

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION MINUTES

January 22, 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: 8:05 p.m.

Supt. Welch updated the Committee on the Unit B negotiations. The parties have come to an agreement and the Superintendent presented the MOA to the Committee. The Superintendent also provided the Committee with comparison salaries of Administrators from neighboring towns for the past 4 years along with Unit A salary scales for the past four years. He explained that some Administrators' hourly wage was lower than Unit A member's hourly wage. He also reviewed the many responsibilities of the Technology director. The new MOA provides stipends based on supervision (number of people an administrator supervises.)

Mr. Rippin explained the biggest discrepancy was at the Assistant Principal level. Also, many Unit A department heads receive up to a \$10,000 stipend for their roles.

There are two agreed upon MOAs, one is retroactive for 2018-2019 and the other is for 2019 - 2022.

Mr. Bilafer inquired into how the retroactive money would be funded. Mr. Rippin explained it will come out of the money received back from Town at Fall Town Meeting pursuant to the Unit A settlement.

There were no further questions.

Ms. Briggs motioned to approve the Memorandum of Agreement between the Dedham School Committee and the Dedham Education Association Unit B Administrators from September 1, 2018 to August 31, 2019, Dr. Pearrow 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

Dr. Pearrow motioned to approve the Memorandum of Agreement between the Dedham School Committee and the Dedham Education Association Unit B Administrators from September 1, 2019 to August 31, 2022, Ms. Laprade 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. Coughlin stated that the Memorandum of Agreements would be voted in public at the next School Committee meeting.

Mr. Rippin noted he had a verbal agreement with the Traffic Directors union and they would be voting to approve the contract at their next business meeting.

Mr. Coughlin discussed the Superintendent's compensation. He told Superintendent Welch the Committee had the utmost confidence and respect for him and complimented his professional manor over the past year. The Committee understands the Superintendent's salary is lower than neighboring districts and they want to compensate him comparatively. They offered him a 3.5% raise with an additional \$1,000 to his annuity. The Superintendent humbly accepted the offer.

Ms. White motioned to increase the Superintendent's salary by 3.5% and increase his annuity by \$1,000, 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

Ms. White motioned to close the Executive Session of January 22, 2020, Ms. Laprade 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

Dr. Pearrow motioned to adjourn the meeting of January 22, 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

Meeting adjourned at 8:40 p.m.