

DEDHAM PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING

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**EXECUTIVE SESSION MINUTES**

**October 2, 2018**

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: Riverdale Elementary School

Meeting commenced at 9:07 p.m.

Supt. Welch updated the Committee on the Secretarial negotiations held this week stating he believed they had reached a tentative agreement. He stated the salary increase would be 2% each year for the next three years. This is the same agreement that was met with the custodians. There is also an increase in steps as well as increases to longevity.

Mr. Rippin explained that the agreement drops the bottom step but adds additional steps in 5 year increments. The administration was able to add in a concession as to when vacation time can be taken by secretaries/clerks during the year.

Supt. Welch noted that this was the second Union to settle and he is hoping to have a copy of the MOA this week. It is now in the hands of the lawyers.

Supt. Welch also discussed the Unit A negotiations explaining the Dedham Education Association has requested sixteen pages of language changes to the contract. Mr. Coughlin explained that many of these changes are covered under state law and don't need to be added into the contract.

Mr. Bilafer noted that much of the language attempts to take authority away from the School Committee and Superintendent, limiting the ability to manage effectively.

Ms. Laprade inquired if the DEA was following the ground rules. The Committee discussed the ground rules in place noting that the DEA was abiding by the rules.

The Negotiating Subcommittee explained how the DEA was asking for a 23% increase in salary over the next three years. They are also asking for extra steps and lane changes.

Dr. Kelly explained that the DEA has brought approximately six constituents to silently observe the negotiation (all within the guideline of the ground rules). The Administration has yet to bring in observers.

The Committee discussed who they would like to bring in to observe the negotiations. They discussed bringing in Prescient Chairs, Finance Committee members, Selectman and other Town board members.

Supt. Welch noted the next negotiation meeting with the DEA would be one week from tonight, Tuesday, October 9.

The Committee discussed the term “constituency” and what that meant for the School Committee. The School Committee represents the taxpayers of Dedham.

Mr. Rippin reiterated that any viewers to the negotiations would not be allowed to speak.

Supt. Welch told the Committee that he would need the names of the observers by Friday.

The Committee discussed the DEA’s request for a 23 percent increase and the detrimental effect that would have on the budget and taxes.

The Negotiation Subcommittee stated their counter offer was one percent each year for the next three years.

The Committee also discussed the fact that other School Committee members would not be able to attend the negotiations because it would be a violation of open meeting laws.

Supt. Welch left the room so the Committee could discuss his salary increase for FY19.

Mr. Bilafer stated that after conversations with Supt. Welch a 2.5% salary increase with a \$1,000 increase to his annuity would be an appropriate salary adjustment.

Mr. Rippin stated that a 2.5% increase had been considered in the budget, but the annuity had not. The increase would bring the Superintendent’s salary up to \$188,650 and his annuity up to \$75,000. This would be retroactive to July 1. The Superintendent is in his second year of a six year contract.

Ms. White noted the custodians and secretaries were only allocated a 2% raise.

Ms. Laprade asked if a larger increase had been discussed.

Mr. Bilafer explained that the custodians and secretaries have steps and longevity included in their contract, thus the additional .5% and additional annuity allotment.

Mr. Rippin explained the entire percentage increase spent on the Custodian and Secretarial contract is 2.5%.

Ms. Briggs and Mr. Coughlin both discussed that the Supt. has never received a higher percentage than what was given to the teachers and does not have any steps or longevity pay.

Mr. Bilafer also noted the Superintendent's work ethic, workload and hours spent overseeing the district.

Ms Briggs motioned to approve the Superintendent's salary increase of 2.5% plus a \$1,000 increase to annuity for FY19, Ms. Laprade 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 approved unanimously 7-0.

Mr. Bilafer noted that a vote would also need to be taken in the next public session.

Ms. Briggs motioned to exit Executive Session of October 2, 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 approved unanimously 7-0.

Ms. Briggs motioned to conclude the meeting of October 2, 2018, Mr. Donati 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 approved unanimously 7-0.

Meeting concluded at 9:35 p.m.