

MINUTES – WAYLAND SCHOOL COMMITTEE
Executive Session II – January 13, 2014

REVISED

Executive Session of the Wayland School Committee was held on Monday, January 13, 2014, at 10:25 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 Malcolm Astley, the Committee voted unanimously (5-0) to enter into Executive Session at 10:25 p.m., as permitted under M.G.L. Chapter 30A, Section 21(a)(2) to discuss negotiating strategy with respect to the Superintendent's contract, and, as permitted under M.G.L. Chapter 30A, §21(a)(3) to discuss strategy with respect to Collective Bargaining for all school unions (WTA, WESA, Custodial and Food Services), as such a discussion in open meeting may have a detrimental effect on the bargaining position of the School Committee and Executive Session is necessary to protect the bargaining position of the School Committee. They will reconvene in Regular 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	
Beth Butler, Vice Chair	X	
Malcolm Astley	X	
Ellen Grieco	X	
Donna Bouchard	X	

2. **WTA Q&A Document:**

Ellen read an email from Gini Tate with her recommended changes to the press release. The School Committee reviewed the WTA Q&A for which Gini Tate incorporated language changes in terms of the WTA's perspective related to goals and evaluations. The School Committee recommended some language changes. Ellen will make the recommended changes before Brad sends it to Matt Daniels, after which the document will be sent to various public outlets.

3. **Discussion of Negotiating Strategy with WESA:**

Brad distributed the Memorandum of Agreement (MOA). At the suggestion of John Senchyshyn, a list of the COLA changes for each year will be listed (included) in an effort to assist in future negotiations. The Board of Selectmen has authorized John Senchyshyn to vote on the WESA MOA at the appropriate time.

The School Committee asked questions regarding compensatory/overtime and longevity benefits for WESA in comparison to the WTA.

Barb drafted a response to the Attorney General's regarding George Harris' recent OML complaint, which she distributed to the Committee.

Paul Stein left at 10:40 p.m.

Released 10/20/14

MINUTES – WAYLAND SCHOOL COMMITTEE
Executive Session II – January 13, 2014

Discussion of Negotiating Strategy for Superintendent's Contract:

The School Committee discussed the negotiation strategy for the Superintendent's contract, to include the process and the timing. Negotiations were said to begin in May, with research first completed concerning comparable contracts and the terms in those contracts. Beth will research comparable contracts, including the terms of those contracts. Barb will research the contracts she has negotiated in the past as a School Committee member.

A question was asked about whether or not the Personnel Board needed to be involved. Donna agreed to look into whether the Personnel Board should be involved.

A question was raised as to whether or not the Committee needed to involve an attorney. It was decided that once the Committee agrees on the terms of the contract, a member of the Committee would meet with the Superintendent to review the terms; thus, Ellen volunteered. The Committee decided that Ellen would meet with Paul Stein and discuss the contract with him.

While moving through this process, Malcolm recommended that each member think about his/her goal related to the negotiations process.

The School Committee also discussed the pros and cons of making the Superintendent's contract a public document.

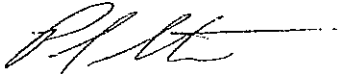
The School Committee will revisit this discussion in February or early March.

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 10:55 P.M. and 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	
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. WTA Q & A Document
2. WESA one-year MOA
3. Email from Gini Tate