**III. Vote on Ratification of the Collective Bargaining Agreement**

**A. Vote on Ratification of the Collective Bargaining Agreement**

The Board discussed outstanding questions related to the proposed draft collective bargaining agreements between City on a Hill Circuit Street Charter Public School, City on a Hill Dudley Square Charter Public School, City on a Hill New Bedford Charter Public School and their respective Unit A employees, which encompasses teacher, deans, mental health counselors, college counselors, and nurses.

**The Board inquired into the timeline for ratification and implementation?**

Counsel explained that the parties have proposed the date of June 16, 2020 as the implementation date based on both parties' timelines for voting.

**The Board inquired into the communication plan?**

Counsel and the Board discussed the need to prepare statements and to coordinate with the Union related to communication of any decision on the agreement.

**The Board inquired into the exact operation of the duration provision of the agreement and successor agreements?**

Counsel explained the technical operation of the duration provision. Counsel also discussed the reasoning behind seeking a one-year agreement and how this is based on this being a new contract in an organization that has seen many changes in the past few years. The purpose of this approach is for all sides to be able to test how this agreement operates prior to negotiating any longer-term agreements.

The Board discussed a desire to ensure that future negotiations related to any potential changes to the contract are negotiated in a timely and efficient manner to ensure, as much as possible, that all parties are able to remain focused on the teaching and learning needs of students and staff.

**The Board inquired into how the process of arbitration functions under the agreement?**

Counsel explained the arbitration process, timelines, arbitrator selection, and potential costs.

Board member Jack Gearan asked that counsel review a couple of elements of the agreement to ensure that they read as intended and counsel confirmed that they would do so. Gearan stated that he believes the agreement is well thought out and represents a positive step forward for the organization.

Board Chair Cara Candal expressed concern related to Article X and ensuring that sufficient time is built into the contract for teacher professional development. Candal explained that she is particularly concerned about this given that many of City on a Hill's teachers are relatively inexperienced, the impact of COVID-19 and the need for virtual learning, and, in particular, the need to improve our academic outcomes.

Counsel shared that, consistent with City on a Hill's past practice, the agreement allows City on a Hill to continue offering weekly professional development to its teachers in addition to full day professional development throughout the school year.

Candal expressed that she continues to be concerned about the amount of professional development that City on a Hill will likely need to offer prior to the beginning of school year 2020-2021 and whether the agreement sufficiently addresses this issue. Candal stated that it is critical that City on a Hill ensure that all teachers are fully prepared to engage in any virtual learning necessitated by COVID-19. Additionally, Candal expressed concern that City on a Hill must offer comprehensive professional development to ensure that all of its teachers are supported and prepared to move City on a Hill's academic results forward.

There being no further questions related to the agreement, the Board agreed to move to a vote.

Cara Stillings-Candal made a motion to ratify the collective bargaining agreements between City on a Hill Circuit Street Charter Public School and its Unit A Bargaining Unit, City on a Hill Dudley Square Charter Public School and its Unit A Bargaining Unit, and City on a Hill New Bedford Charter Public School and its Unit A Bargaining Unit.

Andres Tejeda Soto seconded the motion.

The board **VOTED** to approve the motion.

**Roll Call**

Jeff Jablow	Aye
Sarah Griffin	Aye
Andres Tejeda Soto	Aye
Jacqueline Bennett	Aye
Jack Gearan	Aye
Karin Wall	Absent
Melisa Lemire	Aye
Gary Morton	Absent
Cara Stillings-Candal	Aye

**IV. Closing Items**

**A. Adjourn Meeting**

Cara Stillings-Candal made a motion to Adjourn meeting.

Andres Tejeda Soto seconded the motion.

The board **VOTED** to approve the motion.

**Roll Call**

Cara Stillings-Candal	Aye
Gary Morton	Absent
Jeff Jablow	Aye
Karin Wall	Absent
Melisa Lemire	Aye
Sarah Griffin	Aye
Jacqueline Bennett	Aye
Jack Gearan	Aye
Andres Tejeda Soto	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:01 AM.

Respectfully Submitted,  
Jackie Hayes