

CHELMSFORD SCHOOL COMMITTEE
REGULAR MEETING
June 27, 2025
Meeting Minutes

Members Present: Mr. Dennis King (Chair), Ms. Maria Santos (Vice Chair), Ms. Diana Lebeaux (Secretary), Ms. Susan Mackinnon, and Mr. John Moses.

Also present: Dr. Jay Lang (Superintendent), Dr. Linda Hirsch (Assistant Superintendent), Ms. Joanna Johnson-Collins (Director of Business & Finance), and Paul Cohen (Town Manager).

Call to Order

Mr. King called the meeting to order at 11:32 a.m.

Chair Opening Statement

"This meeting is being live-streamed by Chelmsford Telemedia and posted to the CPS website for interested community members to access and watch. In-person public participation will be taking place in accordance with the Chelmsford School Committee Public Participation Policy. Anyone speaking during the public input portion of this meeting has notified the superintendent's office of their desire to speak and has been provided with these guidelines."

Chair King indicated the purpose of the meeting this morning is to vote on contracts recently negotiated with school department employee unions. He thanked the school committee members and administration for working hard to get the contracts settled before the summer.

PUBLIC COMMENTS:

None

NEW BUSINESS

1. Ratification of Memorandum of Agreement: CFT Teachers & Nurses

Dr. Lang provided an overview of the recently negotiated items incorporated in the memorandum of agreement negotiated with the CFT Teachers & Nurses. After an overview of the contract highlights, the following motion was made:

By Mr. Moses, I move to approve and ratify the Memorandum of Agreement between the Chelmsford School Committee and Chelmsford Federation of Teachers, AFT-Massachusetts, Local 3569, Teachers and Nurses, for the successor Collective Bargaining Agreement that will be in effect for the three-year period from July 1, 2025 through June 30, 2028 as negotiated and presented. Seconded by Ms. Santos. On a roll call vote, the vote was unanimous 7-0.

2. Ratification of Memorandum of Agreement: CFT Professional Support Personnel

Dr. Lang provided an overview of the recently negotiated items incorporated in the memorandum of agreement negotiated with the CFT Professional Support Personnel. After an overview of the contract highlights, the following motion was made:

By Ms. Santos, I move to approve and ratify the Memorandum of Agreement between the Chelmsford School Committee and Chelmsford Federation of Teachers, AFT-Massachusetts, Local 3569, Professional Support Personnel, for the successor Collective Bargaining Agreement that will be in effect for the three-year period from July 1, 2025 through June 30, 2028 as negotiated and presented. Seconded by Ms. Mackinnon. On a roll call vote, the vote was unanimous 7-0.

3. Ratification of Memorandum of Agreement: Chelmsford Food Service Association

Dr. Lang provided an overview of the recently negotiated items incorporated in the memorandum of agreement negotiated with the Chelmsford Food Service Association. After an overview of the contract highlights, the following motion was made:

By Ms. Lebeaux, I move to approve and ratify the Memorandum of Agreement between the Chelmsford School Committee and Chelmsford Schools' Food Service Association, for the successor Collective Bargaining Agreement that will be in effect for the three-year period from July 1, 2025 through June 30, 2028 as negotiated and presented. Seconded by Mr. Moses. On a roll call vote, the vote was unanimous 7-0.

4. Ratification of Memorandum of Agreement: Chelmsford School Administrators' Association

Dr. Lang provided an overview of the recently negotiated items incorporated in the memorandum of agreement negotiated with the Chelmsford School Administrators' Association. After an overview of the contract highlights, the following motion was made:

By Ms. Mackinnon, I move to approve and ratify the Memorandum of Agreement between the Chelmsford School Committee and Chelmsford School Administrators' Association, for the successor Collective Bargaining Agreement that will be in effect for the three-year period from July 1, 2025 through June 30, 2028 as negotiated and presented. Seconded Ms. Lebeaux. On a roll call vote, the vote was unanimous 7-0.

5. Vote to Approve FY2026 Non-Affiliated Staff Salary/Rate Increases

Dr. Lang indicated it is customary for the School Committee to vote and approve a cost-of-living wage increase to non-affiliated (non-union) employees consistent with cost-of-living wage increases negotiated with union employees. Director of Business and Finance Johnson-Collins provided a memorandum including a list of non-affiliated employees with a recommendation to provide a salary or hourly wage rate increase for the non-affiliated employees of three percent (3%) effective July 1, 2025. The following motion was made:

By Ms. Santos, I move to approve a three percent (3%) increase to the annual salary or hourly rate of pay, effective July 1, 2025, for the non-affiliated employees of the Chelmsford Public Schools as presented. Seconded by Mr. Moses. On a roll call vote, the vote was unanimous 6-0. Town Manager Cohen did/does not participate in this vote as this is not a collective bargaining unit of employees.

ADJOURNMENT at 11:47 a.m.

Ms. Santos motioned to adjourn. Mr. Moses seconded. Motion carries 5-0.

Respectfully submitted,

Jay Lang, Ed.D.
Superintendent of Schools