

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION MINUTES

November 20, 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
Samuel Rippin, Assistant Superintendent for Business & Finance

Meeting Location: Avery Elementary School

Executive Session commenced at 8:45 p.m.

Supt. Welch informed the Committee that the teachers have begun conducting informational picketing in front of each of the school buildings on different days of the week. At this point only a few teachers have participated, but he is anticipating numbers to increase.

The Union has presented to the Negotiation Subcommittee previous salary schedules with increased raises when adjustments have been made to health care. As part of the original health care settlement with the Union, the Town will be paying for all employee health care premiums in the month of December. Supt. Welch told the faculty at the November 6 Professional Development. The Union had not informed its members yet.

The Committee discussed the public perception of the picketing and agreed it would start a conversation about what the Union is asking for.

The Committee discussed that other Town contracts were settled at a 2 percent increase each year for three years while the Teachers Union is asking for a compensation package with a 23% increase over three years.

The Committee discussed trying to get people to come in and witness the negotiations and how difficult it is to get people involved.

Supt. Welch stated that he knows the Committee is in support of teachers, just not the bargaining team's position.

Mr. Rippin conveyed this would have a 2.1 million dollar impact to the budget.

Mr. Bilafer explained the Town's free cash number is not as large as it has been in the past.

The Committee discussed inviting Town Manager Jim Kern to the table. He would have a seat at the negotiating table, and not be a silent listener.

Supt. Welch has been analyzing Health Care data. About 1/3 of Unit A members don't receive health care benefits from the Town. Twenty-four Unit A members have taken the buyout of health care receiving up to \$4,000 on top of their current pay. There is also the "premium holiday" in December that was discussed earlier. In the Western Suburban Health Group, Dedham is number one for employer percentages paying 80 percent of the premium.

Supt. Welch stated he feels no progress has been made at the negotiation table.

Mr. Rippin also noted that the Town paid for almost 100 percent of the deductible (in the high deductible plan) for the first year and up to 50 percent in the next four years.

Ms. White inquired into the salaries of people in Western Suburban Districts compared to that of Dedham.

Mr. Bilafer noted that he will prepare a statement saying that the Committee cares for its Teachers, but also understands the position of the taxpayer. The Committee agreed they need to keep working toward a resolution.

The Committee discussed what they were able to say in public where the negotiations were confidential. Supt. Welch stated that all the insurance data is public including percentage amounts.

Supt. Welch asked to be kept informed about what the community is feeling and saying about the Unions positions. He knows there will be picketing at DHS on Friday's and DMS on Thursdays.

Mr. Bilafer noted that the DEA (Dedham Education Association) is asking for language in the contract that is already covered under State law.

Supt. Welch stated the Union has 62 requests they would like added into their contract.

Ms. Briggs motioned to adjourn Executive Session, Ms. White 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.

Ms. Briggs motioned to close the meeting of November 20, 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 passed 7-0.

Meeting concluded at 9:15 p.m.