

Abington, Massachusetts

December 20, 2022

Regular Meeting

**I. CALL OF MEETING
TO ORDER AND
FLAG SALUTE**

A meeting of the School Committee was held remotely.

Present: Mr. Chris Coyle, Chair; Ms. Danielle Grafton, Vice-Chair; Ms. Heidi Hernandez, Secretary; Ms. Julie Groom and Ms. Wendy Happel, Members. Also in attendance were Mr. Peter Schafer, Superintendent of Schools; Dr. Felicia Moschella, Assistant Superintendent; and Ms. Theresa Minnehan, Executive Assistant.

II. READING AND APPROVAL OF RECORDS

A. November 29, 2022.

VOTED: on motion of Julie Groom (Chris Coyle) the members of the School Committee unanimously voted to approve the minutes of November 29, 2022, as presented.

VOTED: on motion of Danielle Grafton (Heidi Hernandez) the members of the School Committee unanimously voted to approve the executive session minutes of November 29, 2022, as presented.

B. October 25, 2022.

VOTED: on motion of Chris Coyle (Julie Groom) the members of the School Committee unanimously voted to approve the executive session minutes of October 25, 2022, as presented.

C. August 31, 2022.

VOTED: on motion of Danielle Grafton (Heidi Hernandez) the members of the School Committee unanimously voted to approve the executive session minutes of August 31, 2022, as presented.

D. May 24, 2022.

VOTED: on motion of Heidi Hernandez (Julie Groom) the members of the School Committee unanimously voted to approve the executive session minutes of May 24, 2022, as presented.

E. March 22, 2022.

VOTED: on motion of Chris Coyle (Danielle Grafton) the members of the School Committee unanimously voted to approve the executive session minutes of March 22, 2022, as presented.

F. January 25, 2022

VOTED: on motion of Wendy Happel (Julie Groom) the members of the School Committee unanimously voted to approve the minutes of January 25, 2022, as presented.

Mr. Schafer thanked the Abington School Committee Bargaining Subcommittee members, Mr. Coyle, and Ms. Groom for their work over the last eleven months as well as the members of the Association and Ms. MacNeil for the work to be done updating salary agreements. The subcommittee members brought the information to the full committee in executive session and this evening the agreements will be approved in open session. Dr. Moschella will give an overview of each Agreement prior to the full committee's vote.

III. Consideration of the Abington Education Association's Unit A Collective Bargaining Agreement

Dr. Moschella gave an overview and update of the Unit A Agreement which included having the option to use a half a sick day, tuition reimbursement, COLA and changes to the salary schedule with a 2.5% increase in FY23; 2.5% increase and a .5% increase on the 91st day for FY24 and a 3% increase in FY25 with an eleven step schedule. There will be a 2% increase on the appendices, and an agreement was reached on grade posting and the learning management system being better situated in the Faculty Handbook.

VOTED: on motion of Julie Groom (Heidi Hernandez) the members of the School Committee unanimously voted to approve the contract proposal for the Abington

Education Association's Unit A for FY23 through FY25 as presented.

IV. Consideration of the Abington Education Association's Unit B Collective Bargaining Agreement

Ms. Hernandez recused herself from any discussion or vote on the Unit B Agreement. Dr. Moschella stated that Unit B includes paraprofessionals, tutors, administrative assistants and specially certified tutors. She reviewed the changes and updates in the Unit B Agreement including tuition reimbursement for all members. Other changes outlined in the Agreement include: any day 1/day 91 pay splits will be paid at a "blended rate" for that year; for FY 2023, the across-the-board wage increases are as follows: Paras – Day 1: 3.0% and Day 91: 1.5%; Tutors – Day 1: 3.0% and Day 91: 0.75%; Administrative Assistants and Specially-Certified Tutors: Day 1: 3.0%; ABA Paraprofessionals, increase the rate to \$1,250. For FY 2024, the Across-The-Board wage increases are as follows: Paras – create a new 6.5-hour column for all K-12 Paras, create the new column by increasing pay by 8.33% based upon the increased time; Day 1: 3.0% and Day 91: 3.0%; maintain a 6.0-hour column for PreK Paras, Day 1: 3.0% and Day 91: 3.0%; Tutors – Day 1: 3.0% and Day 91: 1.5%; Administrative Assistants & Specially-Certified Tutors: Day 1: 3.0%. For FY 2025, the Across-The-Board wage increases are as follows: Paras – Day 1: 3.0% and Day 91: 3.0%; Tutors Day 1: 3.0% and Day 91: 1.5%; Administrative Assistants & Specially-Certified Tutors: Day 1: 3.0%. On June 30, 2025: Paras – Eliminate all multi-year steps. All other scales: Drop Step 1 and do not renumber the steps. No employee shall receive a double-step.

VOTED: on motion of Chris Coyle (Wendy Happel)
the members of the School Committee
voted to approve the contract proposal for
the Abington Education Association's Unit
B for FY23 through FY25 as presented.

Yes: Ms. Grafton
Ms. Groom
Ms. Happel
Mr. Coyle

Abstain: Ms. Hernandez

V. Consideration of the Abington Maintenance Association's Collective Bargaining Agreement

Dr. Moschella gave an overview and update of the Maintenance Association's Agreement which included changes to the salary schedule effective July 1, 2022 an increase to the salary schedule by \$125 plus a 2.5% increase; effective July 1, 2023, an increase of two and a half percent (2.5%) and on day 182 an increase of half-percent (0.5%); effective July 1, 2024, an increase of three percent (3%). She also stated that Good Friday will be a floating holiday.

VOTED: on motion of Heidi Hernandez (Julie Groom) the members of the School Committee unanimously voted to approve the contract proposal for the Maintenance Association for FY23 through FY25 as presented.

VI. Consideration of the Abington Custodial Association's Collective Bargaining Agreement

Dr. Moschella stated that the Custodial Association's Agreement is similar to the Maintenance Agreement.

VOTED: on motion of Danielle Grafton (Chris Coyle) the members of the School Committee unanimously voted to approve the contract proposal for the Custodial Association for FY23 through FY25 as presented.

VII. Consideration of Wages of Hourly Employees

Dr. Moschella reviewed the non-collective hourly employees salary schedule and stated that the percent increase is in line with the other Agreements presented this evening. Effective January 1, 2023, for FY23, there is a 2.5% increase and effective in FY24 an increase of 2.75% and in FY25 a 3% increase.

VOTED: on motion of Wendy Happel (Heidi Hernandez) the members of the School Committee unanimously voted to approve the hourly rate increases as presented.

VIII. Consideration of the Superintendent's FY23 and FY 24 Salary

Mr. Schafer stated that he delayed consideration of his annual salary agreement for FY23 and FY24 until all other agreements and contracts in the District were settled. Now that all agreements and contracts have been settled, he asked the Committee to consider a 2.5% increase in his salary for FY23 and a 2.5% increase with a .5% increase at mid-point of his contract year for FY24.

VOTED: on motion of Chris Coyle (Julie Groom) the members of the School Committee unanimously voted to approve the Superintendent's salary for FY23 and FY24 as presented.

IX. FY-23 Budget Allocation

Dr. Moschella reviewed the expense and salary account line items for FY23. At this time, the allocations for FY23 are a salary account of \$21,629,518 and an expense account of \$6,120,258. The total FY23 budget figure is \$27,749,776.

VOTED: on motion of Danielle Grafton (Julie Groom) the members of the School Committee unanimously voted to approve the FY23 budget allocations as presented.

X. ADJOURNMENT& NEXT MEETING DATES

Tuesday, January 3, 2023 @ 7:00 p.m.
Public Hearing on the FY-2024 Preliminary Budget @ 7:30 p.m.

Tuesday, January 24, 2023 @ 7:00 p.m.
Regular Monthly Meeting

VOTED: on motion of Heidi Hernandez (Julie Groom) the members of the School Committee unanimously voted to adjourn the December 20, 2022, meeting of the Abington School Committee at 5:42 p.m.

Yes:
Ms. Grafton
Ms. Groom
Ms. Happel
Ms. Hernandez
Mr. Coyle

Heidi Hernandez, Secretary