

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION MINUTES

January 15, 2020

MEMBER OF THE SCHOOL COMMITTEE PRESENT:

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

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

None

MEMBERS OF THE ADMINISTRATION PRESENT:

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

Meeting Location: Avery Elementary School

Meeting Commenced: 8:35 p.m.

Supt. Welch updated the Committee on the Unit B Negotiations. He has been working with Vice-Chair Lisa Laprade and Unit B members Don Langenhorst and Kristy Yankee.

Supt. Welch noted that one of the Unit B issues revolved around Health Care. Since the Health was negotiated between the Town and the Dedham Education Association, changes can't be made in this area. Another concern is that the Unit A salaries are eclipsing Unit B salaries. Unit B members are working more and getting paid less. They discussed a tiered system of compensation determined by how many people a Unit B member supervises. The salary range discussed was between 12-16% over four year.

The Committee discussed that these rates were reasonable considering the teacher's salaries.

Mr. Rippin noted with no steps and/or lanes in the Unit B contract, this new tiered system would help address equity.

Supt. Welch elaborated explaining the Unit B is comprised of 16 people whose supervisory roles and work days vary from each other.

The Committee discussed the current Unit B salary ranges.

Supt. Welch will be meeting with Unit B representatives again tomorrow.

Ms. White updated the Committee on the Paraprofessional and Educational Interventionist negotiations. The DEA asked to negotiate the Paraprofessionals, Educational Interventionists and Cafeteria Worker at the same time. The Negotiation Subcommittee rejected the idea. Ground rules have not been agreed upon and no official offer from the DEA has been received by the subcommittee. Each side will be allowed 8 observers.

Ms. Laprade noted there are several negotiating dates on the books.

Dr. Kelly and Mr. Rippin left the room at 8:58 p.m.

The Committee discussed the Superintendent's Salary increase.

Supt. Welch provided the Committee with comparison salaries for Superintendent's in The Education Collaborative. He asked for the same percentage raise that the Unit A members received. He stated he actually did not want to discuss his salary until the Unit B contract was settled.

Supt. Welch thanked the Committee for their consideration and left the room at 9:01 p.m.

The Committee discussed the percentage raise they wanted to give the Superintendent.

The Committee discussed the new Town Manager's salary package of \$190,000, \$7,600 in deferred compensation, \$2,200 in supplemental insurance and \$500 car allowance. The Town Manager is new to his position, while the Superintendent has 5 years of experience in his position.

The Committee was in agreement the Superintendent's salary was on the lower end of comparable districts and wanted to fairly compensate for the work he has done in the district.

The Committee agreed to offer the Superintendent \$195,000 with a \$1,000 increase to his annuity.

Mr. Bilafer motioned to close the Executive Session of January 15, 2020, Ms. White second; a roll call vote was taken:

Stephen Bilafer - Yes

Mayanne MacDonald Briggs - Yes

Joshua Donati - Yes

Dr. Melissa Pearrow - Yes

Tracey White – Yes

Lisa Laprade, Vice-Chair - Yes
Kevin Coughlin, Chair – Yes
Motion passed 7-0

Mr. Bilafer motioned to adjourn the meeting of January 15, 2020, Ms. Briggs second; a roll call vote was taken:

Stephen Bilafer - Yes
Mayanne MacDonald Briggs - Yes
Joshua Donati - Yes
Dr. Melissa Pearrow - Yes
Tracey White – Yes
Lisa Laprade, Vice-Chair - Yes
Kevin Coughlin, Chair – Yes
Motion passed 7-0

Meeting adjourned at 9:10 p.m.