

DEDHAM PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING

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**EXECUTIVE SESSION MINUTES**

**May 15, 2019**

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

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

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

None

MEMBERS OF THE ADMINISTRATION PRESENT:

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

Meeting Location: Avery School

Meeting commenced at 6:35 p.m.

Mr. Coughlin brought the Committee into Executive Session to discuss the Level 3 grievance brought before the Committee by the Dedham Education Association on May 1, 2019 regarding the performance of evaluations during instructional rounds.

Mr. Coughlin asked everyone if they had a chance to review all the information presented to them on May 1 and if anyone had any questions. The Committee was in agreement to deny the grievance. There was no further discussion.

Ms. White motioned to deny the Level 3 grievance regarding performing evaluations during instructional rounds, Dr. Pearrow second; a roll call vote was taken:

Steve Bilafer- Yes  
Mayanne Briggs- Yes  
Joshua Donati- Yes  
Dr. Melissa Pearrow- Yes  
Tracey White- Yes  
Lisa Laprade- Yes  
Kevin Coughlin- Yes  
Motion passed 7-0

Dr. Kelly left the room so the Committee could discuss his contract.

Supt. Welch stated that Assistant Superintendent Dr. Ian Kelly's contract is up for negotiation. The amount Dr. Kelly has requested is equivalent to a 4.5 percent salary increase, \$5,000 of which is paid from a Title 1 grant. The Committee discussed that it would not be appropriate given the current negotiation status to go above 3 percent. The Committee discussed the difference between a 2.75% increase and a 2.5% increase. Dr. Kelly would also be interested in a contract longer than 3 years.

Supt. Welch stated that Dr. Kelly's current salary is below the norm and he has been working extremely hard producing high quality work.

The Committee discussed the end date of Supt. Welch's contract and the end of Dr. Kelly's contract. They would like the contracts to overlap.

The Committee discussed the possibility of a longer contract with a 2.5% salary increase.

The Committee discussed the portion of Dr. Kelly's salary which is paid out of the grant and the fact that those funds are not guaranteed and are not pensionable.

The Committee discussed the amount of work Dr. Kelly performs and how to properly compensate him for his time and efforts.

The Committee then discussed a 2.75% salary increase, a longer contract and an increase from grant funding.

The Committee stated their appreciation for Dr. Kelly's work and feels that his time requirement justifies a 2.75% increase.

The Committee discussed how a longer contract could set a precedent.

The Committee instructed Supt. Welch and Asst. Supt. Rippin to discuss the impact a 2.75% increase would have on the budget.

No further discussion occurred.

Ms. Briggs motioned to adjourn Executive Session, Ms. White second; a roll call vote was taken:

Steve Bilafer- Yes  
Mayanne Briggs- Yes  
Joshua Donati- Yes  
Dr. Melissa Pearrow- Yes  
Tracey White- Yes  
Lisa Laprade- Yes  
Kevin Coughlin- Yes  
Motion passed 7-0

Meeting ended at 6:55 p.m.