Ashland School Committee
Executive Session Meeting Minutes
January 22, 2025

Name	Committee Role	Voting Member	External Position	Attended
Laurie Tosti	Chair	Y	School Committee	X
Marc Terry	Vice-Chair	Y	School Committee	X
Tina Fitanides	Secretary	Y	School Committee	
Paul Kendall	Member	Y	School Committee	X
Marcy Culverwell	Member	Y	School Committee	X
			Voting Members In Attendance	**4**

Other Notable People Present:

- Jim Adams, Superintendent of Schools
- Ms. Fitanides was absent

7:30 P.M. – Entered into Executive Session

Mr. Terry moved that the Committee begin the Executive Session at 7:30 pm. Mr. Kenall seconded the motion.

Roll Call Vote:
Mr. Kendall: AYE
Ms. Tosti: AYE
Ms. Culverwell: AYE
Mr. Terry: AYE

Mr. Adams presented the following proposals for SC consideration:

1. Contract Terms: July 1, 2025, through June 30, 2031 - Agreed

2. Provide a 2% COLA increase for FY'26 through FY'31. Remove compensation based on evaluation. - Agreed
    a. FY25-26 2%
    b. FY26-27 2%
    c. FY27-28 2%
    d. FY28-29 2%
    e. FY29-30 2%
    f. FY30-31 2%

3. **Consistent with other Superintendents and Ashland Town Manager Mike Herbert's Contract:**

Annuity Payment Agreed to an annual lump sum of $10,000

Starting July 1, 2024, and following the completion of each 12 months of continuous employment by the Superintendent with the Ashland Public Schools, the Ashland Public Schools will make a lump sum retention payment equal to 10% of the Superintendent's base salary into the deferred compensation plan of the Superintendent's choosing, paid within 14 business days after the completion of the twelfth month, (June 30, 2025). The Superintendent may elect to receive this payment as cash, subject to all applicable withholdings and deductions.

- In the event the Superintendent is terminated or resigns prior to the end of the Agreement, the Superintendent shall receive a prorated retention payment upon termination or resignation.
- If, during the term of this Agreement, the Superintendent resigns as a direct result of accepting an offer of employment as Superintendent of another school district, he shall forfeit any accrued but unpaid retention payment.

Longevity Payment - Agreed to 5% yearly

Starting July 1, 2024, To recognize as other employees the value of service provided by the superintendent under M.G.L. c. 32, § 1, and 840 CMR 15.03(1)(d)(5) an annual longevity payment each contract year contingent upon an annual performance rating of proficient or above, the Superintendent shall receive additional compensation, payable each year in a lump sum in July, a lump sum amount equal to 10% of the annual salary.

4. **Merit-Based Bonus**

The Superintendent will be awarded a merit bonus based on his evaluation score as follows: an overall score of "Proficient" will receive a bonus of 1.5% of base salary; an overall score of "Exemplary" will receive a bonus of 2.25% of base salary. The Superintendent agrees to waive all additional wage increases based on his End-of-Cycle Evaluation Report, in the event that all non-union school employees receive no pay increase in any given fiscal year.

5. **Vacation Yearly BuyBack - Agreed to 10 days**

Starting July 1, 2025, the Superintendent may buy back up to 15 days of unused vacation days at the end of the previous fiscal year at his then-effective per diem rate of pay.

Unused and remaining vacation days may be carried over from year to year. All accumulated vacation time will be paid to the superintendent or his estate in the next pay period following retirement, termination, resignation, or death at the then-effective per diem rate of pay.

6. **Life Insurance - Rejected**

In addition to the minimum statutory life insurance plans available to other employees in the District, the School Committee shall pay the entire premium for a Two Million Dollar ($2,000,000.00) life insurance policy, up to $5,000, selected by the Superintendent. The said payment will be made either directly as a premium payment to the company providing such coverage or as a reimbursement to the Superintendent for premium payments already made by the Superintendent to such company. The beneficiary of such life insurance proceeds shall be selected by the Superintendent. (MH gets $8,000 for life and disability)

7. **Sick Leave - Rejected**

The Superintendent shall be credited annually, on July 1, with fifteen (15) days of paid sick leave for use during periods of his own sickness or injury. During the term of this Agreement, unused sick time may be accumulated from contract year to contract year up to a maximum total of 100 days. Once the accruable limit of 100 days has been reached, the Superintendent shall be compensated for unused days, up to 16 days, at one-half of his then-effective per diem rate of pay annually. Upon termination of this agreement, resignation, or retirement, the Superintendent shall be compensated for accrued days, up to 100 days, at one-half his then-effective per diem rate.

9:00 P.M. Motion made by Ms. Culverwell to accept the changes to the contract as negotiated, seconded by Mr. Kendall

Roll Call Vote:
Mr. Kendall: AYE
Ms. Tosti: AYE
Ms. Culverwell: AYE
Mr. Terry: AYE

9:02 P.M. Motion made by Ms. Culverwell to adjourn the meeting and not to return to open session. Seconded by Mr. Kendall

Roll Call Vote:
Mr. Kendall: AYE
Ms. Tosti: AYE
Ms. Culverwell: AYE
Mr. Terry: AYE

Approved: 2.25.26

Release Status: Released

Released:2.25.26