

**Hamilton Wenham Regional School Committee  
Executive Session  
Minutes of meeting: September 5, 2013**

**Members Present:** Roger Kuebel, Bill Wilson, Melissa Even Moore, Deb Evans, Jeanise Bertrand, Barbara Lawrence, Mike Harvey

**Members Absent:** Sean Condon, Bill Derry

**Guest:** Celeste Bowler

Roger Kuebel called the meeting to order at 9:47 for the purpose of discussing requests regarding the Nurses Contract, Cafeteria Workers and Teaching Assistants.

**1. Nurses Contract**

The committee discussed the request from the nurses to have a step adjustment for Joanne Hobbs, to have the nurses included in the teachers' bargaining unit, and to modify the use of professional development on Wednesdays. The committee unanimously agreed to place Ms. Hobbs on Step 11, effective 8/26/13, based on her years in the District. The committee also agreed to allow professional development on Wednesday afternoons, and to include the nurses in the teachers' bargaining unit, however, this would be subject to agreement by the Teachers' Association and on the understanding that the nurses would not receive all the terms, benefits that the teachers receive.

**2. Cafeteria Workers.**

The committee discussed a request from Catherine Donovan to approve a small increase in the rate of pay for cafeteria workers, consistent with a plan that had been developed and followed in prior years to bring the cafeteria workers pay up to market level. The committee approved this action.

**3. Teaching Assistants.**

The committee discussed the issue of a pay raise for teaching assistants. TA's are a non bargaining unit, and have an annual employment agreement with the district. Dr. Harvey had elected not to increase the rate of pay for TA's in FY14, based his review of pay in comparable districts. The market data showed that HWRSD TAs are paid significantly above the market average. The committee discussed a number of options for realigning TA pay with market. The committee decided to keep TA wages flat, but to ask Dr. Harvey to do additional market research to ascertain a better understanding of how HWRSD TA wages compare to market.

Meeting adjourned at 10:51 pm

Respectfully submitted,  
Deborah Evans, Secretary