

MINUTES OF THE SPECIAL SESSION
OF THE MALDEN SCHOOL COMMITTEE
Wednesday, May 29, 2024
Herbert L. Jackson Council Chamber Room #106 - 215 Pleasant Street
And Virtual Meeting

Mayor Christenson called the meeting to order at 7:04 p.m.

Mayor Christenson read the docket items for the meeting.

Mayor Christenson led the committee in the Pledge of Allegiance followed by a moment of silence for those who have served our country and for those who continue to do so.

Roll Call

The following attendance was taken:

Mayor Christenson	Present
Mr. Drummey	Absent
Mr. McCarthy	Present
Ms. Spadafora	Present
Ms. Macklin	Present
Ms. Hortie	Present
Mr. Gray	Present
Mr. Bernard	Present
Ms. Rose-Zeiberg	Present
Clerk	Present

1. Non-Union Employee Hiring Freeze - Ms. Spadafora

Ms. Spadafora apologized and clarified that the agenda item was supposed to read Non-Union Central Office Employee Hiring Freeze. Ms. Spadafora said that positions such as substitute nurses and literacy assistants are all non-union positions but that the freeze is only for central office non-union positions.

Ms. Spadafora continued that this is still budget season and the budget is still very fluid. Ms. Spadafora provided examples of costs that might be incurred or increase.

Ms. Spadafora said that there are two large vacant positions in Central Office, an Assistant Superintendent position with a salary range of \$180,000 - \$200,000 and Human Resource Director position with a salary range of \$100,00 - \$110,000. Ms. Spadafora added that it is not known yet who will be leaving Central Office as well as non-renewals. Ms. Spadafora said that because of the large amount of money involved and the focus on taking care of classrooms first, she thought that there should be a freeze in hiring at the Central Office until the budget is approved, the final figure that the City will receive from the state is known and the Superintendent-Elect is able to consider what is needed in those roles in their office.

In response to Mr. McCarthy's question about how much money will be saved by the hiring freeze, Ms. Spadafora said that this is only a pause and not an elimination of the positions. Ms.

Spadafora elaborated that this will allow the Superintendent-Elect to decide for example on whether a Human Resource Director or a Human Resource Manager is needed which has a huge salary difference. Ms. Spadafora said that she is hopeful that more money will be received from the state for student aid.

Ms. Macklin asked for the time frame in which the budget would be approved because filling the Human Resource position is critical especially with all the other open positions in the district. Ms. Spadafora agreed and said that currently, Ms. Marie Lucey, the former Human Resource Director has stepped in to fill that role as needed.

Ms. Rose-Zeiberg asked about the state deadline for the approval of the budget and highlighted that since contract negotiations with the Superintendent-Elect is still taking place, a freeze would mean that this cannot take place.

Ms. Spadafora said that the motion to freeze should state that it would not apply to the Superintendent position. Ms. Spadafora also said that the state could approve the budget as late as August but she was proposing perhaps just a 30-day wait period until July 1st, after which a decision can be made to lift or continue the freeze.

Ms. Hortie asked about the other open positions in central office. Ms. Spadafora responded that she was not aware of any other Central Office positions that are open and added that there were some positions that were removed from the budget such as the Payroll Supervisor position. Operations and Finance Director Mertz said that a priority list was created and the Payroll Supervisor position was at a Priority #2. Ms. Mertz continued that if money became available, this position would be filled. Ms. Mertz added that a Human Resource Coordinator position was also cut, so that now there is only one Human Resource Coordinator position instead of two. Ms. Spadafora said that when this was voted at the Budget Subcommittee, it was similar to putting these positions on a freeze. Mayor Christenson said that funding aside, the Superintendent-Elect should be given an opportunity to weigh-in on the matter.

Ms. Spadafora made a motion to initiate non-union Central Office employee hiring freeze for current open positions excluding the Superintendent-Elect's position until June 30, 2024. Mr. Bernard seconded. A roll call vote was taken.

Mr. Drummey ABSENT

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 with 8 votes in favor and 1 absent.

Executive Session

Mr. Bernard made a motion to enter into Executive Session at 7:20 p.m. Mr. McCarthy seconded. A roll call vote was taken.

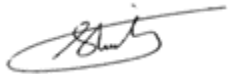
Mr. Drummey ABSENT
Mr. McCarthy voted YES
Ms. Spadafora voted YES
Ms. Macklin voted YES
Ms. Hortie voted YES
Mr. Gray voted YES
Mr. Bernard voted YES
Ms. Rose-Zeiberg voted YES
Mayor Christenson voted YES
Motion passed with 8 votes in favor and 1 absent.

The committee reconvened to the Regular Session at 7:45 p.m.

Adjournment

Mr. Gray made a motion to adjourn at 7:46 p.m. Mr. Bernard seconded and it was so VOTED.
Motion passed unanimously.

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.



Shirley Dorai, Clerk