

MINUTES – Wayland School Committee
Executive Session – April 3, 2014

An Executive Session of the Wayland School Committee was held on Thursday, April 3, 2014, at 6:00 P.M. in the Band Room (A491) of the Wayland High School prior to Town Meeting.

Present were:

Barb Fletcher, Chair
Beth Butler, Vice Chair
Malcolm Astley (arrived 6:15PM)
Donna Bouchard (arrived (6:10PM)
Ellen Grieco

1. **Executive Session:**

Subsequent to a roll call vote in Regular Session, the School Committee voted unanimously (3-0) to convene in Executive Session at 6:03 P.M. to conduct a strategy session in preparation for negotiations with nonunion personnel, specifically the Superintendent's contract, as permitted by M.G.L. Chapter 30A, section 21(a)(2), as such a 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. The Chair announced that the School Committee will reconvene in Open Session following Executive Session to conduct other matters 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	
Ellen Grieco	X	

2. **Superintendent's Contract:**

- Beth handed out comparable information about peer communities related to the terms of superintendent contracts.
- Ellen identified the following areas of Paul's current contract as discussion topics:
 - Term of the contract (3 year)
 - Annual salary increase (\$5,000 each year)
 - Number of sick days (75)
 - Travel reimbursement (\$300 per month)
- The Committee made the following comments related to these topics:
 - A salary increase, similar to the COLA given to the Teachers of 1.5%, would equal \$2,910
 - The Committee should look at peer community salary levels, as well as consider Paul's evaluation and possible merit pay, when determining his salary increase
 - The Committee should consider capping the number of sick days.
 - The Committee should do a "reality check" on the monthly travel reimbursement amount.
 - The Committee should consider changing the language in the contract so that the timing of entering negotiations would be earlier than May 1st.
- The Committee also discussed 3 years as the possible term of the contract and, given his recent evaluation, to possibly not change the terms of the contract.
- Malcolm expressed his desire to keep Paul's workload in mind as we conduct negotiations.

3. **Adjournment:**

Upon a motion duly made by Donna Bouchard, seconded by Ellen Grieco, the Committee voted unanimously (5-0) to adjourn the Executive Session at 6:25 P.M. and to reconvene in Regular Session. 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	

Released 6/9/14

MINUTES – Wayland School Committee
Executive Session – April 3, 2014

Respectfully submitted,

A handwritten signature in cursive script that reads "Barb Fletcher".

Barb Fletcher, Chair
Wayland School Committee

CORRESPONDING DOCUMENTS

- Comparable information from peer communities related to the terms of superintendent contracts.
- Paul's current contract