



## **OFFICIAL MINUTES OF THE SCHOOL COMMITTEE EXECUTIVE SESSION**

**March 3, 2015**

The Boston School Committee held an executive session at approximately 8:45 p.m. on March 3, 2015 in the first floor conference room, 26 Court Street, Boston, Massachusetts.

For more information about any of the items listed below, please call the Boston School Committee Office at (617) 635-9014.

### **ATTENDANCE**

School Committee Members Present: Chairperson Michael O'Neill; Vice-Chair Dr. Hardin Coleman; Meg Campbell; Michael Loconto; Jeri Robinson; Regina Robinson; and Dr. Miren Uriarte.

School Committee Members Absent: None.

### **DOCUMENTS PRESENTED**

Council of Great City School's Urban Indicator: Urban School Superintendents: Characteristics, Tenure, and Salary

### **SUMMARY OF DISCUSSION**

Having unanimously voted to enter into employment negotiations with superintendent-designate Dr. Tommy Chang at a public meeting earlier that evening, the Committee discussed negotiation strategy. Committee members agreed that the superintendent's compensation should be fair, commensurate with experience and in-line with City's budget realities. Specifically, the Committee recognized that Interim Superintendent John McDonough's current salary (\$250,000), past Superintendent Carol Johnson's last salary (\$270,000) and the average salary for superintendents in large urban school districts (\$260,000, according to Council of Great City Schools data) should be taken into account when considering Dr. Chang's compensation and benefits package. City of Boston Chief Financial Officer David Sweeney expressed support for the salary and benefit parameters discussed by the Committee.

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The Committee expressed a shared desire to execute a multi-year contract that would provide the district with long-term leadership stability. The Committee also agreed to tie salary increases with the superintendent's annual performance evaluation.

The Committee designated member Michael Loconto, a labor relations attorney, to take the lead in the employment contract negotiations, using as a guide the Council of Great City School's 2014 report on urban superintendents salaries.

**ADJOURN**

At 9:53 p.m., the School Committee voted by unanimous consent to adjourn the executive session. The Committee did not return to public session.

Attest:



Elizabeth A. Sullivan  
Executive Secretary