

MINUTES – WAYLAND SCHOOL COMMITTEE
Executive Session – May 27, 2014

An Executive Session of the Wayland School Committee was held on Monday, May 27, 2014, at 10:41 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 Barb Fletcher, seconded by Malcolm Astley, the School Committee voted (4-0-1) to enter Executive Session at 10:41 p.m. for the purposes of discussing strategy with respect to Collective Bargaining with the Food Service Workers, as permitted by M.G.L. Chapter 30A §21(a)(3), and to discuss strategy with respect to litigation from the Attorney General's decision regarding the Open Meeting Law Complaints filed by George Harris on June 27, 2013 and Donna Bouchard on July 1, 2013 related to the June 3, 2013 Executive Session, as permitted by M.G.L. Chapter 30A, §21(a)(3), as such discussions in open meeting may have a detrimental effect on the litigation and collective bargaining positions of the School Committee and an Executive Session is necessary to protect the litigation and collective bargaining positions of the School Committee. In addition, the School Committee will enter Executive Session for the purpose of conducting a negotiating strategy session related to the Superintendent's contract, as permitted by M.G.L. Chapter 30A, §21(a)(2) and to approve minutes from prior executive sessions, as permitted by M.G.L. Chapter 30A, §22 for the following meetings: March 24, 2014, April 3, 2014 and April 7, 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.

Donna commented that the Executive Session minutes were uploaded to Google docs and shared with Paul and Geoff, which results in information no longer being privileged. She recognized that this was unintentional. A discussion followed. The decision was to defer a vote on the minutes, remove the minutes from the motion, and to remove them from Google Docs. Barb made the motion by a re-reading the motion without the reference to the approval of minutes and Malcolm seconded. The School Committee voted (4-0-1).

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		

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

Ellen informed the School Committee that she met with Paul and they are in agreement regarding the terms of Paul's contract. It was noted that Paul will receive the same COLAs as the WTA, WESA, and non-union personnel. The exit clause was discussed, but the insurance discussion will take place at the next meeting.

Ellen will contact Glenn Koocher for his input regarding the travel allowance and signing bonus. The School Committee would like to complete negotiations with the Superintendent by June 9.

Released 11/3/14

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3. Discuss Strategy with Respect to Litigation from the Attorney General's Decision re: Open Meeting Law Complaints Filed by George Harris on June 27, 2013 and Donna Bouchard on July 1, 2013 re: the June 3, 2013 Executive Session, pursuant to M.G.L. 30A §21(a)(3):

Ellen updated the School Committee regarding her conversation with Gini Tate regarding this OML complaint. They also discussed the hearing process. Gini recommended that the Committee not appeal the process, but to follow through with the hearing process. Without a hearing, the fine will be \$1,000. However, if the School Committee did not agree with the findings, it could appeal and argue the merits of the Committee's discussion at a later date. Gini agreed to speak to Mark Higgins in the Attorney General's office.

In an effort to save on legal fees, the question was raised if Gini would represent the Committee pro bono. Also, it was noted that Donna could not speak with Mark Higgins directly because an attorney cannot speak with a client of another attorney unless authorized by the School Committee.

Ellen left the meeting at 11:05 p.m.

4. Discuss Strategy with respect to Collective Bargaining with Food Service Workers, pursuant to M.G.L. Chapter 30A, §21(a)(3):

Brad distributed to the School Committee Geoff MacDonald's notes from the last negotiating session. Brad referred to a total of 5 proposals that were made, but #2 and #3 were cost neutral. The union requested adding another step to the salary schedule and adding to the clothing allowance.

Brad noted that a middle school managerial position was being created to allow for more supervision efficiencies, as the high school manager also oversaw the middle school. This position will be added instead of filling a position that will result from a retirement. Brad explained how the rate would be established for this new position.

Brad recommends proceeding with the proposal and to continue negotiations with the proposed terms. Brad was asked to quantify the difference.

Upon a motion duly made by Malcolm Astley, seconded by Donna Bouchard, the School Committee voted unanimously (7-0) to support moving forward with negotiations with these proposed terms and to gather more information as discussed tonight for proposals 2 and 3. 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	Absent	
Donna Bouchard	X	
Jeanne Downs	X	

5. Approval of Minutes:

- Executive Session of March 24, 2014
- Executive Session of April 3, 2014
- Executive Session of April 7, 2014

This agenda item was tabled.

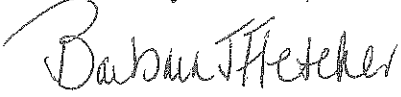
6. Adjournment:

Upon a motion duly made by Donna Bouchard, seconded by Malcolm Astley, the School Committee voted unanimously (4-0) to adjourn the Executive Session at 11:17 P.M. 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	
Malcolm Astley	X	
Ellen Grieco	Absent	
Donna Bouchard	X	
Jeanne Downs	X	

Respectfully submitted,



Barb Fletcher, Chair
Wayland School Committee

Corresponding Documentation:

1. Executive Session Motion
2. Draft of Superintendent's Contract
3. Notes from Food Service Negotiating Session - *Do Not Release*