

MINUTES – WAYLAND SCHOOL COMMITTEE  
Executive Session – August 21, 2017

An Executive Session of the Wayland School Committee was held on Monday, August 21, 2017, at 9:34 P.M. in the School Committee Room of the Wayland Town Building.

*Present were:*

Ellen Grieco  
Jeanne Downs  
Nate Buffum  
Kim Reichelt  
Kathie Steinberg

*Also:*

Arthur Unobskey  
Superintendent

Brad Crozier  
Assistant Superintendent

Diane Marobella  
Recording Secretary

John Senchyshyn (by remote)  
Asst. Town Administrator & Human Resources Director

1. **Executive Session:**

Subsequent to a roll call vote in Regular Session on a motion made by Ellen Grieco, seconded by Jeanne Downs, the School Committee voted unanimously (5-0) to enter Executive Session at 9:34 p.m., to discuss strategy with respect to and in preparation for collective bargaining with Custodians, including Potential Request for Funding at Fall Town Meeting, as permitted by 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; discuss strategy with respect to contract negotiations with non-union personnel as listed on the meeting notice, as permitted by M.G.L. c.30A, §21(a)(2), 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; and approval of the following Executive Session minutes, as permitted by M.G.L. c.30A, §22: August 7, 2017. A roll call vote was taken as follows:

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

The School Committee will be joined by Arthur Unobskey, Superintendent of Schools, Brad Crozier, Assistant Superintendent of Schools, John Senchyshyn, Human Resources Director and Assistant Town Manager (by remote), and Diane Marobella, recording secretary.

The School Committee will reconvene in open session for a possible vote to ratify the Custodial Memorandum of Agreement and a possible vote to approve the non-union contracts as listed on the meeting notice.

1. **Discuss Strategy with Respect to and in Preparation for Collective Bargaining with Custodians, including Potential Request for Funding at Fall Town Meeting, pursuant to M.G.L. c.30A, §21(a)(3):**

Brad informed the School Committee that the custodians unanimously ratified the Memorandum of Agreement (MOA). He recommended that the School Committee do the same.

Brad called John Senchyshyn by phone, and John confirmed that he was alone at this time.

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It was confirmed that the MOA had not changed since it was presented to the Board of Selectmen. There were no questions from John regarding the Custodial MOA. Since the vote to ratify the MOA will occur in regular session, John will be called again.

Brad distributed a draft warrant article, as suggested by school counsel, to request the transfer of funds from the FY18 budgeted salary reserve account to the School Department budget to fund the Custodial, WESA, and non-union contracts at fall Town Meeting. A discussion ensued. Brad will finalize the article for a School Committee vote on August 29<sup>th</sup>.

Brad commented that because the elementary teacher assistants' day will increase by 15 minutes, an additional \$65,000 is needed for the wage adjustment. He presented an estimated and an actual analysis of the FY18 reserve for salary settlement account done by Susan Bottan and John Senchyshyn.

**2. Discuss Strategy with Respect to and in Preparation for Negotiations with Non-Union Personnel as Listed on the Meeting Notice, pursuant to M.G.L. c.30A, §21(a)(2):**

Brad and the School Committee discussed the proposal presented to the principals and assistant principals in which the number of days worked will be reduced from 223 days to 210, excluding paid holidays and paid vacation. As a result, the budget can be more predictable and Wayland can be more competitive in the marketplace.

Some School Committee members expressed their concerns regarding this proposal, including current salaries for these positions. Brad noted the peer towns that have similar provisions in their contracts. The School Committee will vote to approve the non-union contracts for the principals and assistant principals in regular session.

**3. Approval of Executive Session Minutes, pursuant to M.G.L. c.30A, §22:**

- August 7, 2017

Upon a motion duly made by Ellen Grieco, seconded by Jeanne Downs, the School Committee voted unanimously (5-0) to approve the Executive Session minutes of August 7, 2017 as written. A roll call vote was taken as follows:

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

**4. Exit Executive Session:**

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (5-0) to exit Executive Session at 10:13 P.M. A roll call vote was taken as follows:

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

Respectfully submitted,



Arthur Unobskey, Clerk  
Wayland School Committee

Corresponding Documentation  
Draft Warrant Article

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L Custodial Memorandum of Agreement

Analysis re: FY18 Reserve for Salary Settlement Account  
Executive Session Minutes of August 7, 2017

DO NOT RELEASE