

MINUTES – WAYLAND SCHOOL COMMITTEE

Executive Session – February 24, 2014

Executive Session of the Wayland School Committee was held on Monday, February 24, 2014, at 10:04 P.M. in the School Committee Room of the Wayland Town Building.

Present were:

- Barb Fletcher, Chair
- Beth Butler, Vice Chair
- Malcolm Astley
- Ellen Grieco
- Donna Bouchard

Also:

Paul Stein
Superintendent of Schools

Brad Crozier

Assistant Superintendent

1. Executive Session:

~~Subsequent to a roll call vote in Regular Session on a motion brought by Ellen Grieco, seconded by Beth Butler, the School Committee voted~~ unanimously to enter Executive Session at 10:04 p.m., as permitted by M.G.L. 30A §21(a)(5) to investigate charges of criminal misconduct and to enter Executive Session, as permitted by M.G.L. 30A §21(a)(3) to discuss negotiating strategy with respect to Collective Bargaining for all school unions (WTA, WESA, Custodial and Food Service workers) and to discuss the possible declassification of a document related to negotiations, and permitted by M.G.L. 30A §21(a)(2) to conduct a strategy session in preparation for negotiations with non-union personnel. Attached to agenda is a list of positions, and in both cases as it relates to negotiations, such a discussion 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; also to enter into Executive Session per M.G.L. 30A §21(a)(1) to discuss an Open Meeting Law complaint filed by George Harris on February 18, 2014 related to the agenda description and statement of purpose made to enter Executive Session, and to approve the minutes of January 9, 2014 and January 21, 2014 under M.G.L. 30A §22. The School Committee will reconvene in Open Session to take care of a couple of regular matters as noted on the agenda. Barb read the list of all non-union positions, with the exception of the Superintendent. A roll call vote was taken as follows:

| <u>Roll Call</u> | <u>Yes</u> | <u>No</u> |
|-------------------------|------------|-----------|
| Barb Fletcher, Chair | X | |
| Beth Butler, Vice Chair | X | |
| Malcolm Astley | X | |
| Ellen Grieco | X | |
| Donna Bouchard | X | |

2. Continued Discussion Pursuant to M.G.L. 30A §21(a)(5):

Barb received an update about the METCO accounts from Mark Lanza, and she informed the School Committee of the status of this matter. Mark has not heard from the State Ethics Commission, but he has heard from the Inspector General's office. He advised that the School Committee not to discuss this matter unless further information is received.

3. Continued Discussion re: Negotiating Strategy with WTA, WESA, Custodians and Food Service Workers and Possible Declassification of Document related to Negotiations, pursuant to M.G.L. 30A §21(a)(3):

WESA: Brad confirmed that the three-year MOA has been ratified by WESA; thus, the School Committee will need to vote in Open Session. A discussion ensued about delaying the School Committee's vote until after Town Meeting due to budget implications. Given the fact that the MOA has been reviewed many times by the School Committee and there have been no changes in the budget, the Committee will vote on the three-year MOA in Open Session.

WTA: Due to a public records request, the School Committee discussed if the DELTA chart related to WTA should become a public document. Barb will prepare a response to the person requesting the document that the School

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Committee is not prepared to make a decision in regards to making the document public, and the Committee will discuss again at another meeting.

Custodians: Brad updated the School Committee on his most recent meeting with the Custodial representation. The union asked for the same COLAs as the WTA and WESA, as well as an increase in longevity. Although the unit as whole has not used their uniform allowance in full, they received a \$25.00 increase in uniform allowance for everyone. However, new employees in their first year will also receive another \$25.00 increase. Still being requested is a 4-hour minimum for emergency call backs.

Beth left the meeting at 10:36 p.m., so as not to be a part of the non-union personnel discussion, as her son works for the BASE program.

4. **Conduct Strategy Session, pursuant to M.G.L. 30A §21(a)(2), in Preparation for Negotiations with Non-Union Personnel (see attached for list of positions):**

Paul distributed a list of all non-union employees, including Geoff MacDonald's contract. Included for the non-union employees was their current salary, the FY14 salary increase and the FY15 salary increase. Other information included the cost of COLAs in the budget, longevity projections, and the term of the administrators' contracts. Paul commented that it is important for non-union employees to receive the same COLAs as the union staff.

The School Committee discussed the retirement incentive for non-union administrators and the terms of administrators' contracts. Paul noted that the state recommends one year for a first-year principal. However, principals and central office administrators should get at least a three-year contract. The Business Administrator can get up to a six-year contract.

The adjustment increases given to some principals' salaries two years ago were discussed, as well as the current salaries for the High School administrators.

5. **Discuss Open Meeting Law Complaint Filed by George Harris on February 18, 2014 related to Agenda Description and Statement of Purpose Made to Enter Executive Session, pursuant to M.G.L. Chapter 30(A) §21(a)(1):**

The School Committee reviewed a response to George Harris regarding his OML complaint of February 18, 2014. Also discussed was whether the non-union employees should have been listed as part of the agenda. Barb proposed that she acknowledge in Open Session that the agenda should have included more information. A suggestion was made to put the statement as the agenda topic on the backup pages.

6. **Approval of Minutes:**

- Executive Session of January 9, 2014
- Executive Session of January 21, 2014

Upon a motion duly made by Ellen Grieco, seconded by Beth Butler, the School Committee voted unanimously (5-0) to approve the Executive Session minutes of January 9, 2014 and January 21, 2014 as written. A roll call vote was taken as follows:

| <u>Roll Call</u> | <u>Yes</u> | <u>No</u> |
|-------------------------|------------|-----------|
| Barb Fletcher, Chair | X | |
| Beth Butler, Vice Chair | X | |
| Malcolm Astley | X | |
| Ellen Grieco | X | |
| Donna Bouchard | X | |

7. **Adjournment:**

Upon a motion duly made by Ellen Grieco, seconded by Donna Bouchard, the School Committee voted unanimously (5-0) to adjourn the Executive Session at 10:58 P.M. and reconvene in Open Session to discuss regular session matters. A roll call vote was taken as follows:

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| <u>Roll Call</u> | <u>Yes</u> | <u>No</u> |
|-------------------------|------------|-----------|
| Barb Fletcher, Chair | X | |
| Beth Butler, Vice Chair | X | |
| Malcolm Astley | X | |
| Ellen Grieco | X | |
| Donna Bouchard | X | |

Respectfully submitted,



Paul Stein, Clerk
Wayland School Committee

Corresponding Documentation:

1. Email from Mark Lanza *- do not release*
2. Draft Response to George Harris re: OML Complaint of February 18, 2014
3. ~~Executive Session Minutes of January 9 and January 21, 2014~~