

**GREENFIELD PUBLIC SCHOOLS  
SCHOOL COMMITTEE SPECIAL MEETING  
EXECUTIVE SESSION MINUTES  
Wednesday, December 30, 2015  
GCTV Studios, 393 Main Street, Greenfield MA**

**Present:** Maryelen Calderwood (MC); Donna Gleason (DG); Douglas Mayo (DM); Jordana Harper, Superintendent (JH); William Martin (WM); Adrienne Nunez (AN); Francina Wisnewski (FW).  
**Absent:** Margaret Betts (MB)

**Also present:** Atty. Peter Smith.

**I. Call to Order**

With a quorum present (MC, DG, DM, WM, AN, FW), Chair Calderwood called the meeting to order at 6:35 p.m.

**II. Executive Session**

DM made a motion to move into executive session, in conformance with MGL c 30A, §21, (2) and (3): to conduct a strategy session with respect to litigation and potential litigation involving union and nonunion personnel, and additionally strategy for collective bargaining for union personnel. AN 2nd. Roll call vote: Yes: MC, DG, DM, AN, FW. Motion passed unanimously. Moved into executive session at 6:36 p.m.

**A. Tentative agreement with Greenfield Education Association**

Atty. Smith presented tentative agreement with GEA, reached today. Positives include: raise bottom end of salary scale; consolidate steps (17 to 12 over 4 years); provide incentive for new faculty to apply and stay in Greenfield district; reduce town's costs; better clarity showing pay increases.

Atty. Smith reviewed salary increases and costs; changes/additions to contract (including lesson plans; step credit for new hires' prior experience; 1 additional evening activity; Power School attendance and grades). Kudos to Howie Barber, Business Manager, for role in negotiations, clear cost reports.

Discussion:

- Nurses without 4-year degrees paid below Step 1, must show progress towards degree.
- Town's contract stabilization fund
- Inclusion of required lesson plans: priority of administrators, desire for uniform expectations among buildings, feedback from administrators.
- Effect of salary changes on ELT expenses

**Changes:**

Lesson Plans 1: "...will explore developing a ~~virtual~~ **an on-line** curricula...."

Lesson Plans 2(ii), add: "by April 1, 2016."

Article V, Section F: "fourth activity chosen from a list of 3-5 ~~selected~~ **provided** by the building principal." Last sentence: "Additionally, the parties agree that ~~these~~ **there** will be...."

Article IV, Salaries: B(3): For fiscal years that contain ~~with~~ an extra payroll...."

Article XIII, C: "...school days because of ~~disability~~ **illness**."

Appendix B-D: "...both parties will ~~revise~~ **propose revised** language in Appendices B-D on or before ~~February~~ March 1, 2016.

Add the missing section: driving students to activities requires permission of Supt., school insurance coverage; clarifies that teachers not obligated.

**DM moved to accept GEA agreement with changes. AN 2nd. Motion passed 3-1-2** (no: WM; abstain: FW, MC).

**B. Termination of [REDACTED]**

Atty. Smith provided update. [REDACTED] placed on administrative leave with pay, as of today.

Discussion:

- [REDACTED]'s alleged disparaging remarks about Supt. and School Committee, allegedly sharing documents. Is affecting working environment.
- Contractual obligation to pay 90 days from termination date (about 20 days ago).
- FW: Supports Supt. but questions process. Concerns about ripple effect in community.
- School Cte members, Supt. cannot respond to questions or make public statement; personnel matters confidential.
- If we offer settlement, where does \$ come from? Operating budget, or possibly liability insurance.
- Employees talking against interests of employer, in employment context, not protected by First Amendment; expectation of professionalism in the building.
- [REDACTED] has not requested arbitration.
- Desire for settlement to provide closure. Offer pay through end of contract year (July 1, approx. 3 additional months).

**WM moved to authorize attorney to negotiate up to and not to exceed the remainder of the annual salary of this position. DG 2nd. WM called question. AN 2nd. Motion to end debate passed unanimously. Motion passed unanimously.**

DG moved to return to public session. WM 2nd. Yes: MC, DG, DM, AN, FW. Motion passed unanimously. Public session resumed at 10:01 p.m.

Respectfully submitted,  
Susan Farber  
Recording Secretary