

Jane Doe Litigation:

[REDACTED]

J. Downs, L. Miller and E. Doucette left the meeting at 1:17 pm.

Minutes: The Board reviewed the draft minutes of March 27, 2020. L. Anderson moved, seconded by M. Antes, to approve and hold the minutes of March 27, 2020 as prepared. Roll call vote of the Board: YEA: M. Antes, T. Fay, C. Karlson, L. Anderson, D Levine. NAY: none. ABSENT: None. ABSTAIN: none. Adopted 5-0.

TA Contract Negotiations: K. Buckley joined the meeting via videoconference. She confirmed that she was alone and could not be overheard while discussing executive session matters. She provided the Board with L. Miller's contract and the executive session minutes of December 16, 2019 (first session).

C. Karlson reviewed the timeline and actions since the Board last discussed this item on December 16, 2019 in the first executive session that evening.

- L. Miller was out of the office due to a family emergency and bereavement leave until early January.
- Six weeks were lost due to the COVID-19 public health emergency.
- C. Karlson met briefly with L. Miller on two occasions to move the topic forward. No financial information was discussed.
- On April 23, 2020, D. Levine and C. Karlson met with L. Miller to discuss compensation. L. Miller requested a three-year contract extension with a desire to stay in Wayland for a longer term. By contract, any increase will be retroactive to September 2019. No financial amount was discussed; C. Karlson and D. Levine wanted to discuss with the Board.

The Board discussed the original \$20,000 proposed increase and the potential of a contract extension. C. Karlson reminded the Board that this session was not to review the TA's performance but solely to discuss strategy regarding salary and contract negotiations. The Board discussed the pros and cons of a contract extension and the relative term. There was agreement to keep the expiry date in the fall, and there was support of a one-year extension as opposed to three years. M. Antes expressed her support. T. Fay questioned whether three years was more appropriate. L. Anderson favored a one-year extension. When asked, K. Buckley agreed that a one-year extension and \$20,000 increase put Wayland's TA position in the range of the lower paid TAs and TMs in the area.

D. Levine moved, seconded by T. Fay to offer L. Miller a one-year contract extension and salary increase of \$20,000 to be paid in a combination of salary and/or deferred compensation programs. C. Karlson, D. Levine and K. Buckley will have a joint conversation with L. Miller. Roll call vote of the Board: YEA: M. Antes, T. Fay, C. Karlson, L. Anderson, D Levine. NAY: none. ABSENT: None. ABSTAIN: none. Adopted 5-0.

K. Buckley left the meeting at 1:47 pm.

Exit Executive Session: At 1:47 pm, D. Levine moved, seconded by T. Fay, to exit Executive Session and adjourn. Roll call vote of the Board: YEA: M. Antes, T. Fay, C. Karlson, D. Levine, L. Anderson. NAY: none. ABSENT: None. ABSTAIN: none. Adopted 5-0.

Documents provided:

[REDACTED]

2. Town Administrator Louise Miller's Employment Contract, dated August 8, 2018
3. Board of Selectmen, Executive Session minutes (first session) of December 16, 2019