

**BEDFORD SCHOOL COMMITTEE
EXECUTIVE SESSION
MINUTES OF**

April 12, 2017

1. Call to Order.

Mr. McAllister called to order Public Session of the School Committee at 7:10 pm. In attendance were Ms. Santiago, Ms. Guay, Ms. Scoville, and Mr. Brosgol. Mr. Jon Sills, Superintendent of Schools, Mr. David Coelho, Director of Finance, and Mr. Richard Reed, Bedford Town Manager, were also present.

Roll Call Vote:

Ms. Guay	Yes
Ms. Scoville	Yes
Mr. Brosgol	Yes
Ms. Santiago	Yes
Mr. McAllister	Yes

2. Adjournment to Executive Session

Mr. Brosgol made the following motion.

MOVED: Motion to adjourn at 7:10 pm to Executive Session to discuss contract negotiations with the teachers' union.

MOTION SECONDED by Ms. Santiago

Roll Call Vote:

Ms. Guay	Yes
Ms. Scoville	Yes
Mr. Brosgol	Yes
Ms. Santiago	Yes
Mr. McAllister	Yes

MOTION APPROVED: 5-0-0

3. Contract negotiations

Mr. Sills updated the School Committee on ongoing contract negotiations with the BEA. 12 people were on the BEA side of the negotiations, while Mr. Sills was joined by Mr. Coelho and Ms. Andrea Bell, counsel, on the other side of the table.

Mr. Sills described the negotiations, in particular highlighting the COLA increases and steps.

Mr. Sills also shared changes to the prior agreement, including clearer language around the requirement to obtain professional licensure for all Bedford teachers within 5 years.

Mr. Sills and Mr. Coelho presented the budgetary impact of the combination of COLA increases of 2%, 2.5%, and 2% over the next three years in addition to the changes to lanes and steps with a total increase of 13.94% over the contract. The BEA's opening offer had been 4%, 4.5%, and 4% on the COLA.

Mr. McAllister asked if the BEA brought up the town's strong financial position with regards to free cash during the negotiations. Mr. Sills indicated that they had not.

Ms. Guay expressed some concern that the numbers were not 2% for all three years.

Mr. Brosgol said he was happy with the numbers but that when people hear 2-2.5-2% and the net increase is 13.94% there will be some confusion.

Mr. Coelho discussed the longevity bonuses and there was a conversation about those being cheaper than steps. He also described the real cost of adding a professional development day as \$128,000.

Mr. Reed indicated his support for the draft agreement and budgetary impact as presented.

No vote was taken.

4. Bullying complaint

Mr. Sills updated the Committee on the latest DESE ruling on the district's appeal of the non-compliance ruling with regards to a bullying complaint from FY16.

The Committee agreed to support an independent investigation by counsel and to update language used to describe the district's obligation to investigate accusations of a teacher bullying an entire class.

5. Motion to Adjourn

Ms. Scoville made the following motion.

MOVED: Motion to adjourn from Executive Session at 9:12 pm, not to re-open.

MOTION SECONDED by Ms. Santiago

Roll Call Vote:

Ms. Guay	Yes
Ms. Scoville	Yes

Mr. Brosgol	Yes
Ms. Santiago	Yes
Mr. McAllister	Yes

MOTION APPROVED: 5-0-0

Executive Session closed at 9:12 pm.