

MINUTES OF THE EXECUTIVE SESSION
OF THE MALDEN SCHOOL COMMITTEE
Monday, December 4, 2023
Meeting Room 3 #113 - 215 Pleasant Street
And Virtual Meeting

Mayor Christenson called the meeting to order at 7:31 p.m.

Roll Call

The following attendance was taken:

Mayor Christenson	Present
Mr. Drummey	Present
Mr. McCarthy	Present
Ms. Spadafora	Present
Ms. Macklin	Present
Ms. Hortie	Present
Mr. Gray	Present
Mr. Bernard	Present
Ms. Rose-Zeiberg	Present
Attorney Greenspan	Present
Superintendent Noriega-Murphy	Absent
Assistant Superintendent Peña	Present
Director of Finance and Operations Mertz	Present
Clerk	Present

1. Approval of Executive Session Minutes of November 13, 2023

Ms. Spadafora made the motion to approve the minutes for the November 11, 2023 Executive Session of the School Committee. Mr. Drummey seconded. A roll call vote was taken.

Mr. Drummey voted YES

Mr. McCarthy voted YES

Ms. Spadafora voted YES

Ms. Macklin voted YES

Ms. Hortie voted YES

Mr. Gray voted YES

Mr. Bernard voted YES

Ms. Rose-Zeiberg voted YES

Mayor Christenson voted YES

Motion passed unanimously.

2. Purpose 2 - To conduct collective bargaining SEIU Local 888 Clerical Unit grievance

Attorney Greenspan said that due to some previous language in the Collective Bargaining Agreement, this unit can have their grievance heard by the entire School Committee. Attorney Greenspan said the grievance is about having new employees start at a lower predetermined step in the salary scale even if they come with many years of experience at a different workplace.

SEIU Local 888 Clerical Unit Field Representative, Mr. Joe Montagna, Co-Presidents, Ms. Maureen Nicosia and Ms. Grace DeAngelis came forward to present the grievance. They advocated to add more steps to the salary scale and to determine the range of steps that new hires can be placed in when they join the workforce.

After Mr. Montagna, Ms. Nicosia and Ms. DeAngelis left, Attorney Greenspan advised the School Committee that the Joint Labor Management Committee has no authority to amend the Collective Agreement. Attorney Greenspan said that if the School Committee denied the grievance, the next step that the union could take is to seek arbitration. Discussion ensued about the matter.

Mr. Drummey made the motion to deny the grievance. Ms. Spadafora seconded. A roll call vote was taken.

Mr. Drummey voted YES

Mr. McCarthy voted YES

Ms. Spadafora voted YES

Ms. Macklin voted YES

Ms. Hortie voted YES

Mr. Gray voted YES

Mr. Bernard voted YES

Ms. Rose-Zeiberg voted YES

Mayor Christenson voted YES

Motion passed unanimously.

3. Purpose 2 - Non-Union salary raise for Malden Out of School Time (MOST) Director

Discussion ensued about the proposal to approve a salary increase for the Malden Out of School Time (MOST) Director a salary increase. The MOST Director's current annual salary is \$106,000 and the proposal was to raise it to \$115,000. The MOST program currently serves 204 students.

The current incumbent, Ms. McGoldrick had taken the job just when the middle school after-school program was being phased out and she was essentially doing two jobs for a few months when the Assistant Director left to take another job.

Ms. Spadafora made the motion to approve a salary increase to \$115,000 annually effective on January 1, 2024. Mr. Bernard seconded. A roll call vote was taken.

Mr. Drummey voted YES

Mr. McCarthy voted YES

Ms. Spadafora voted YES

Ms. Macklin voted YES

Ms. Hortie voted YES

Mr. Gray voted YES

Mr. Bernard voted YES

Ms. Rose-Zeiberg voted YES

Mayor Christenson voted YES

Motion passed unanimously.

At 8:07 p.m., Assistant Superintendent Peña, Director of Finance and Operations, Ms. Toni Mertz, and Clerk, Ms. Shirley Dorai, left the meeting at this point. Minutes for the rest of the Executive Session was taken by Attorney Greenspan.

4. **Purpose 2 - To conduct strategy sessions in preparation for contract negotiations with Non-Union Personnel - Superintendent of Schools, Dr. Noriega-Murphy, because an open meeting will have a detrimental effect on the bargaining position and the chair so declares.**

[REDACTED]

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Adjournment

Ms. Spadafora made the motion to adjourn Executive Session at 9:16 p.m. Mr. McCarthy seconded. A roll call vote was taken.

Mr. Drummey voted YES

Mr. McCarthy voted YES

Ms. Spadafora voted YES

Ms. Macklin voted YES

Ms. Hortie voted YES

Mr. Gray voted YES

Mr. Bernard voted YES
Ms. Rose-Zeiberg voted YES
Mayor Christenson voted YES
Motion passed unanimously.

The committee reconvened to the Regular Session at 9:18 p.m.

I certify that a notice of this meeting was filed with the Clerk of the City of Malden in the manner provided under Chapter 39, Section 23A of the General Laws.

A handwritten signature in black ink, appearing to read "Shirley", with a long horizontal stroke extending to the right.

Shirley Dorai, Clerk