

MINUTES – WAYLAND SCHOOL COMMITTEE

Executive Session – March 24, 2014

An Executive Session of the Wayland School Committee was held on Monday, March 24, 2014, at 11:00 P.M. in the School Committee Room of the Wayland Town Building.

Present were:

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

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 11:00 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 and the Business Administrator'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 a discussion of Investigation of Charges of Criminal Misconduct, as permitted by M.G.L. Chapter 30A §21(a)(5) and to discuss the Open Meeting Law Complaint filed by George Harris on March 6, 2014 related to Corresponding Documents from the January 21, 2014 meeting, as permitted by M.G.L. Chapter 30A §21(a)(1). In addition, the School Committee will approve minutes from prior executive sessions, as permitted by M.G.L. Chapter 30A §22 for January 16, 2014 (1 & 2) and January 27, 2014.

The School Committee will be joined by Paul Stein, Superintendent of Schools, and Brad Crozier, Assistant Superintendent Schools. The School Committee will reconvene in open session to conduct other matters as noted on the agenda. 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 re: Negotiating Strategy with Custodians, pursuant to M.G.L. 30A §21(a)(3):

Brad commented that the custodians have reached a tentative agreement, with the details and changes contained in the draft Memorandum of Agreement. Brad distributed the tentative agreement to the Committee. Brad also noted that the two-year agreement was disputed and that the custodians felt that the COLA increases were not in line with other unions.

3. Discussion of Open Meeting Law Complaint Filed by George Harris on March 6, 2014 related to Corresponding Documents for the January 21, 2014 Meeting, pursuant to M.G.L. 30A §21(a)(1):

Ellen informed the Committee of her conversation with Gini Tate after the last discussion of this OML complaint, and Gini disagreed with the suggestion, as the email was a public document but the chart is not a public document. Gini advised that the Committee give the email to George Harris and redact the reference to the chart. As a result, Ellen revised the OML response. She distributed the response to the Committee and read it as written.

Released 10/5/15 & 11/16/15

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There was a request to correct the regular session January 21 minutes by listing the email as a public document. The Committee also questioned if it should be listed in the executive session minutes.

The School Committee will reconvene in open session to vote the January 21 minutes to include the email as a corresponding document and to authorize Barb Fletcher to sign the response.

The Committee reviewed the discussion of this topic at the previous meeting.

Paul spoke to the Committee about the RFP for the custodians, as he would like to know by October of this year if this process will be a viable option. If it is, then Paul would like to have a bid in place by May or June 2015 in order to make some budgetary decisions. It was also noted that the Abrahams Group Report referenced Amesbury as having an outside vendor for custodial services. Brad contacted Amesbury.

4. Discussion of Investigation of Charges of Criminal Misconduct, pursuant to M.G.L. 30A §21(a)(2):

Paul informed the School Committee of a public records request from the Metro West Daily News regarding emails sent between the Superintendent, the Chair of the School Committee and the METCO Director. Donna requested copies of the emails, thus, copies will be made for all Committee members who wanted them. Mark Lanza reviewed the emails and advised that some should not be released if reference is made to an ongoing investigation. The [REDACTED] office will be notified of this public records request.

5. Conduct Negotiating Strategy related to Superintendent and Business Administrator Contracts, pursuant to M.G.L. 30A §21(a)(2):

The School Committee discussed the Business Administrator's contract. Questions were raised and recommendations were made regarding the language and terms of the contract.

Paul reminded the Committee that if Geoff did not renew his contract, it would be a difficult position to fill. Paul also noted that the Department of Education provides an option for the Superintendent's and Business Administrator's contract to be between 3 – 6 years. If the Committee is considering financial consolidation with the town, the Finance Director must have specialized knowledge of the schools. Some members are not in favor of consolidation at this time.

The School Committee also discussed the joint relationship of the Committee and the Superintendent with the Business Administrator. It was suggested that a buy-out provision be included in the contract and that a different labor counsel review the contract. Barb will consult with legal counsel regarding the concerns about the language of the contract.

The School Committee also considered topics of discussion regarding savings in the big financial picture as it relates to the Business Administrator's contract. The discussion would also include Weston's financial practices.

Barb presented three options on the table that the Committee needs to consider tonight:

- vote a two-year contract
- vote a one-year contract
- attempt a larger discussion sooner rather than later

Paul expressed his concern about the delay in voting on the Business Administrator's contract.

Paul and Brad left the meeting for the remainder of the Executive Session, but will return when the Committee reconvenes in open session.

The School Committee discussed the Superintendent's contract. Beth provided information from peer towns in terms of the Superintendent's contract, but she would like to follow up with the DESE. It was suggested that the School Committee develop a set of goals for the next discussion of the Superintendent's contract.

6. Approval of Minutes:

- Executive Sessions of January 16, 2014 (1 & 2)
- Executive Session of January 27, 2014

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Upon a motion duly made by Malcolm Astley, seconded by Beth Butler, the School Committee voted unanimously (5-0) to approve the Executive Session minutes of January 16, 2014 (#1) as amended and January 16, 2014 (#2) and January 27, 2014 as written. A roll call vote was taken as follows:

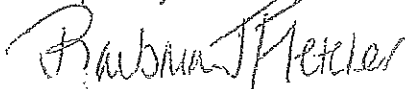
<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Barb Fletcher, Chair	X	
Beth Butler, Vice Chair	X	
Malcolm Astley	X	
Ellen Grieco	X	
Donna Bouchard	X	

7. Adjournment:

Upon a motion duly made by Ellen Grieco, seconded by Malcolm Astley, the School Committee voted unanimously (5-0) to adjourn the Executive Session at 12:02 A.M. and reconvene in Open Session to discuss regular session matters. 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,



Barb Fletcher, Chair
Wayland School Committee

Corresponding Documentation:

1. Draft Custodial Memorandum of Agreement
2. Revised Draft Response related to George Harris re: OML Complaint of March 6, 2014
3. Executive Session Minutes of January 16, 2014 (1 & 2)
4. Executive Session Minutes of January 27, 2014
5. Spreadsheet of Peer Towns & Districts re: Superintendent Compensation and Other Information