

**Wayland School Committee  
Executive Session  
10/25/22  
Minutes**

Attending:

Chris Ryan, Chair  
Ellen Grieco, Vice Chair  
Jeanne Downs  
Erin Gibbons  
Jess Polizzotti

Also Attending:

Sarah Sontag, WTA President  
Michelle Fiske, WTA Grievance Chair  
Omar Easy, Superintendent  
Parry Graham, Assistant Superintendent

Chris Ryan called the meeting to order at 6:00 pm.

**1. Executive Session**

Subsequent to a roll call vote in regular session upon a motion duly made by Chris Ryan, seconded by Erin Gibbons, the School Committee voted unanimously (5-0) to enter Executive Session at 6:01 pm for the purpose of discussing strategy with respect to collective bargaining, grievance filed by Wayland Teachers Association, as permitted by M.G.L. c.30A, §21(a)(3), as a discussion in open session may have a detrimental effect on the negotiating position of the School Committee. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Chris Ryan, Chair	X	
Ellen Grieco, Vice Chair	X	
Jeanne Downs	X	
Erin Gibbons	X	
Jess Polizzotti	X	

The School Committee will be joined by Dr. Omar Easy, Superintendent, Parry Graham, Assistant Superintendent, Sarah Sontag, WTA President, and Michelle Fiske, WTA Grievance Chair.

The School Committee will adjourn in Executive Session and not reconvene in open session.

- 2. Discussion regarding strategy with respect to collective bargaining, grievance filed by Wayland Teachers Association, as permitted by M.G.L. c.30A, §21(a)(3):**

RELEASED 4/12/23

REDACTED described the WTA grievance concerning the posting and hiring of the K-12 Math Department Head. A level 2 grievance was filed with REDACTED and denied. The WTA capitulated to the portion of the level 2 grievance regarding a change in working conditions but raised the remainder of the level 2 grievance to a level 3 grievance. A discussion ensued about the wording of the level 3 grievance and what led to it, including the level 2 grievance written response. REDACTED noted that the WTA wanted to protect its members and was asking the District to acknowledge the CBA (Collective Bargaining Agreement) was violated and to abide by the contract regarding Vacancies and Promotions (Article X) going forward.

REDACTED left the meeting at 6:30 pm.

The Committee discussed the grievance including how stipended positions are posted and filled. Jeanne will write a draft response to the WTA grievance that acknowledges that Article X of the CBA was not adhered to and will be followed going forward.

### 3. Adjournment

Upon a motion duly made by Jess Polizzotti, seconded by Jeanne Downs, the School Committee voted unanimously (5-0) to adjourn at 7:36 pm. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Chris Ryan, Chair	X	
Ellen Grieco, Vice Chair	X	
Jeanne Downs	X	
Erin Gibbons	X	
Jess Polizzotti	X	

Respectfully Submitted,

Dr. Omar Easy, Clerk  
Wayland School Committee

### Corresponding Documents

- Level 3 Grievance – K-12 Department Head - DO NOT RELEASE
- Level 2 Grievance Decision – K-12 Department Head - DO NOT RELEASE
- 2020-2023 WTA Collective Bargaining Agreement

RELEASED 4/12/23