

*Natick Public Schools
SCHOOL COMMITTEE
EXECUTIVE SESSION MEETING MINUTES
May 20, 2019*

The School Committee held a meeting on Monday, May 20, 2019 at 6:00 p.m. in the School Committee Room, third floor, Town Hall. Chair McDonough called the meeting to order and took roll call at 6:01 p.m.

Members Present: Matt Brand, Julie McDonough, Donna McKenzie, Donna McKenzie, Haugland, Cathi Collins, Lisa Tabenkin. Hayley Sonneborn arrived at approximately 6:04 p.m..

Others Present:	Anna Nolin	Superintendent
	Kirk Downing	Assistant Superintendent
	Timothy Luff	Assistant Superintendent
	Peter Gray	Director of Finance
	Rose McDermott	Recording Secretary

Chair McDonough moved for approval for the School Committee to enter into Executive Session:

1. To discuss strategy with respect to collective bargaining (EAN, Units A & B) and in preparation for negotiations with non-union personnel (Director of Communications, Planning & Budget Analyst, Part Time Clerical, Tutors, Coaches, Instrumental Accompanists, Late Bus Coverage, Cafeteria Monitor, Substitute Coordinator, Permanent Substitute Teacher, PSAT Proctors and Floaters, On-Line Learning Coordinator, Wellness Center Supervisor, NHS Student Supervisor, Wall of Achievement Coordinators, Virtual Education Supervisor, FEIP & KEIP Tutors, All Central Office Administration, All Principals, Dean of Students, Nurse Leader, Director of Student Services, P/T Nurse, Nurse Assistant, Board Certified Behavior Analyst, Occupational Therapist, Physical Therapist, ABA Technician, Certified Licensed Assistant, Executive Assistant to the Superintendent & School Committee, Administrative Assistant to Director of Human Resources, Substitutes for: Administrative Assistants, Teachers & Paraprofessionals, Long Term Teachers, Paraprofessionals & Nurses, Permanent Teacher Sub, Math Club Interventionist, Nurses, ABA Tech Sub, Long Term Title 1, Food Service, Mini University/Professional Development, Curriculum Writing, Instructors for graduate credits, Study Group Facilitator & Leader, Instructors for all workshops, all ASAP Staff, All Summer School staff, Metco Personnel - (Director & Academic Liaison) Instrumental Music Instructors, Grant & Self Funding Positions: (Data Entry Clerk / Clerical, Technology Workshop Presenters, Summer Technology Training, Project Coordinator, BOKS Instructors), Technology: (Network Manager & Engineer, Deployment Specialist, Data Manager of C.A.S., Manager of Data, Quality and Controls, Data, Budget & Control Analyst, Help Desk Manager, Technicians, Intern, if an open meeting may have a detrimental effect on the government's bargaining or litigating position, in accordance with the provisions of Chapter 39, Section 23(b) of the Massachusetts General Laws. Mr. Brand seconded.

Chair McDonough called for a roll call vote. All in favor of entering into Executive Session for this purpose:

Mr. Haugland – Yes

Ms. Collins – Yes

Ms. Tabenkin – Yes

Dr. McKenzie - Yes

Ms. Sonneborn – Yes

Mr. Brand – Yes

Chair McDonough – Yes

It was unanimously approved by a vote of those present 7-0-0. The School Committee proceeded to the Training Room to conduct this session.

Melissa Malone, Town Administrator for the Town of Natick, Mr. Andy Waugh, Attorney with Murphy, Hesse, Toomey & Lehane (Town and School District's legal counsel) and Ms. Marianne Davis, Director of Human Resources for Natick Public Schools joined the meeting.

Ms. Davis shared the memorandum of agreement and reviewed the more substantial changes to the contract. She provided a salary chart of Unit A for the School Committee members to review. Ms. Davis discussed the freezing of stipends as well as any increase, to stipends for coaches or assistants to the Principals. There is now a limit on lane changes – only one per year unless you are seeking your Ph.d, Ms. Davis discussed the change to working conditions for school nurses. They will work 183 days instead of 187. However, they will cover summer school on a voluntary basis. Ms. Davis also provided a memo that reviewed these and many other changes. She confirmed that this was a team effort and the model used served the district very well. They all worked collaboratively to solve problems and the solutions that moved us forward has put us in a good place. Ms. Tabenkin concurred that this was a 180-degree turn from three years ago. She also said that Dr. Nolin's leadership was amazing. Dr. Nolin set a very collaborative tone that showed the willingness to listen and it allowed everyone to face reality. Dr. Nolin's leadership really mattered.

Ms. Malone asked what the percentage of the cohort and is the union in agreement? Ms. Davis explained that interest based bargaining is that the parties agree on a data set, and that data is set by the DESE.

Andy Waugh's role was to speak about the legal agreement we are entering into as well as the legal parameters around our negotiations. Mr. Waugh informed everyone present that under chapter 150E, it designates who gets to negotiate. In section One, the Town Manager shall participate in the vote with the School Committee. When you have a vote on the MOA - the town gets to vote as well (Ms. Malone). Anyone who is on the School Committee and on the bargaining committee must bargain in good faith. The duty to bargain in good faith and what it encompasses. In section 10 of the law, this is one of the obligations for both the employers and the unions. Mr. Waugh continued by explaining that the legal issue is straightforward. You go to town meeting in the spring, you get the budget approved, and within that, you have to cover all of your expenses. If the School Committee decides to spend more than the budget, it is up to them to find the funds to cover the difference. The number for year one you know for certain you can cover. Years two and three, you don't know what your numbers are going to be. If you keep lines of communication open, you have to take that into account. However, you have to negotiate in good faith.

Dr. McKenzie shared that she believed it was helpful when Ms. Malone came in as the Town Administrator and gave a presentation of the state of the town. Dr. Nolin was very honest with all of us and when we asked what's the worst case scenario? Dr. Nolin explained that if the funds aren't there, we would have to make other cuts in the budget. Mr. Waugh confirmed by saying that is brutal good faith.

Ms. Collins asked what the estimated contract for the future is. Dr. Gray will figure out the actual cost and come back to the School Committee with that information. Mr. Waugh also explained the difference

between "will" and "shall". His recommendation was to remove the word "will" and replace it with "shall" in the agreement.

Ms. Malone asked what does the approval by the School Committee obligate the town for? Mr. Waugh explained that they would be approving a three-year agreement. The school district will have to come up with funds to settle, the rest of the contract. Mr. Waugh recited part of the Reading-Lawrence case - the Town Administrator would be ascending prior to 2021, of including expenses in the budget. Ms. Malone's role is almost as the eighth member of the School Committee. He does not know how that would play out next year. Ms. Malone stated that if there is insufficient revenue based on the information we have now; does the Town Administrator wear one hat in this room, then take off that hat, go into another forum, and propose something very different? Mr. Waugh responded with that he has never seen where the Town administrator votes yes for a budget but then no in the other forum. He advised Ms. Malone to abstain or vote no. Ms. Malone went on further by asking if there was anything that the School Committee shared or wanted to share; are there things that can get us to come in closer to the number? Mr. Waugh explained that in any collective bargaining, you know the available monies for year one, but year two or three - we just do not know. We cannot negotiate that number tonight. Ms. Collins made a point of order, stating that we are getting beyond this contract, which is the purpose we are in Executive Session for. We do not want to conflate contract vs. budget. Ms. McDonough confirmed that this contract fits into fiscal year 2020. Any discussion about fiscal year 2021 and fiscal year 2022 is not for this Executive Session. Dr. Nolin stated that the COLA is 1% for most. The union took that knowing that next year was going to be a difficult year.

Ms. Malone asked about MEPA. Dr. Nolin explained that under MEPA, there is a disagreement regarding what the parallel positions are that should be the same. Two school district administrators are not taking raises next year. She and Ms. Malone are the top of their organizations, but whether they do the same positions or not is up for debate. The two positions have never been compared or thought of as the same. Dr. Nolin continued by saying we are hard pressed to say we do anything like the other. There is no curriculum person on town side or special education team on town side.

Ms. Malone would like to make a statement at the next meeting. She wants to memorialize to go forward in a collaborative way.

Ms. McDonough reminded everyone that the vote is on June 3, 2019

Dr. Nolin reviewed the non-represented positions with a market analysis related to unit B, it's a 2% increase. Central office will be 2.25% because they oversee unit B. If we do not add a differential, then the supervisor almost makes the same. ASAP will increase by 2%.

Ms. Davis explained that the non-represented positions are employees not represented by a union. We try to act in a manner similar to ones covered by a union. We have added the position of Director of Student Services with a range of \$125,000-\$135,000. You are not approving a salary for a particular employee, just a range. There is a new position for the math club, we have a \$37.40 rate - teachers are paid for one hour to do this. This is an insignificant cost to us but huge to students. She went on to review other positions for a wage adjustment. An increase rate for the permanent building substitute at Natick High School. It's a complex morning for one individual. We do not hire individual substitutes for teachers at Natick High School. We hire one individual who coordinates coverage with information left for them by teachers. It is a complex task. There was a range adjustment for the summer school director. This program has grown immensely. There have been changes in program and increased enrollments among other things. This has been increased by \$12,000.00. This is approximately \$38.00 per hour, about \$10.00 more per hour than the

actual teachers are. This position has to be attractive for someone to give up his or her summer. It has not been changed every year and now there are 800 kids enrolled in the program. Ms. Davis continued by explaining the increase for the substitute coordinator, who works out of her home, on the phone. She also has the task of placing the right people where they need to be. She will reassign if the classrooms need coverage. Ms. Davis felt that we take her work for granted. There is a shortage of substitutes these days. The substitute coordinator adds a different dimension. This person works on the weekends, early mornings and late nights. Ms. Davis reviewed bringing our lowest paid positions up to minimum wage. She would like us to be competitive with the positions at the local mall and McDonalds. Ms. Davis reviewed the deletion of a position title Assistant Director of Student Services. There were two title changes. First the Communications Specialist will now be titled Director of Communications and the Confidential Secretary to the Superintendent and the School Committee will now be titled the Executive Assistant to the Superintendent and the School Committee.

At 7:30 p.m., Ms. Tabenkin moved to adjourn. Ms. Collins seconded. Chair McDonough called for a roll call vote to adjourn. All in favor:

Mr. Brand-Yes

Dr. McKenzie - Yes

Ms. Collins – Yes

Ms. Tabenkin – Yes

Ms. Sonneborn – Yes

Mr. Haugland

Chair McDonough – Yes

The motion passed unanimously.

The School Committee returned to the School Committee Room, 3rd floor, Town Hall.

Respectfully submitted,

Rose McDermott

Recording Secretary