

MINUTES – WAYLAND SCHOOL COMMITTEE
Executive Session – May 2, 2016

Executive Session of the Wayland School Committee was held on Monday, May 2, 2016, at 9:58 P.M. in the School Committee Room of the Wayland Town Building.

Present were:
Ellen Grieco, Chair
Barb Fletcher, Vice Chair
Jeanne Downs
Kim Reichelt
Kathie Steinberg

Also:
Paul Stein
Superintendent

Brad Crozier
Assistant Superintendent

Marlene Dodyk
Director of Student Services

Diane Marobella
Recording Secretary

1. **Executive Session:**

Subsequent to a roll call vote in Regular Session on a motion made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (5-0) to enter Executive Session at 9:58 p.m. for the purposes of discussing a complaint about an employee and the resolution thereof, pursuant to M.G.L. c.30A, §21(a)(1), such employee having waived procedural rights under subsections (i) – (iv) of that section, discussing strategy related to negotiations with WTA, WESA, Food Service, and custodians, pursuant to M.G.L. c.30A, §21(a)(3), as such 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, discussing strategy with respect to threatened litigation under Title IX Anti-Retaliation Provisions and M.G.L. c.149, §185, by the former Athletic Director Stephen Cass against the Wayland Public Schools and the School Committee, as permitted by M.G.L. c.30A, §21(a)(3), as such discussion in open meeting may have a detrimental effect on the litigation position of the School Committee and an Executive Session is necessary to protect the litigation position of the School Committee, discussing strategy with respect to pending litigation under 42 U.S.C. 1983 and other statutes by John Doe against the Wayland Public Schools and the School Committee, pursuant to M.G.L. c.30A, §21(a)(3), as such discussion may have a detrimental effect on the litigation position of the School Committee and an Executive Session is necessary to protect the litigation position of the School Committee, and reviewing and possible vote to approve minutes, pursuant to M.G.L. c.30A, §22 the following executive session minutes from prior Executive Sessions: March 21, 2016, April 7, 2016 (Sessions 1 & 2), April 12, 2016, April 15, 2016, and April 21, 2016. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Ellen Grieco, Chair	X	
Barb Fletcher, Vice Chair	X	
Jeanne Downs	X	
Kim Reichelt	X	
Kathie Steinberg	X	

The School Committee will be joined by Paul Stein, Superintendent of Schools, Brad Crozier, Assistant Superintendent of Schools, Marlene Dodyk, Director of Student Services, and Diane Marobella, recording secretary.

The School Committee will reconvene in open session for adjournment purposes only.

Discuss Strategy with Respect to Pending Litigation under 42 U.S.C. 1983 and other Statutes by John Doe against the Wayland Public Schools and the School Committee, pursuant to M.G.L. c.30A, §21(a)(3):

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REDACTED

3. **Discussion regarding a Complaint about an Employee and the Resolution Thereof, pursuant to M.G.L. c.30A, §21(a)(1), such Employee having Waived Procedural Rights under Subsections (i) – (iv) of that Section:**

Brad and Paul informed the School Committee about the status of the resolution regarding this employee. The employee was open to a settlement, and Paul explained some of the terms of the negotiated settlement.

Upon a motion duly made by Barb Fletcher, seconded by Kathie Steinberg, the School Committee voted unanimously (5-0) to authorize the Superintendent to sign the Settle Agreement as presented tonight.

4. **Discussion regarding Strategy related to Negotiations with WTA, WESA, Food Service, and Custodians, pursuant to M.G.L. c.30A, §21(a)(3):**

REDACTED

The custodian union met on March 30th and another meeting is scheduled for May 5th. Brad noted that proposals were exchanged, but the union passed the deadline to create new proposals. One written and one oral proposal were submitted, but because both must be written, the oral proposal was withdrawn.

A discussion ensued regarding the written language in the current contract regarding outsourcing and if it should be left in the proposed one-year contract, which will put the custodians in line with the other unions until the next negotiating cycle. The School Committee agreed to keep this language in and to move ahead with a straight COLA proposal.

5. **Discuss Strategy with Respect to Threatened Litigation under Title IX Anti-retaliation Provisions and M.G.L. c.149, §185, by the Former Athletic Director Stephen Cass against the Wayland Public Schools and the School Committee, pursuant to M.G.L. c.30A, §21(a)(3):**

6. **Approval of Minutes. Pursuant to M.G.L. c.30A, §22:**

- Executive Session of March 21, 2016
- Executive Sessions of April 7 (Sessions 1 & 2)
- Executive Session of April 12, 2016
- Executive Session of April 15, 2016

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted unanimously (4-0-1) (Kim Reichelt abstained) to approve the March 21, 2016 minutes as written.

The School Committee was not prepared to approve the remaining minutes at this time.

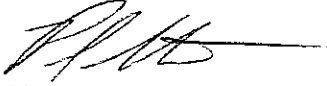
7. **Adjournment:**

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to adjourn the Executive Session at 11:00 P.M. A roll call vote was taken as follows:

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<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Ellen Grieco, Chair	X	
Barb Fletcher, Vice Chair	X	
Jeanne Downs	X	
Kim Reichelt	X	
Kathie Steinberg	X	

Respectfully submitted,



Paul Stein, Clerk
Wayland School Committee

Corresponding Documentation:

1. Draft Statement by the School Committee
2. Draft Settlement Agreement regarding an Employee
3. ES Minutes of March 21, 2016

DO NOT RELEASE