

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION MINUTES

June 20, 2017

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Mayanne Briggs, Chair
Steve Bilafer, Vice-Chair
Kevin Coughlin
Joshua Donati
Lisa Laprade
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 commenced at 8:57 p.m.

Supt. Welch updated the Committee on the Unit A negotiation process:

- Proposals were received from the Dedham Education Association on May 16.
- On June 14 the Administration and the Negotiating Team presented language changes to the DEA including the removal the two year career leave
- On June 14 additional request from the DEA were received which included a cost of living increase
- The next negotiations meeting will be in July
- A confidentiality agreement was presented and signed by both negotiating parties.

Mr. Bilafer read the confidentiality agreement to the Committee.

Supt. Welch noted that the proposal from the DEA included an increase to longevity as well as a significant cost of living adjustment.

Supt. Welch read the DEA's proposal to the Committee. Highlights included a 14.5% compensation increase, staff be paid per diem for summer professional development, staff who chaperone overnight fieldtrips be paid \$100/night, district selection committee members be paid \$100 each, and an hourly rate increase for tutors.

Mr. Rippin estimated the cost of this proposal is about 3.5 million dollars in annual wages alone.

The Committee discussed step increases versus the longevity increases.

Mr. Rippin updated the Committee on the health care changes allowed under Chapter 32B Sections 21-23.

The Committee recommended having the Town Manager attend the June 29 negotiating subcommittee meeting.

The Committee discussed the next negotiation meeting date of July 17 and the cancellation of the August meeting by the DEA.

The Committee discussed the current high deductible health care offer by the Town to non union employees. The Union representatives decided not present union members with the Town's offer.

At the July 17 negotiating meeting the Administration and School Committee will present a financial package to the DEA and the date of the next meeting will be set.

The committee discussed the "Work to Rule" tactic and the mediation process for the new school committee members' understanding.

The meeting on June 29 will be to compile an economic package to counter offer the package that was currently presented by the DEA.

The Committee discussed retroactive pay vs. retroactive language which cannot occur.

The Committee discussed the appropriate percentage for a counter offer. The budget for next year is 2.5%. Mr. Rippin explained how budgets for salaries are done one year at a time.

Supt. Welch stated he would complete some research on the percentage increases in other districts. Normal increases are around 1 to 2%.

Ms. White motioned to close the meeting, Ms Laprade second; a roll call vote was taken:

Kevin Coughlin- Yes	Joshua Donati- Yes
Lisa Laprade- Yes	Melissa Pearrow- Yes
Tracey White- Yes	Mayanne Briggs- Yes
Steve Bilafer- Yes	

Ms. Laprade motioned to adjourn the meeting of June 20, 2017: Ms Pearrow second; a roll call vote was taken:

Kevin Coughlin- Yes	Joshua Donati- Yes
Lisa Laprade- Yes	Melissa Pearrow- Yes
Tracey White- Yes	Mayanne Briggs- Yes
Steve Bilafer- Yes	

Executive Session concluded at 9:35 p.m.