

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION MINUTES

October 16, 2018

(Approved for Release 2/27/2019)

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Steve Bilafer, Chair
Kevin Coughlin, Vice-Chair
Mayanne Briggs
Joshua Donati
Lisa Laprade
Dr. Melissa Pearrow
Tracey White

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

None

MEMBERS OF THE ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Dr. Ian Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent for Business & Finance

Meeting Location: Avery Elementary School

Executive Session began at 8:45 p.m.

Supt. Welch explained to the Committee that the secretaries and clerks had voted down the proposed contract. The issue involved language around twelve month secretaries not being able to access vacation time while students are in school. When the language was proposed during negotiations it was accepted by the bargaining team without issue. However, when presented to the group, the twelve month secretaries did not want to accept the verbiage. The secretaries/clerks tried to negotiate outside the table and Supt. Welch declined to do so. Supt. Welch feels strongly that secretaries should not be taking vacation time while students are in school. He asked the Committee for their input.

Ms. Briggs inquired into how many twelve month secretaries were employed by the district. Mr. Rippin stated there were five.

Ms. White noted that not allowing secretaries to access their vacation time may result in them calling in sick.

Supt. Welch explained secretaries can still access their personal days, just not their vacation days. He explained that there have been multiple instances where twelve month secretaries have taken multiple days off at a time.

Mr. Rippin feels it is difficult for the Principals to be able run their school buildings properly when the secretaries are out for multiple days.

Supt. Welch has also spoken to the Principals about not using their vacation time when students are in school.

Dr. Pearrow asked if there was a possibility of any wiggle room to allow for some flexibility.

Ms. Briggs asked if personal days can extend a holiday. Supt. Welch stated that it could with his approval.

The Committee discussed the other terms in the contract. The salary increase is 2% each year for the next three years as well as redistribution of steps.

Supt. Welch stated they would be reopening negotiations.

Mr. Coughlin inquired into the actual vote count. Supt. Welch was not sure how many people voted no.

Supt. Welch stated everyone at the table had worked very hard and feels the issue can be resolved.

Mr. Coughlin motioned to end Executive Session, Dr. Pearrow second; a roll call vote was taken:

Mayanne Briggs- Yes
Joshua Donati- Yes
Lisa Laprade- Yes
Dr. Melissa Pearrow- Yes
Tracey White- Yes
Kevin Coughlin, Vice-Chair- Yes
Steve Bilafer, Chair- Yes

Motion passed 7-0.

Mr. Donati motioned to end the meeting of October 16, 2018, Dr. Pearrow second; a roll call vote was taken:

Mayanne Briggs- Yes
Joshua Donati- Yes
Lisa Laprade- Yes
Dr. Melissa Pearrow- Yes
Tracey White- Yes
Kevin Coughlin, Vice-Chair- Yes
Steve Bilafer, Chair- Yes

Motion passed 7-0

Meeting concluded at 9:15 P.M.