

Minutes approved and  
released at

BOS meeting 7.27.2021

**BOARD OF SELECTMEN  
SPECIAL MEETING AGENDA**

*Executive Session Agenda*

*Tuesday, June 29, 2021*

*Groveland Town Hall Meeting Room*

TOWN OF GROVELAND

2021 JUL 29 AM 11:06

TOWN CLERK  
RECEIVED / POSTED

Attendance: Ed Watson, Chair; Dan MacDonald, Jason Naves, Kathy Kastrinelis

Absent: Bill O'Neil

Also in attendance: Administrative Coordinator, Katheryn Worden

Board of Selectmen meeting opened at 4:25 pm

Roll call: Ed Watson "yes", Dan MacDonald "yes", Jason Naves "yes", Kathy Kastrinelis "yes"

Chairmen Watson read:

- *Pursuant to M.G.L. c. 30A, §21 (a) (3) To conduct strategy sessions in preparation to conduct collective bargaining sessions for the Water and Sewer Union Contract. (Votes may be taken)*
- *Pursuant to M.G.L. c. 30A, §21 (a) (3) To conduct strategy sessions in preparation to conduct collective bargaining sessions for the High Way Union Contract. (Votes may be taken)*
- *Pursuant to M.G.L. c. 30A, §21 (a) (2) To conduct strategy sessions in preparation for negotiations with non-union personnel-COA Director requests (Votes may be taken)*

KATHY KASTRINELIS passed out personal notes

KATHY KASTRINELIS Discussion: DRIVE deductions accepted

Prorated personal days KATHY KASTRINELIS motion to accept section 1 (unclear) JASON NAVES seconded. VOTE: 4-0-0 BILL ONEIL absent

Section 5 buyback previously denied, ED WATSON: does anyone want to change their mind on this? Anyone want to comment:

KATHY KASTRINELIS not budgeted.

JASON NAVES we need to be consistent across the contracts

DAN MACDONALD: not budgeted

ED WATSON no vote needed

Sick leave Buy back/separation agreement

ED WATSON previously denied no vote needed

---

Add a new section Paid sick leave up to 5 days for immediate family residing in the household

No comments from the Board.

MOTION to table DAN MACDONALD no second: motion failed.

KATHY KASTRINELIS searching thru notes, nothing found.

Motion to DENY ED WATSON / Seconded by DAN MACDONALD

VOTE: 4-0-0 BILL ONEIL absent

Add step family clause. JASON NAVES mentioned the Highway contract did not have the same request

KATHY KASTRINELIS – they need to reside in the same house hold?

Motion to DENY DAN MACDONALD/ Seconded by ED WATSON 4-0-0 BILL ONEIL absent

Parental leave- town needs to adopt. (PMFL)

Clarification of wages July 2021- July 2023

Highway was offered a one year contract to allow a Town Administrator to negotiate.

Kathy Kastrinelis motion: 2% raise in the form of a one year contract JASON NAVES seconded

VOTE: 4-0-0 BILL ONEIL absent

Section 2

Increase for additional licensing \$1 per hour. Current is \$.75

JASON NAVES same for Highway

Kathy Kastrinelis add to license list or add the words Grade 2 Waste Water collections license or WW Treatment License.

Motion to add\$.25 for licensing: ED/DAN MACDONALD

VOTE:4-0-0 Bill ONeil Absent

Oncall stipend. To \$300

JASON NAVES Motion to Deny/ seconded by DAN MACDONALD

VOTE: 4-0-0 Bill ONeil Absent

TOPIC? JASON NAVES motion to Deny ED WATSON its already denied "lets wait for counter."

ON call stipend from 3 hrs to 4 hrs. (1.5 over time 2x on Saturday Sunday on holiday)

Kathy Kastrinelis leave it at a 3 hr min and guarantee up to 6 over 3 hrs.

JASON NAVES I don't believe we did it for Highway. Call out for plow drivers is 4 hrs.

JASON NAVES If we change to

MOTION: JASON NAVES article 25 on call pay to be guaranteed for 4 hrs KATHY KASTRINELIS seconded

Dan – did Water and Sewer ask for it? Does it seem fair?

JASON NAVES – it's a minimum call out like other trades

VOTE 4-0-0

July 21 – July 2021 duration of contract

Motion with KATHY KASTRINELIS verbiage regarding TA appointment JASON NAVES seconded

VOTE: 4-0-0

Update and current of all time displayed on payroll

JASON NAVES this will not happen within the next year. But its in the works.

Motion: KATHY KASTRINELIS to accept with notion that we don't have a start date. Seconded by

JASON NAVES

VOTE: 4-0-0

KATHY KASTRINELIS motion to table Highway as responses not received from the Teamsters. Seconded by JASON NAVES

VOTE: 4-0-0 Bill ONeil absent

COA director clarification on vacation

KATHY KASTRINELIS this is not a contractual employee

HOLD to open session

Vote to bring to Open session KATHY KASTRINELIS / JASON NAVES

5:03 pm Roll call out of executive into open session:

DAN MACDONALD "yes" ED WATSON "yes" KATHY KASTRINELIS "yes" JASON NAVES "yes"