



EXECUTIVE SESSION MINUTES
BOARD OF SELECTMEN
Monday, March 16, 2021

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Executive Session - 4:30 pm

Present: Carole Julius, Chairman; David Sheedy, Vice Chairman; Peter Spagone Jr., Clerk

Absent:

Others Present: Rebecca Johnson, Assistant to the Town Administrator and Board of Selectmen and John Clifford, Town Counsel

Chairman Julius announced the Selectmen were entering into Executive Session under MGL Chapter 30A, § 21 (a)(2) To conduct strategy sessions in preparation for negotiations with nonunion personnel and to conduct contract negotiations with nonunion personnel and not return to open session.

Mr. Spagone Jr. made a motion to move into Executive Session, Mr. Sheedy seconded. Roll Call Vote: Ms. Julius: Aye, Mr. Sheedy: Aye, Mr. Spagone Jr: Aye. All were in favor, 3-0

Mr. Clifford stated the purpose of the meeting was to give an update on the mutual separation terms with Mr. Noble.

He stated, at the March 8, 2021 meeting Mr. Noble was offered severance/pay continuation through June 30th. Mr. Noble was advised to get back to Mr. Clifford within a couple of days.

Mr. Clifford stated he was notified that Mr. Noble has hired an attorney.

Since he had not heard from Mr. Noble, he sent a draft agreement to Mr. Noble's attorney.

Mr. Clifford stated, at the March 8, 2021 meeting, specific charges against him were not discussed. Mr. Clifford stated he met with Mr. Noble after the meeting and reviewed the charges with him.

Mr. Noble denied the charges.

Mr. Clifford stated that Mr. Noble previously admitted the charges to Selectmen Sheedy but Mr. Noble denied having this discussion with Mr. Sheedy.

Mr. Clifford briefly reviewed what Mr. Noble is entitled to contractually, which includes four months severance.

Mr. Clifford stated he talked to the attorney representing Mr. Noble and mentioned, his performance was not acceptable after his first review. Each board member met with him individually and communicated their concerns.

Mr. Clifford mentioned a complaint that he recently received regarding Mr. Noble.

Mr. Clifford stated he would like to come to an agreement quickly. If not, the Town can put Mr. Noble on paid administrative leave pending an investigation then have a public hearing.

Mr. Clifford recommended, the Selectmen offer Mr. Noble four months' severance, vacation time and healthcare for four months. If Mr. Noble declines the offer, they will place him on administrative leave, pending an investigation.

Mr. Sheedy mentioned that at the March 8, 2021 meeting it was stated anything related to personnel matters should not be discussed with anyone due to privacy rights. Mr. Sheedy stated, Mr. Noble has discussed this matter with multiple people, including town employees and committee volunteers.

There was a brief discussion on possible next steps. Ms. Julius stated that due to Mr. Nobles absence she will discuss options for next steps and get thoughts at a meeting with the Department Heads on March 18, 2021.

The Selectmen decided to set a meeting for Tuesday 3/23/2021 to discuss the status of the offer to Mr. Noble; four months' severance, vacation time and four months healthcare. If Mr. Noble declines the offer, they will place him on administrative leave, pending an investigation.

Mr. Spagone Jr. made a motion to adjourn from Executive Session at 5:20 pm, seconded Mr. Sheedy. All were in favor, 3-0

Roll Call Vote: Ms. Julius: Aye, Mr. Sheedy: Aye, Mr. Spagone Jr.: Aye. All were in favor, 3-0



Clerk

Board of Selectmen