

Members present: Kevin M. McCormick Christopher A. Rucho
John W. Hadley Siobhan M. Bohnson

Mr. McCormick convened the meeting at 7:00 p.m.

Read and Acceptance of Minutes from Previous Meeting

Motion Ms. Bohnson to approve the regular session meeting minutes from January 7, 2014, seconded by Mr. Hadley, all in favor.

Mr. McCormick announced that Mr. Gaumond is not in attendance this evening as he is Charlotte, North Carolina with the Central Mass. Regional Health District presenting their regional Project.

NEW BUSINESS

1. Consider voting to approve the hiring of Judith Conroy as Clerk/Receptionist for the Council on Aging effective January 26, 2015 at Step 1 of Grade 1, \$11.62 per hour, 8-10 hours a week

Motion Mr. Rucho to approve the hiring, seconded by Ms. Bohnson, all in favor.

2. Notification of 19th Annual Alzheimer's Association Memory Ride on July 18th

The Board acknowledged the notification and Mr. McCormick advised that he received a mailing from the Association for a Grand Ball at The Manor next week if people are interested.

3. Board input is welcomed on goals for the DPW Director

Should any members of the Board have any goals they would like the Town Administrator to assign to the DPW Director during his performance review, they may send them along.

4. Consider voting to include the following two articles on the May town meeting warrant: Article to transfer land from West Boylston Housing Authority to the Town Article to Select a Developer to Build Affordable Housing

Mr. Hadley, who serves on the Affordable Housing Trust, explained that this move will provide additional affordable housing units for the town. The Housing Authority has offered to give the town the land and he hopes we can get this accomplished.

Motion Mr. Hadley to include the articles on the warrant, seconded by Ms. Bohnson, all in favor.

Joint Meeting with School Committee to fill Vacancy Until the June 2, 2015 Town Election

School Committee Chairman Jennifer Breen joined the Board with members James Pedone, Erin Palumbo and Rick Shaw.

Candidate James Morrissey joined the Board. Mr. McCormick asked, what do you hope to accomplish as a member of the West Boylston School Committee? Mr. Morrissey is looking forward to an opportunity to contribute at a higher level than what he has been able to in the past. This is an opportunity to give back. He worked in Watertown for nine years as the HR Director, worked on with School Committees negotiating contracts and he would like to help focus on the schools. We have a wonderful set of demographics and high performing students. He wants to help build the education that his son is getting. Mr. McCormick asked what compelled you to seek this seat? Mr. Morrissey stated that a lot of things aligned to make this work. He spends a

lot of time working from home at this point and it will give him an opportunity to give back. Mr. Hadley asked because you work at home, would you be available? Mr. Morrissey replied, 100%, this is not something to take lightly. Mr. McCormick asked, what experiences have you had that you will be able to draw from as a member of the committee. Mr. Morrissey explained that his work in the School Department goes back nine years. He has his Superintendent's License. He has a pretty good understanding of what goes into school administration after spending nine years working with the School Committee. With regard to Dr. Schaper, he knows where she comes from and appreciates the things she brings to the table. As a parent he has a vested interest in making her successful. He has participated in horrendous School Committee meetings, negotiated contracts and done a lot of stuff in the schools. Mr. Rucho noted that he mentioned he has a child in the school system. Mr. Morrissey has a daughter in 4th grade. Mr. Rucho asked if he ever considered running for the School Committee. Mr. Morrissey stated that he is not a very good articulate speaker so he is trying to get comfortable with that. He has thought about it, is seriously considering it, and understands in June he would have to run.

Candidate Jada Morgan joined the Board. Mr. McCormick asked, what do you hope to accomplish as a member of the West Boylston School Committee? Ms. Morgan would like to bring her 16 years of educational experience into this district. She moved here three years ago and would like to be a part of the system. She has a child in grades seven, four, kindergarten and an eight month old at home. She currently teaches 6th grade math, has been a math coach, literacy coach and a trainer of the evaluation system. She would like to bring all of that education here. Mr. McCormick asked what compelled you to seek this seat? Ms. Morgan explained that her husband works for Lowes Home Improvement and they have moved around a lot. His works had them hopping round. Mr. Hadley asked if she thought she would be in West Boylston for a while. Ms. Morgan stated that he is in a position where he is rooted and they try to make the best of their lives where they are. Ms. Bohnson asked you have had some experience within the system for three years, what do you see in this school that you have observed that you think needs to be changed or improved. Ms. Morgan stated it is hard to compare districts. I have always been in a larger district. For her, being on a committee, she would like to see more professional development and working with teachers. Mr. McCormick asked, what experiences have you had that you will be able to draw from as a member of the committee. Ms. Morgan replied my experience and even though I have four kids in the system I see their families and their friends. I want the best success for all of them. I bring a lot of energy. I have done a lot of professional development with staff, comfortable with public speaking, have taken a lot of classes and will bring it all in. Mr. Shaw noted she is a member of the MTA, and as a School Committee member some of the decision you have to make do not always go in the favor of the teacher. Will you be able to be completely objective and understand that is your role? Ms. Morgan replied yes, I am a math coach and you have to think for the school and the kids. For her it is easy to change that hat. Mr. Rucho asked if she would consider running for the position. Ms. Morgan replied that she will. She did not this past year because she just had her new baby, but she does plan on running.

Candidate Dale Allen joined the Board. Mr. McCormick asked, what do you hope to accomplish as a member of the West Boylston School Committee? Mr. Allen hopes to add to the town by providing additional resources. He is dedicated to increasing college access and hopes to bring some of that to bear as an active volunteer. Mr. McCormick asked I see that you work for the Department of Education, how much more money can you get us? Mr. Allen stated that he has a unique opportunity. He had a slight role as he is on loan half the time to the Commissioners. He is involved in the state policy and national policy level and has experience working for and with the

Board of Trustees at the Board of Higher Education at the colleges. He hopes to support the leadership of the institution. Ms. Bohnson noticed that he officials basketball games. Mr. Allen replied that he still officiates men's college basketball. His life is pretty prioritized. Mr. Rucho asked if he had children. Mr. Allen has two daughter, four and six. Mr. Rucho asked if he had considered running for the seat. Mr. Allen stated that he has been very active, as much as he can be because of his public role. He has considered being involved in some other way. He really has no idea if he will and is thrilled with the two other candidates. Mr. McCormick asked what compelled you to seek this seat and what experience do you have that would benefit the committee. Mr. Allen thinks what compelled him to be here is he wants to be a good role model for his children. He wanted to be involved in his community and this was an opportunity to do that more formally.

Mr. McCormick asked if anyone else wished to be considered for the position.

Ms. Breen stated that as the Chairman of the School Committee I know all three of these candidates, we all have children in the fourth grade. She couldn't be happier to have all these people step forward as all three are well qualified to serve. For whoever gets the seat tonight, the other two of you in the future, please come back and find a way to serve on any committee in town. They are three great candidates and citizens who are also involved in youth sports.

Mr. McCormick outlined the next step, which is each name will be placed into nomination followed by a roll call vote of the School Committee and the Board of Selectmen.

Motion Mr. Rucho to nominate Dale Allen, seconded by Mr. Hadley, all in favor.

Motion Mr. Rucho to nominate Jada Morgan, seconded by Mr. Hadley, all in favor.

Motion Mr. Rucho to nominate James Morrissey, seconded by Mr. Hadley, all in favor.

Roll call vote: Ms. Breen - Mr. Morrissey, Mr. Pedone – Ms. Morgan, Ms. Palumbo – Mr. Morrissey, Mr. Shaw – Mr. Morrissey, Mr. Rucho – Mr. Allen, Ms. Bohnson – Mr. Morrissey, Mr. Hadley – Ms. Morgan and Mr. McCormick – Mr. Allen. Mr. Morrissey 4 votes, Ms. Morgan 2 votes and Mr. Allen 2 Votes. Mr. Morrissey will fill the seat.

Ms. Bohnson shared that she used to be on the School Committee and this was one of the hardest things she had to vote on. The talent she sees in this room is phenomenal and she thanked all the candidates. She asked them to stay in touch and see what else they could get involved in. She added that they are all role models for their families.

NEW BUSINESS (cont.)

6. Announce goals for 2015

Mr. McCormick announced the Board's goals for 2015, which are in no particular order.

1. Make amendments to the site plan review process: The Selectmen believe reforms are needed to the site plan review process and will seek to initiate amendments to the current process.
2. Seek creation of a Facilities Manager-type position: The Selectmen believe the time is right to begin discussions with the Library Trustees and School Committee on the creation of a new position to oversee building maintenance and capital improvements in the Town buildings.
3. Work with the FISP on building projects: The Selectmen desire to continue the positive work of the FISP by bringing forward solutions for a police station and a senior/community center.
4. Improve the Department of Public Works: The Selectmen seek models of improvement to the West Boylston Department of Public Works. There are expressed concerns about the amount of funding dedicated to this service as well as task management and implementation.
5. Examine the current elected officials for possibility of appointment: With an eye towards the future, the Board of Selectmen would like to begin a public discussion on the merits of reducing the number

of elected officials in Town in favor of appointing these officials.

6. Improve the public access opportunities in Town: The Board of Selectmen are supportive of changes in the public access programming to increase access to televised meetings

7. Increase the amount of affordable senior housing: The Board of Selectmen has been pleased with the work over the last year to build a strong relationship with the Affordable Housing Trust and Housing Authority to develop new affordable housing on the current Maple Street property presently owned by the Housing Authority.

8. Advocate for the release of state bond funds: Over the last year, the State has included several funding opportunities that could have great benefit to the Town of West Boylston, especially the Goodale Park improvement project. The Selectmen identified the release of these funds as a critical need for the community.

9. Seek development opportunities for the landfill land: The Selectmen see an opportunity for development of the capped landfill to benefit the community.

10. Promote positive aspects of the community and its governance: In a world filled with immediate and often negative perspectives, the Selectmen would like to share more positive aspects of the community with its citizens. Mr. McCormick noted that in the future we will begin our meetings by letting the town know of something positive going on in the town as we accomplish a lot of things which we need to let people know about.

11. Prepare customer satisfaction surveys for citizens and employees: The Board of Selectmen would like to conduct a survey of both citizens and employees to receive feedback.

Motion Mr. Rucho to accept the goals as read, seconded by Mr. Hadley, all in favor.

MEETINGS, INVITATIONS & ANNOUNCEMENTS

1. Notification that the town's Chapter 90 apportionment has been increased from \$296,028 to \$444,042, an increase of \$148,014 – Mr. McCormick noted that we can thank the new Governor for that.

2. January 26th, 11:00 – MassWorks Contract Kick-Off Meeting at town hall

3. January 26th, 11:45-1:30 – Public Policy Forum at the Devens Common Center – Guest Speaker Lt. Gov. Karyn Polito

4. February 6th, 6:00 p.m.- the Grand Marshal Banquet for the World's Shortest St. Patrick's Day Parade and Still the Shortest, Wachusett Country Club – Mr. McCormick noted that Normand Menard is the Grand Marshal. Two other residents receiving awards are the Quiet Man Award for Jack McCormick and the Tip of the Hat Award for Aaron Goodale and two students will receive The Leprechaun Award

5. February 11, 2015, 7:00 p.m. Ribbon Cutting for ESCO Project at the Middle/High School

FUTURE AGENDA ITEMS

At the next meeting Mr. Hadley would like to appoint a special counsel for the 40B project we have in town. It has been delayed and we need advice to get this resolved or moved forward. He would like to get somebody who only does 40B projects.

Ms. Bohnson would like an update on where we stand with the Reservoir Motor Lodge.

Paul Bohnson, 166 Goodale Street, Candidate for Personnel Board

Ms. Bohnson recused herself and left the meeting room.

Mr. Bohnson joined the Board. Mr. McCormick asked him why he would like to be on the Personnel Board. Mr. Bohnson stated that he has been in management for close to 40 years, always

involved in HR, all the way back to his days at Friendly's Ice Cream. He supervised HR managers and it has been part of his life for a long time. Now retired, he is looking to see what he can do to help the town out. Mr. McCormick noted that the town recently went through a Wage and Classification Study and that is something the Personnel Board will need to review. It was noted that there are three vacancies on the board, two for three-year terms and one for a two-year term.

Motion Mr. Rucho to appoint Paul Bohnson to the Personnel Board for a three-year term, seconded by Mr. Hadley, all in favor.

Joint Meeting with Housing Authority to Fill Vacancy Until the June 2, 2015 Town Election

Mr. McCormick welcomed Housing Authority Chairman Marcia Cairns and members Eva Gambaccini and Janice Ash who are in this evening to fill a vacancy on the Housing Authority. The Board received a letter of interest from Patricia Boucher who joined the Board. Mr. McCormick asked Ms. Boucher what she hoped to accomplish as a member of the Housing Authority. Ms. Boucher would like to see how it goes, how it works and she would like to establish some kind of comminatory with the tenants up there. The only time she sees anyone is when she goes to the laundry. Ms. Bohnson asked what experiences do you have that you think would be an asset to the committee. Ms. Boucher was a pharmacy technician certified by the state for 40 years, worked at the senior center for two years and worked with a lot of elderly. Mr. Rucho asked her if she lived at the Housing Authority and Ms. Boucher advised that she did. There is no one else in attendance who is interested in this position.

Motion Mr. Hadley to nominate Patricia Boucher to fill the vacancy on the Housing Authority, Seconded by Mr. Rucho. Roll call vote: Ms. Gambaccini yes, Ms. Cairns yes, Ms. Ash yes, Mr. Hadley yes, Mr. McCormick yes, Ms. Bohnson yes, Mr. Rucho yes.

Maryjane Lauria Baer, 133 North Main Street Candidate for Personnel Board

Ms. Baer joined the Board. She states that her entire career has been in HR, started out in retail in stores for a period of time and then moved over to the HR side. Her first position was Vice President for a small specialty store. She worked at Saks Fifth Avenue in New York as their Vice President until 2008 when the job was eliminated and she moved to Las Vegas to be head of HR for a casino project being built. She spent time looking for another job and decided to move to the east coast. Now she works for National Grid. Ms. Bohnson asked her how long she had been in town. Ms. Baer replied, a short time, since May of 2014. She was working for the National Grid office in New York and she does travel quite a bit for the company. When the opportunity came up to relocate they took it and decided to move here because they like the area. Ms. Bohnson asked what attracted you to West Boylston. Ms. Baer explained that they started to look at property last January, liked the location, easy access to I-190, and liked the town. The primary reason was housing and property as they were able to buy a home with five acres of property.

Motion Mr. Hadley to appoint Maryjane Lauria Baer to the Personnel Board for a 3-year term, seconded by Mr. Rucho, all in favor. Ms. Bohnson thanked her for being a new resident and stepping forward to get involved. Ms. Baer asked about the time commitment. Mr. McCormick noted that the town just went through a Wage and Classification Study and that will be the main focus for the Personnel Board for the next few meetings, but it won't be overly heavy.

Kelli Blank, 5 Jasmine Drive, Candidate for Personnel Board

Ms. Blank joined the Board. Mr. McCormick asked what credentials do you bring forward to the Personnel Board. Ms. Blank stated that she knows a lot about employment practices in the State

of Massachusetts, but did want to know a little more about what this would entail. Mr. McCormick explained that the Personnel Board is established by a bylaw and made up of five members. Right now the biggest issue is to review a Wage and Classification Study which the town just completed. After that the committee won't have to meet as often and we will try to keep you busy to stay involved. Ms. Blank wants to make sure this would not be a weekly commitment. She is familiar with grading of positions, but does not have a lot of knowledge of municipal or state employees. Ms. Bohnson asked her how long she has lived in town. Ms. Blank moved here last January. Ms. Bohnson noted that she a Masters in Public Administration and asked if she also had an HR degree. Ms. Blank does not. She has worked exclusively in HR since 2006.

Motion Mr. Rucho to appoint Kelly Blank to the Personnel Board for a 2-year term, seconded by Ms. Bohnson, all in favor.

Mr. McCormick received a suggestion from Nancy Lucier to dedicate the town report this year to Michael Kittredge and Bruce Peterson as a recognition of their service to the town.

Motion Mr. Rucho to approve the dedication suggestion, seconded by Mr. Hadley, all in favor.

With no further business to come before the Board, motion Mr. Rucho at 8:30 p.m. to adjourn, seconded by Mr. Hadley, all in favor.

Respectfully submitted,

Approved: February 4, 2015

Nancy E. Lucier, Municipal Assistant

Kevin M. McCormick, Chairman

John W. Hadley, Vice Chairman

Christopher A. Rucho, Clerk

Siobhan M. Bohnson, Selectman