

MINUTES – WAYLAND SCHOOL COMMITTEE

Executive Session – April 28, 2014

An Executive Session of the Wayland School Committee was held on Monday, April 28, 2014, at 10:24 P.M. in the School Committee Room of the Wayland Town Building.

Present were:

Barb Fletcher, Chair
Malcolm Astley
Ellen Grieco
Donna Bouchard
Jeanne Downs

Also:

Paul Stein
Superintendent of Schools

Brad Crozier

Assistant Superintendent

1. Executive Session:

Upon a motion duly made by Ellen Grieco, seconded by Malcolm Astley, the School Committee voted unanimously (5-0) to enter Executive Session at 10:24 p.m. for the purposes of discussing strategy with respect to Collective Bargaining with the Custodians, as permitted by M.G.L. Chapter 30A §21(a)(3) and to conduct strategy in preparation for negotiations with non-union personnel, specifically the Superintendent's contract, as permitted by M.G.L. Chapter 30A §21(a)(2), as such discussion for both purposes for union and non-union in open meeting may have a detrimental effect on the bargaining position of the School Committee and an Executive Session is necessary to protect the bargaining position of the School Committee, and to enter Executive Session for the purposes of approving minutes from prior executive sessions, as permitted by M.G.L. Chapter 30A §22 for February 3, 2014 (1 & 2), February 10, 2014 and February 24, 2014.

The School Committee will be joined by Paul Stein, Superintendent of Schools, and Brad Crozier, Assistant Superintendent of Schools. The School Committee will reconvene in open session for adjournment purposes only. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Barb Fletcher, Chair	X	
Malcolm Astley	X	
Ellen Grieco	X	
Donna Bouchard	X	
Jeanne Downs	X	

2. Discuss Negotiating Strategy for Custodial Workers, pursuant to M.G.L. 30A §21(a)(3):

Barb commented that John Senchyshyn will bring the custodial MOU to the Board of Selectmen on May 5th; in turn, he will attend the School Committee meeting on May 12th.

Brad updated the Committee regarding the language in the MOU. Gini Tate also reviewed the MOU and recommended that language be included about outsourcing. However, the custodians' attorney recommended not to ratify the MOU if the outsourcing language is included. Brad noted that he is scheduled to speak with Joe Saletnik, the Labor Representative. Brad will advise the custodians' attorney to have a direct conversation with Gini Tate.

The School Committee reviewed the Memorandum of Understanding for language and content. Brad commented that the School Committee proposals were mostly accepted. However, the uniform allowance was altered and the callback hours were changed from the initial proposals.

The outsourcing proposals will be researched by John Moynihan and Pat Morris. A final document with proposals will be presented to the School Committee sometime in October.

Released 1/15/15

MINUTES – WAYLAND SCHOOL COMMITTEE

Executive Session – April 28, 2014

Food Service: Geoff commented that he has met with the food service representatives and has begun to finalize the contract.

3. Conduct Negotiating Strategy related to Superintendent's Contract, pursuant to M.G.L. 30A §21(a)(2):

Ellen updated the School Committee on her meeting with Paul at which she informed him that the Committee would like to offer him a three-year contract and asked him if he had any concerns. Ellen and Paul discussed the items that he would like to include in the contract, such as insurance, salary, and the possibility of an exit clause similar to what is offered to the Assistant Superintendent.

The School Committee discussed all options that may be included in the contract with the district's wellbeing in mind.

Barb will also have a follow-up conversation with Paul to discuss his interests. She will also speak to John Senchyshyn regarding long-term disability insurance.

The Committee agreed that Paul would receive the same COLAs as noted in the WTA contract. They also reviewed superintendents' salaries in comparably-sized districts.

The School Committee will continue their discussion on May 12th.

4. Approval of Minutes:

- Executive Sessions of February 3, 2014 (1 & 2)
- Executive Session of February 10, 2014
- Executive Session of February 24, 2014

Upon a motion duly made by Ellen Grieco, seconded by Donna Bouchard, the School Committee voted (4-0-1) to approve the Executive Session minutes of February 3, 2014 (#1), as amended, and February 3, 2014 (#2), as written, February 10, 2014 as written, and February 24, 2014 as written. A roll call vote was taken as follows:

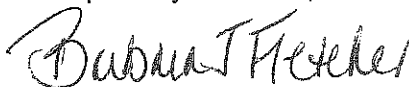
<u>Roll Call</u>	<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Barb Fletcher, Chair	X		
Malcolm Astley	X		
Ellen Grieco	X		
Donna Bouchard	X		
Jeanne Downs			X

5. Adjournment:

Upon a motion duly made by Ellen Grieco, seconded by Malcolm Astley, the School Committee voted unanimously (5-0) to adjourn the Executive Session at 11:05 P.M. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Barb Fletcher, Chair	X	
Malcolm Astley	X	
Ellen Grieco	X	
Donna Bouchard	X	
Jeanne Downs	X	

Respectfully submitted,



Barb Fletcher, Chair
Wayland School Committee

MINUTES – WAYLAND SCHOOL COMMITTEE
Executive Session – April 28, 2014



Corresponding Documentation:

1. Custodial MOU
2. Executive Session Minutes of February 3, 2014 (1 & 2)
3. Executive Session Minutes of February 10, 2014
4. Executive Session Minutes of February 24, 2014
5. District Superintendents' Salary Comparison

