



TOWN OF NORTON
SELECT BOARD
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Select Board
Meeting Minutes
EXECUTIVE SESSION
May 13, 2021

CALL TO ORDER

The May 13, 2021 Executive Session of the Select Board was called to order by Mr. Jack Conway, at 7:12 P.M., held remotely (Web: <https://us02web.zoom.us/j/88483316085>); Phone: +1 301-715-8592; Meeting ID: 884 8331 6085).

ROLL CALL: Mr. Jack Conway, Mr. Michael Toole, Ms. Renee Deley, and Ms. Christine Deveau were present. Also in attendance was Attorney Joe Fair.

1. To discuss strategy with respect to negotiations with non-union personnel, i.e., Town Manager pursuant to G.L. c. 30A, Section 21(a)(2).

Attorney Fair began the conversation with some information about Town Manager's contract. He stated [redacted text].

Ms. Deley wanted clarification on the difference between removing in immediate fashion versus at the end of the term.

Attorney Fair answered that [redacted text].

Mr. Toole asked Attorney Fair to reread contract obligations.

Attorney Fair stated [redacted text].

Ms. Deley asked if the Select Board was to let the Town Manager serve the last year of his contract do we have to vote to remove at end of his term.

Attorney Fair [redacted text].

Ms. Deley inquired if the Select Board were to remove the Town Manager as of tomorrow, what would owe?

Mr. Toole answered that the town owes no matter what, the year July 1 2021-June 30 2022.

Attorney Fair [redacted text].

Ms. Deley spoke that in best interest of the town, she suggests to give notice of nonrenewal and notice of removal effective June 30, 2022 at the same time.

Attorney Fair stated [redacted text].

Mr. Toole answered that he is not eligible for benefits until November 2024. He then asked if there is any way a citizens' petition can interfere with this process.

Attorney Fair stated that [redacted text].

Ms. Deley asked about options with notice of nonrenewal and stated that this is the unofficial route the Select Board is heading towards.

Attorney Fair answered [redacted text].

Ms. Deley stated that the Select Board could give notice of nonrenewal then do renewal at a later time. This would need to be somewhat consecutive. Previously, Town Counsel suggested [redacted text]. She stated that the town is in a different place and wants to see who is best for the town, especially with bigger projects on the horizon.

Attorney Fair added [redacted text].

Mr. Toole suggested that the Board could give nonrenewal before June 30 then in December 2021 have him walk. If the Town Manager agrees, he would get normal pay and get extra six months.

Attorney Fair stated [redacted text].

Mr. Conway reiterated that if we make his effective date of termination before June 30, 2022, the Town Manager gets a full year of pay.

Attorney Fair commented that [redacted text].

Mr. Toole is concerned about the work environment at Town Hall. He says it is hard and is afraid of how it will be after notice of nonrenewal is given. He asked if the Town Manager does not consult with the Select Board, are there safe guards that we can provide for the town.

Attorney Fair stated [redacted text].

Mr. Conway stated that in the interest of time, the Board and the Town Manager should have a conversation about how the board is leaning and asked about thoughts. Later, we could give notice of nonrenewal and provide safeguards and a contract termination date with removal notice.

Attorney Fair suggested [redacted text].

Mr. Conway agreed that the Select Board should have an executive session with the Town Manager.

Mr. Toole agreed to move forward with the meeting between the Town Manager through an executive session.

Ms. Deveau also agreed to move forward with meeting.

Ms. Deley added that some of the safeguards could be budget limits and diminishing negative feedback from employees.

Attorney Fair said [redacted text].

Mr. Toole asked if health insurance included in salary.

Attorney Fair answered [redacted text].

Ms. Deley would like to discuss departure terms at a later time.

Mr. Conway wants to see where the Town Manager is at and how he reacts to how the Board is leaning, that way the Board members can see what he is feeling, too.

Ms. Deley would like to have a discussion about what terms can be added after termination like health insurance extension, pay, etc. She stated that the Town Manager is coming into this blind.

Attorney Fair added that [redacted text].

Mr. Toole asked if the Town Manager has a right for representation on call with Select Board in executive session and if Town Counsel will be on the call?

Attorney Fair stated [redacted text].

Ms. Deley stated that she would want Town Counsel there regardless if Town Manager has their attorney as they might ask questions that the Board cannot answer.

Attorney Fair stated that [redacted text].

Ms. Deley confirmed that the meeting is happening without Town Counsel present.

Attorney Fair stated [redacted text].

Mr. Conway stated that the Board will find and schedule a date offline.

Attorney Fair stated [redacted text].

Adjournment

MOTION was made by Ms. Renee Deley to adjourn 9:17 P.M. Seconded by Mr. Toole Vote: Ms. Deveau – Yes; Mr. Toole – Yes; Ms. Deley – Yes; and Mr. Conway – Yes. MOTION CARRIES.


Respectfully Submitted by: Christine Deveau, Clerk

**SELECT BOARD
EXECUTIVE MINUTES OF MEETING
MAY 13, 2021**



John Conway, Chair

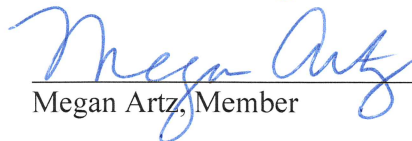
Michael Toole, Vice-Chair



Christine Deveau, Clerk



Renee Deley, Member



Megan Artz, Member

Minutes Approved by Board on: April 27, 2022