

MINUTES – WAYLAND SCHOOL COMMITTEE
Special Meeting – March 31, 2017

A Special Meeting of the Wayland School Committee was held on Friday, March 31, 2017, at 9:00 A.M. in the Selectmen's Meeting Room of the Wayland Town Building.

Present were:

Ellen Grieco, Chair
Barb Fletcher, Vice Chair
Kim Reichelt
Kathie Steinberg

Absent:

Jeanne Downs

Also:

Paul Stein
Superintendent

Brad Crozier
Assistant Superintendent

Susan Bottan
Business Administrator

Also:

Nan Balmer
Town Administrator

John Senchyshyn
Asst. Town Administrator & HR Manager

Brian Keveny
Finance Director

Board of Selectmen:

Cherry Karlson
Lea Anderson
Mary Antes
Doug Levine

Finance Committee:

Gordon Cliff
Carol Martin

Chair Ellen Grieco convened the special session at 7:00 p.m.; the meeting is being recorded by WayCAM.

1. **Executive Session:**

Upon a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (4-0) to enter Executive Session at 9:06 a.m., to discuss strategy with respect to and in preparation for collective bargaining with the Wayland Teachers Association, Wayland Educational Secretarial Association, the School Custodians Union and the Food Service Association, as permitted by M.G.L. Chapter 30A, §21(a)(3), as such discussion in open session 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 potential vote to ratify an agreement with the Wayland Teachers Association. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Ellen Grieco, Chair	X	
Barb Fletcher, Vice Chair	X	
Jeanne Downs	absent	
Kim Reichelt	X	

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Kathie Steinberg

X

The School Committee will be joined by Paul Stein, Superintendent of Schools, Brad Crozier, Assistant Superintendent, Susan Bottan, School Business Administrator, John Senchyshyn, Assistant Town Administrator and Human Resources Director, and Diane Marobella, recording secretary.

The School Committee will reconvene in open session to conduct regular matters as listed on the meeting notice.

Open session was resumed at 9:33 a.m.

2. **Financial Matters:**

(a) Potential Discussion of and Ratification of Agreement with the Wayland Teachers' Association; Potential Presentation of Agreement with the Wayland Teachers' Association to the Members of the Board of Selectmen and the Finance Committee as well as the Town Administrator and the Public:

Upon a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously and including John Senchyshyn (5-0) to ratify the Memorandum of Agreement with the Wayland Teachers Association dated March 28, 2017.

The Board of Selectmen and 2 members of the Finance Committee joined the School Committee meeting.

Ellen announced that the School Committee has reached an agreement with the Wayland Teachers Association (WTA) this week, as it was recommended by town and school counsels that an agreement be reached prior to Town Meeting. This will be presented under Article 6 of the Omnibus Budget. The total amount of the budget will not change, as this is a request of a transfer of funds from the salary reserve to line item 42 of the school budget. Ellen noted the salary increase for FY18 is 2% and the out years, FY19 and FY20, will be 2.25% and 2.25%. Ellen reviewed the terms of the agreement, including the addition of 15 minutes of instructional time a day for elementary grades. Ellen noted that Wayland teachers' salaries are below the average in comparison to peer towns.

Brad reviewed other elements of the agreement. They include the ability to receive pay stubs electronically, the request for a Committee to review the Teacher Evaluation Handbook, a joint meeting with WTA and administrators to discuss the initiatives that impact teachers' work, and the review of the proper placement in the contract for co-curricular and coaching stipends.

A Q & A session followed the announcement by the School Committee.

Topics covered during the Q & A include:

- A financial implication to the extra 15 minutes a day of instructional time for elementary students
- The logistics of the additional prep time for teachers
- The timing of the WTA agreement
- Non-union contracts vs. union contracts
- The overall increase to the school budget long term
- The Town Meeting motion and amendment to transfer funds for FY18 only
- WTA settlement in comparison to peer towns
- Average teachers' salaries
- The impact to the tax base in Wayland in terms of the long term salary increases
- Provide a general understanding for the taxpayers related to the breakdown of employees' salaries, including benefits, healthcare, OPEB and retirement benefits
- The warrant in terms of appropriate language to fund the salary increases

Carol Martin addressed the School Committee. Because there was no time to post a meeting for the FinCom to be present at this meeting, a quorum is not in attendance. However, the FinCom will meet prior to Sunday's Town Meeting, and it will discuss this matter.

The BOS and 2 members of the Finance Committee left the meeting at 10:07 a.m.

The School Committee reviewed the press release and the language to inform the public of the WTA employment agreement and settlement, including the Town Meeting process. A discussion ensued in this regard. A separate informational e-blast will be sent to the community that will also provide a link to the press release.

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- (b) Review Town Meeting Message for FY18 Operating and Capital Budgets and Prepare for Town Meeting:
The School Committee reviewed the Town Meeting message that Ellen tweaked slightly. Brad will work with John Senchyshyn regarding the slide containing the motion to ask for the transfer of funds for WTA salary increases.
- (c) Continued Discussion of and Possible Re-vote to Approve FY18 Operating and Capital Budgets:
The School Committee will re-vote its approval of the FY18 operating and capital budgets, as Ellen did not submit the Conflict of Interest form in time for the first vote that was taken. She did file a form for this vote.

Upon a motion duly made by Barb Fletcher, seconded by Kim Reichelt, the School Committee voted unanimously (4-0) to approve the FY18 operating and capital budgets as previously voted.

- (d) Discussion and Possible Vote to Approve the New Student Activities Accounts Guidelines and Procedures:
Susan referred to the revised Student Activities Accounts Guidelines and Procedures and noted the changes. High School students would like to form three new clubs: Debate Club, Junior Statesmen of America, and Mentors and Violence Prevention. Susan explained other changes in the document in terms of clarity of the required forms that are based on feedback from teachers. The Finance Subcommittee has also reviewed the changes in this document. Susan commented that she is currently working with a new student information systems vendor for an online payment program, with Front Stream as the third party. Susan received confirmation from Front Stream that they will sign the agreement, but it has not been received by Susan as of this date. As part of the SIS program, online payments will be available in July and implemented in the fall. Susan has been working with Unibank to expand their online payment system to include Full Day Kindergarten and high school parking. Some Unibank pages have been revised so some families' fees can be reduced in terms of financial assistance.

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted unanimously (4-0) to approve the new Student Activities Accounts Guidelines and Procedures as presented with one change.

3. **Comments & Written Statements from the Public:**

Tom Sciacca asked about the existing Debate Club and asked for clarification in terms of the last discussion by the School Committee. He believes that the Debate Club fosters a very important and valuable skill, such as public speaking.

4. **Administrative/Procedural Matters:**

- (a) Discussion regarding the Appointment of Dr. Arthur Unobskey as Superintendent:
This agenda topic was passed over.
- (b) Discussion and Review of a Communication regarding the Mary L. Johnson Travelship Award:
Kim distributed a draft of an article regarding the Mary L. Johnson Travelship Award. The Committee will discuss at a future meeting.

5. **Consent Agenda:**

- (a) Approval of Accounts Payables Student Activities Warrant:
- Wayland Public Schools Accounts Payables Student Activities Warrant, dated March 31, 2017, in the amount of \$48,232.46
- (b) Approval of Minutes:
- Special Session of February 8, 2017

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted unanimously (4-0) to approve the Consent Agenda.

6. **Executive Session:**

Upon a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (4-0) to enter Executive Session at 10:30 a.m., to discuss strategy in preparation for negotiations with non-union personnel, the Superintendent, as permitted by M.G.L. Chapter 30A, §21(a)(2), as such discussion in open session 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. A roll call vote was taken as follows:

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

The School Committee will be joined by Paul Stein, Superintendent of Schools, Brad Crozier, Assistant Superintendent, and Diane Marobella, recording secretary.

The School Committee will reconvene in open session for adjournment purposes only.

10. **Adjournment:**

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted unanimously (4-0) to adjourn at 11:13 p.m.

Respectfully submitted,

Paul Stein, Clerk
Wayland School Committee

Observers:

George Uveges, FinCom
Tom Sciacca, WVN, Buzz
Anette Lewis, Wayland

Corresponding Documentation:

1. Agenda & Backup Information
2. Article 6 re: FY18 Omnibus Budget
3. Town Meeting Budget Presentation
4. Student Activities Accounts Guidelines & Procedures
5. Accounts Payables Student Activities Warrant
6. Special Session Minutes of February 8, 2017
7. Executive Session Motions #1 and #2