

DEDHAM PUBLIC SCHOOLS

REDACTED

SCHOOL COMMITTEE MINUTES

Executive Session

August 20, 2014

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MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Jen Barsamian, Chair

Tom Ryan, Vice Chair

Mayanne Briggs

Kevin Coughlin

Susan Butler-Walko

Rachel McGregor

Joe Heisler - Absent

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael J. Welch, Superintendent

Samuel Rippin

Principal Ron McCarthy

The Chair called the meeting to order at 7:03 p.m. in public session for the need to go into Executive Session under Exemption 3 – For the purpose of discussing strategy with respect to litigation where an open meeting may have a detrimental effect on the litigating position of the School District.

Roll call vote taken:

Mrs. Butler Walko-Yes, Mr. Coughlin -Yes, Mrs. Briggs-Yes, Mrs. McGregor-Yes, Mr. Ryan-Yes, Mrs. Barsamian-Yes, Mr. Heisler - absent

The meeting then re-convened in the conference room.

Executive session

Present: Attorney Herbert, Mrs. Barsamian, Mr. Coughlin, Mrs. Briggs, Mr. Ryan, Mrs. McGregor, Mrs. Butler-Walko, Superintendent Welch, Principal McCarthy, and Assistant Superintendent Rippin

Attorney Hebert explained [REDACTED]

[REDACTED] Discussions followed regarding [REDACTED]

Attorney Hebert stated [REDACTED]

[REDACTED] School Committee members then heard evidence and asked questions to Attorney Hebert regarding [REDACTED]

Mr. Ryan made a motion to [REDACTED]. Mrs. Butler Walko seconded, then a roll call vote was taken: Mrs. Butler Walko-Yes, Mr. Coughlin -Yes, Mrs. Briggs-Yes, Mrs. McGregor-Yes, Mr. Ryan-Yes, Mrs. Barsamian-Yes, Mr. Heisler - absent

Mrs. Butler-Walko motioned to go back into regular session, Mrs. Briggs seconded. Roll call vote taken: Mrs. Butler Walko-Yes, Mr. Coughlin -Yes, Mrs. Briggs-Yes, Mrs. McGregor-Yes, Mr. Ryan-Yes, Mrs. Barsamian-Yes, Mr. Heisler – absent

Dedham Public Schools
School Committee Executive Session
Minutes

Wednesday, September 17, 2014

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MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Jen Barsamian, Chair	Tom Ryan, Vice Chair	Mayanne Briggs
Joe Heisler	Kevin Coughlin	Susan Butler-Walko
Rachel McGregor		

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael J. Welch, Superintendent
Cynthia Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent of Business & Finance

EXECUTIVE SESSION – Under Exemption 3:

Superintendent Welch updated the School Committee on three separate issues.

Issue #1

Legal case involving [REDACTED]

Issue #2

Cafeteria Theft –Recently Superintendent Welch, Mrs. Barsamian, Mr. Rippin, and Mrs. Johnson met with Board of Selectman, Mr. MacDonald regarding a situation of a theft of cafeteria deposits.

The Superintendent had received a call from the Board of Selectmen in mid August. [REDACTED] who was questioned about a deposit not made, and who had an accident. Money was missing, police involved right away. The Chair of the Board of Selectmen was not aware of the situation. A letter had been sent to parents. The employee [REDACTED]

[REDACTED] \$5,700 in checks were stolen, \$7,000 in cash. A parent letter has been created and passed the letter by legal counsel. Mr. Heisler stated what he knew about this matter – it was a police matter.

Issue #3

Unit B Grievance – Superintendent Welch stated that Dedham had lost the grievance. There will be back pay for three Unit B members.

Update on Custodian negotiations:

Mr. Heisler motioned to come out of executive session, seconded by Mrs. Briggs, roll call vote taken:

Mayanne Briggs - Yes
Joe Heisler - Yes
Kevin Coughlin - Yes
Susan Butler-Walko - Yes
Rachel McGregor - Yes
Tom Ryan, Vice Chair - Yes
Jen Barsamian, Chair - Yes

Meeting ended at 8:45

release

**Dedham Public Schools
School Committee Meeting Minutes
Executive Session**

Revised
Wednesday, October 15, 2014

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Jen Barsamian, Chair	Tom Ryan, Vice Chair	Mayanne Briggs
Joe Heisler	Kevin Coughlin	Susan Butler-Walko
Rachel McGregor		

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael J. Welch, Superintendent
Samuel Rippin, Assistant Superintendent of Business & Finance

The Meeting began at 6:30 p.m. Ms. Barsamian called the meeting to order and stated the need to go into Executive Session for purpose under Exemption 3, for the discussion of strategy with respect to collective bargaining with AFSCME, the School Custodian's Union.

The custodians have been in negotiations for 2 years,— this contract is only good until June 30, 2015, there are 8 months left. Language in the contract when outside groups choose to use the facilities, overtime Data had been formed regarding Information in the contract stating overtime. Salary increases would be 1.5%, 1.5%, 1.5% over 3 years. Cost of the settlement was discussed. Mr. Rippin stated that the budget base covers this. Discussions took place regarding the retro money for 2013-14 and 2012-13 with no provision for reserve.

Discussions took place regarding the update on the Aide's Contract: Aides needs to still settle

Motion made by Mr. Heisler to ratify the custodian contract MOA - July 2012 - June 30, 2015, seconded by Mrs. Briggs, roll call vote taken: Mr. Heisler - yes, Mr. Coughlin - yes, Mrs. Butler-Walko - yes, Mrs. McGregor - yes, Mrs. Briggs - Yes, Mr. Ryan - yes, Mrs. Barsamian - yes. Voted unanimous.

Mr. Heisler Motioned to come out of executive session, Mrs. McGregor seconded, roll call vote taken: : Mr. Heisler - yes, Mr. Coughlin - yes, Mrs. Butler-Walko - yes, Mrs. McGregor - yes, Mrs. Briggs - Yes, Mr. Ryan - yes, Mrs. Barsamian - yes. Voted unanimous

Time 6:58 p.m.

release

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION MEETING MINUTES

December 3, 2014

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Jen Barsamian, Chair	Tom Ryan, Vice Chair	Joe Heisler
Kevin Coughlin	Mayanne Briggs	Susan Butler-Walko
Rachel McGregor		

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael J. Welch, Superintendent
Sam Rippin, Assistant Superintendent for Business and Finance

EXECUTIVE SESSION

Para negotiations went well last Tuesday, and now they need to ratify their contract before the SC takes the final votes.

First meeting with Unit A negotiations will be coming up in the new few weeks.

Superintendent Welch informed the School Committee of the need of a Human Resources person in the school system. He suggested he would like to get this person on board soon. With the FMLA leaves, and 80 staff members been hired recently, there is a need for this position. Mr. Welch has a job description with a salary of \$60,000 range for a full time manager level person. Advertisement would go through school spring. Discussions followed.

Evaluation Negotiation meeting will take place next Tuesday Dec. 9th, agreed on language, rubrics, support personnel, guidance counselors, nurses.

Mrs. Briggs motioned to adjourn, Mrs. Butler-Walko seconded, roll call vote taken.
Mr. Heisler – Yes, Mrs. Butler-Walko, Yes, Mr. Coughlin – Yes, Mrs. Briggs – Yes, Mrs. McGregor – Yes Mr. Ryan – Yes, Mrs. Barsamian – Yes.

Meeting ended at 8:57 p.m.

release

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

**EXECUTIVE SESSION
MEETING MINUTES
January 7, 2015**

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Jen Barsamian, Chair	Tom Ryan, Vice Chair	Joe Heisler -Absent
Kevin Coughlin	Mayanne Briggs	Susan Butler-Walko
Rachel McGregor		

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael J. Welch, Superintendent
Dr. Cynthia Kelly, Assistant Superintendent
Sam Rippin, Assistant Superintendent for Business and Finance

EXECUTIVE SESSION

Superintendent Welch informed the School Committee that the Paraprofessional contract was ratified today – Voted unanimous by the union. This contract will be in effect from September 1, 2013 to August 31, 2016. A copy of the MOA was distributed to the School Committee.

- Effective September 1, 2013: The rates for all job classifications shall be increased by 3%.
- Effective September 1, 2014: The rate for certified aides only shall first be increased by \$0.15/hour; the rates for all job classifications shall then be increased by 2%.
- Effective September 1, 2015: The rate for certified aides only shall first be increased by \$0.20/hour; the rates for all job classifications shall then be increased by 1.5%.
- Effective September 1, 2016: The rates for all job classifications shall be increased by 1%.

Mrs. Briggs motioned to accept the Paraprofessional MOA between the Dedham School Committee and the Dedham Education Association, seconded by Mrs. Butler-Walko, voted unanimous

Mrs. Briggs motioned to adjourn, seconded by Mrs. Butler-Walko.

Roll call vote taken: Mrs. Butler-Walko – yes, Mr. Coughlin – yes, Mrs. Briggs – yes, Mrs. McGregor – yes, Mr. Ryan – yes, Mrs. Barsamian – yes.

Meeting ended at 9:48 p.m.

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

release

MEETING MINUTES

April 8, 2015

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Jen Barsamian, Chair	Tom Ryan, Vice Chair	Joe Heisler
Kevin Coughlin	Mayanne Briggs	Susan Butler-Walko
Rachel McGregor		

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Dr. Cynthia Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent for Business and Finance
Attorney Kevin Bresnahan

Meeting began at 8:58 p.m.

School Committee members entered into executive session with the Administration and Attorney Bresnahan for the purposes of discussing various contract negotiations in progress. Superintendent Welch updated the members on negotiations with the clerical and custodian units who have met twice recently..

Conversations followed regarding strategies, and how the district would like to proceed in terms of historical raises. Mrs. Briggs and Mr. Coughlin stated they have a list of proposals.

A meeting with custodians and secretaries will take place next week
Proposing percentages of 1%, 1.5%, 1.5%

Motion made by Mrs. Barsamian, seconded by Mr. Heisler, to adjourn, and vote was taken by roll call: Mrs. McGregor-yes, Mr. Coughlin-yes, Mrs. Briggs-yes, Mr. Heisler-yes, Mrs. Butler-Walko-yes, Mr. Ryan-yes, Mrs. Barsamian-yes

Meeting ended at 10:12.

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DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
EXECUTIVE SESSION MINUES

MEETING MINUTES
May 6, 2015

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Jen Barsamian, Chair	Tom Ryan, Vice Chair	Joe Heisler
Kevin Coughlin	Mayanne Briggs	Susan Butler-Walko
Rachel McGregor		

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Dr. Cynthia Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent for Business and Finance

School Committee members entered in executive session under exemption III with the Administration for the purposes of discussing strategies in respect to collective bargaining.

Mr. Welch stated that he attended the Town Hall Manager's meeting this week, and learned that the Town Manager [REDACTED]

Mr. Welch stated the custodians and secretaries negotiations are coming up. Mrs. Briggs suggested [REDACTED]. Mr. Ryan suggests [REDACTED]. Mr. Welch suggests [REDACTED]. Mr. Welch and Mr. Rippin stated they will run some numbers. Mr. Rippin stated that [REDACTED]

Mr. Welch stated he presented Mr. Dwyer a letter regarding contract language on maternity leave and has visited each of the staff members. He suggested that the staff contact Tim Dwyer, they should be grandfathered in.

Mrs. Butler-Walko motioned to come out of executive session, seconded by Mr. Coughlin. Roll call vote: Mr. Coughlin-yes, Mrs. Briggs-yes, Mrs. Barsamian-yes, Mrs. LaPrade-yes, Mrs. McGregor-yes, Mrs. Butler-Walko-yes, Mr. Ryan-yes.

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DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
EXECUTIVE SESSION MINUTES

EXECUTIVE SESSION MEETING MINUTES
May 27, 2015

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Tom Ryan, Chair	Susan Butler-Walko, Vice Chair	Jen Barsamian
Kevin Coughlin	Mayanne Briggs	Lisa Laprade
Rachel McGregor		

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Dr. Cynthia Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent for Business and Finance

Attorney Kevin Bresnahan, Murphy, Hesse, Twoomey & Lehane

Executive session need - collective bargaining and pending litigation

roll call vote

Kevin

Mayanne

Jen

Lisa

Rachel

Susan

Tom

all yes

we will not be coming out of exec. session

Executive Session

Mr. Welch - formal complaint about [REDACTED] involved as [REDACTED]. Met with building rep, teacher put concerns in writing. [REDACTED] was placed on admin leave to do an investigation on [REDACTED] conduct. Conducted [REDACTED] interviews. [REDACTED] Compiled [REDACTED] pages of notes, summary of interviews and investigation. Instances of [REDACTED] Other items - [REDACTED] Met with [REDACTED] yesterday, [REDACTED] was continued to be on admin leave. [REDACTED] Met with entire staff yesterday, to confirm we are going to have a safe environment. [REDACTED] [REDACTED] Dr. Kelly stayed at the school today and stayed for a meeting tonight. Depending on [REDACTED] response, [REDACTED] discipline will then be decided.

REDACTED

There has been an issue with [REDACTED] prior to this situation. Nothing involves students. [REDACTED]

Dr. Kelly stated that a few more [REDACTED] spoke to her during the day. A staff member came to Mr. Welch today [REDACTED]

Tom - at this point this is an update to the SC

Pending litigation

Mr. Welch spent 4 hours at the [REDACTED] deposition. [REDACTED]

Negotiations

Custodians have settled. Secretaries will be done also settling at [REDACTED]

Pending litigation

Pending litigation

meeting ended at 9:30

mayanne, seconded by Susan to adjourn

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DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
EXECUTIVE SESSION

MEETING MINUTES

June 3, 2015

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Tom Ryan, Chair	Susan Butler-Walko, Vice Chair	Jen Barsamian
Kevin Coughlin	Mayanne Briggs	Lisa Laprade
Rachel McGregor		

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Dr. Cynthia Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent for Business and Finance

The meeting started at 8:14p.m.

Mr. Ryan earlier stated the need for executive session under pending litigation and collective bargaining exemption 2.

Mr. Welch stated he and Dr. Kelly met with faculty on Monday regarding an [REDACTED] investigation. [REDACTED] Mr. Welch stated [REDACTED] Attorneys have [REDACTED] and the matter is closed. Training will be ongoing with consultations. Dr. Kelly stated that the faculty had some division as to their feelings about the circumstance and looking to see dramatic improvements.

Discussions took place regarding the minutes from previous executive sessions. The School Committee periodically needs to review executive session minutes. [REDACTED] The need for a process was discussed. Mrs. Laprade recently attended School Committee training on 2010 law. Releasing these executive sessions has to be done in open session. Mrs. Laprade stated that if anyone violates the executive session it is \$10,000 fine. Mr. Welch suggests a sub-committee be put together with a refresher course from an attorney.

Mr. Welch updated the committee on Collective bargaining session last week.

[REDACTED]
[REDACTED]
[REDACTED]

REDACTED

Mr. Welch stated that this can be done by the end of the year and could move to [REDACTED]
[REDACTED] Friday is the next meeting. Mr. Rippin suggests [REDACTED]
[REDACTED] Discussions followed regarding the [REDACTED]
[REDACTED] There are two other meetings scheduled in June. A special
School Committee meeting would have to be held to vote the Unit A contract if they do ratify.

Mrs. Barsamian motioned to adjourn, Mrs. Butler seconded. Roll call vote taken:

Jen Barsamian- yes
Kevin Coughlin- yes
Mayanne Briggs- yes
Lisa Laprade- yes
Rachel McGregor- yes
Susan Butler-Walko - yes
Tom Ryan- yes

Meeting concluded at 8:55p.m.

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DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

EXECUTIVE MEETING MINUTES

June 17, 2015

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Tom Ryan, Chair	Susan Butler-Walko, Vice Chair	Lisa Laprade
Kevin Coughlin	Mayanne Briggs	
Rachel McGregor		

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Dr. Cynthia Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent for Business and Finance

Mr. Ryan opened the meeting under exemption III to discuss collective bargaining.

Mr. Welch discussed the redacted minutes that Attorney Bresnahan is working on.

Mr. Welch stated the Supervision Evaluation may have to be ratified. Unit A Negotiations discussions are no further ahead but close, he stated. The union wants 6% over 2 years and the extra day became an issue. Mr. Welch is optimistic with pay for the extra day then 2% on top then the next year 2.5% plus longevity pay. Negotiations continue tomorrow at 6:00 p.m. with health care issues. Discussions followed regarding the professional development day. The ratification meeting is scheduled for next Tuesday regarding the Evaluation Instrument.

Mrs. Butler motioned to close executive session, Mrs. Briggs seconded, voted unanimous. voted unanimous.

release

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
Executive Session Minutes

MEETING MINUTES

June 24, 2015

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Tom Ryan, Chair	Susan Butler-Walko, Vice Chair - Absent
Kevin Coughlin	Mayanne Briggs
Rachel McGregor	Lisa Laprade

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Dr. Cynthia Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent for Business and Finance

Meeting called to order by Mr. Chair Tom Ryan at 6:34 p.m. Mr. Ryan stated the need to enter into executive session under exemption 3 by roll call vote:

Mr. Coughlin, YES Mrs. Briggs, YES Mrs. Laprade, YES Mrs. McGregor, YES
Mr. Ryan, YES Voted 5-0 unanimous.

The Committee reviewed the MOA agreements for Unit A, Unit B, Title I, Secretaries, and the Unit A Supervision Evaluation Document. Mr. Welch reviewed each MOA with the Committee, discussions took place regarding the increases, and language changes on each contract. In addition, 2 members have been added to the Unit B contract, the Director of Health and Phys Ed. and the .7 Out of District Special Education Director.

Mrs. Briggs motioned to accept the MOA agreements between the Dedham Public Schools and the Dedham Education Association for Unit A, Unit B, Title I, and the Supervision Evaluation document, and the MOA agreement between the Dedham Public Schools and AFSCME for the secretaries, seconded by Mr. Coughlin. Roll call vote:

Mr. Coughlin, YES Mrs. Briggs, YES Mrs. Laprade, YES Mrs. McGregor, YES
Mr. Ryan, YES Voted 5-0 unanimous.

Mr. Welch stated that the executive session minutes from 2008, 2009, 2010 need to be redacted by Attorney Bresnahan, then they will be released. Mrs. Briggs motioned to approve, Mr. Coughlin seconded, voted unanimous.

Mrs. Briggs motioned to come out of executive session, seconded by Mrs. Laprade, roll call vote:

Mr. Coughlin, YES Mrs. Briggs, YES Mrs. Laprade, YES Mrs. McGregor, YES
Mr. Ryan, YES Voted 5-0 unanimous.