

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION MINUTES

January 4, 2017

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

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

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

Kevin Coughlin

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 commenced at 8:30 p.m.

Executive Session

Supt. Welch stated the Cafeteria Workers contract was ratified by the Union this afternoon.

Supt. Welch highlighted the areas of bargaining which included wages, management rights, and work year. He stated Dedham has not historically set competitive wages for experienced Food Service Workers. Appropriate wage increases are included in the new contract. Breakfast is being added to every school which creates an increase in work load. It is challenging to find people who will work only one hour on release days, so the new contract implements a 4 hour work day on early release days. In order to receive a paid holiday, the food service employee must work the day before and the day after the holiday. Sick days increased from 30 to 60. Sick Leave Bank days also increased from 30 to 60 days. A new performance evaluation has been created to provide positive feedback. Compensation incentives are provided for staff with School Safe certification or Server Safe certification. Pay increases will be covered by and increasing Elementary, DMS and DHS lunches by 25 cents. Food Service is a self sustaining program.

The Committee discussed the importance of having a well organized and efficiently run food service program and the increasing need for nutrition programs.

Supt. Welch praised Jeanne Johnson and her team for all of their hard work.

Supt. Welch is recommending to the Committee that they approve the proposed contract.

Ms. Briggs motioned to approve the MOA between the School Committee and the Food Services Workers from September 1, 2016 through August 31, 2019, Ms. White second; a roll call vote was taken:

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

Supt. Welch noted that Unit A collective bargaining will begin soon.

Supt. Welch also discussed the increase in Title 1 teachers and reduction in Teaching Assistants. This year the funds are available to hire 4 additional Title 1 teachers. The positions were posted today. Many of the Teaching Assistants have expressed interest in the Title 1 positions. The Committee discussed the TA positions versus the Title 1 positions including pay and number of staff per school.

Supt. Welch stated the first Impact Bargaining meeting needed to be rescheduled because too many people wanted to attend. The three meetings will be held in the DMS DLL to accommodate everyone who would like to attend.

Ms. Briggs motioned to adjourn from Executive Session, Ms. White second; a roll call vote was taken:

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

Executive Session concluded at 9:10 p.m.