

DEDHAM PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING

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**EXECUTIVE SESSION MINUTES**

**March 1, 2017**

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Susan Butler, Chair  
Mayanne Briggs, Vice-Chair  
Steve Bilafer  
Kevin Coughlin  
Tracey White  
Lisa Laprade  
Tom Ryan

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

None

MEMBERS OF THE ADMINISTRATION PRESENT:

Michael Welch, Superintendent  
Ian Kelly, Assistant Superintendent  
Samuel Rippin, Assistant Superintendent of Business and Finance

Meeting Location: Avery Elementary School

Executive Session began at 9:05 p.m.

**Executive Session**

Supt. Welch updated the Committee on the February 27, 2017 Unit A Impact Bargaining meeting. Comments are in the shared folder. He feels the negotiations are getting close since not as many questions were presented at this meeting. The Union is completely against the use of videotaping in the classroom. Supt. Welch feels there is a need to video tape teachers, but will not use it for evaluation purposes. Most other issues have been agreed upon. The Union still has questions regarding Unit B Salaries. He stated a lot of discussion was around the role of instructional coaches and how they would be trained.

Dr. Kelly stated he had a discussion with a Literacy Director from another district regarding the coaching roll. He will put together some notes and forwarded them along to Supt. Welch.

Mr. Coughlin asked if the Title 1 contract had been settled. Mr. Rippin stated the current MOA does not expire until August 31, 2017.

Supt. Welch presented MCAS data to the committee showing the rankings of middle school ELA scores for the past three years as his reasoning for the need to hire instructional coaches. 80% of schools in Massachusetts grew more than Dedham in 2013 and 73% in 2014.

Supt. Welch also stated that the number of teachers present at the Impact Bargaining meeting was about half the attendance of the first meeting.

Supt. Welch, Dr. Kelly and Mr. Rippin left the meeting.

The Committee began discussing the Superintendent's new contract.

Ms. Butler passed out information to the Committee including the Superintendent's current contract, Supt. Welch's proposal for a new salary and contract, a document from Attorney Kevin Bresnahan with different pay increases and salary adjustments, and previous annuities for June Doe and the Town Manager.

The Committee discussed a 6 year contract with an increase of 2% each year. They also discussed pensionable vs. non pensionable items, different percentage increases and the total cost of the package at the end of a six year term.

Mr. Coughlin asked the Committee if everyone was in agreement on the annuity of \$6,500, the Long Term Disability of \$750 dollars and a car allowance of \$1,500. No one on the Committee disagreed with the benefits.

Ms. Butler noted she would like to vote on the contract at the last meeting in March.

The Committee agreed on a counter offer of 3.3%, \$6,500 annuity, \$750 LTD and \$1,500 car allowance.

Mr. Coughlin motioned to adjourn the meeting, Ms. Laprade second; the Committee voted 7-0 in favor.

Executive Session adjourned at 10:15 p.m.