



Thursday, May 9, 2026

Hybrid Meeting

10:00 AM

EXECUTIVE COMMITTEE EXECUTIVE SESSION MEETING SUMMARY

A. Executive Session – Employment Agreement Discussion

During executive session, the Executive Committee reviewed and discussed a proposed new employment agreement for Advisory Board Executive Director Matthew Romero. Mr. Romero explained that the draft agreement incorporated both annual adjustments previously approved by the Executive Committee as well as several structural revisions intended to modernize and clarify provisions within the agreement. Committee members discussed several sections of the draft agreement, including sick leave accrual practices, automobile allowance adjustments, and compensation provisions.

Committee discussion focused in particular on the inclusion of a rolling three-year renewal structure for the agreement, similar to the arrangement previously utilized for former Executive Director Joe Favaloro. Members discussed the operational benefits of maintaining continuity in the Executive Director position while reducing the need to renegotiate an entirely new agreement at the conclusion of each three-year term.

Committee members also discussed broader Advisory Board personnel policies, including historical sick leave buyback provisions that had previously existed for staff. Mr. Romero explained that earlier policies allowing partial sick leave buybacks had been eliminated in recent years and described current practices related to leave accrual liabilities and accounting reserves.

Following discussion, the Executive Committee voted by roll call to offer Mr. Romero a new three-year employment agreement incorporating the revisions discussed during executive session, including the rolling renewal provision. The Committee subsequently voted to conclude executive session and return to open session.

A motion to offer Advisory Board Executive Director Matthew Romero a new three-year employment agreement incorporating the revisions discussed during executive session, including the rolling renewal provision, was put forth. It was moved by Maurice Handel, seconded by Sam Stivers, and approved by roll call vote.

A roll call vote took place as follows:





Advocacy & Accountability

Representing over 3 million people in Massachusetts since 1985

Name	Community	Vote
Michael Rademacher	Arlington	Yes (in person)
David Manugian	Bedford	Yes (remote)
John Sullivan	Boston	Yes (remote)
Jay Hersey	Brookline	Yes (remote)
Dave Pavlik	Lexington	
Yem Lip	Malden	Yes (remote)
Elena Proakis Ellis	Melrose	Yes (remote)
Nicholas Rystrom	Revere	Yes (remote)
Brendan O'Regan	Saugus	
Richard Raiche	Somerville	Yes (in person)
Sam Stivers	Southborough	Yes (in person)
John DeAmicis	Stoneham	Yes (in person)
Maurice Handel	MAPC	Yes (remote)

B. Adjournment

A motion to return to open session was put forth. It was moved by Maurice Handel, seconded by Sam Stivers. The roll call vote was as follows:

Name	Community	Vote
Michael Rademacher	Arlington	Yes (in person)
David Manugian	Bedford	
John Sullivan	Boston	Yes (remote)
Jay Hersey	Brookline	Yes (remote)
Dave Pavlik	Lexington	
Yem Lip	Malden	Yes (remote)
Elena Proakis Ellis	Melrose	
Nicholas Rystrom	Revere	Yes (remote)
Brendan O'Regan	Saugus	
Richard Raiche	Somerville	Yes (in person)
Sam Stivers	Southborough	Yes (in person)
John DeAmicis	Stoneham	Yes (in person)
Maurice Handel	MAPC	Yes (remote)

Respectfully submitted,

David Manugian, Advisory Board Secretary

These minutes reflect the discussion of the meeting. The Advisory Board maintains audio recordings of Executive Committee meetings that are available upon request.



2 Griffin Way, Suite A, Chelsea, MA 02150



(617) 788-2050



mwra.ab@mwraadvisoryboard.com

mwraadvisoryboard.com

Matthew A. Romero
Executive Director