

**Maple Run Unified School District: Bellows Free Academy
UHSD#48/NWTC, St. Albans Town Educational Center, St. Albans City
School, Fairfield School**

**Maple Run Unified School District Negotiations
January 17, 2017
6:00 p.m. – Central Office Board Room**

Minutes

Board Members Present: James Farr, Michael L’Esperance, Nina Hunsicker, Nilda Gonnella-French

Unable to attend:

Bargaining Unit Members Present: Mike Campbell, Rusty Brannon, Jenn Hill, Eileen Nickel, Katie Lovejoy, and Grace Borst.

Administration Present: Kevin Dirth, Martha Gagner, Kathy Finck.

The group shared dinner from 6:00 – 6:30.

1. Call to Order - James Farr called the meeting to order at 6:35 p.m.

2. Agenda Review

Nilda Gonnella-French made a motion to approve the agenda; second by Mike L. Esperance. The motion passed unanimously.

3. Approval of Minutes of 1/3/2017

Nina Hunsicker made a motion to approve the minutes of January 3, 2017; second by Mike L’Esperance. The motion passed unanimously.

4. Negotiations

4.1 Board Counter Proposals – James Farr handed out a document outlining the Board’s counter proposal. Mr. Farr said they were looking at total package; total cost. For salary, the dollar increment salary schedule was used. Some steps were eliminated. Martha Gagner reported that all employees were picked up and placed on the new schedule. One time payments were added to make sure everyone received at least \$1,750 increase this year. James Farr moved into insurance, and explained the Board’s offer. An H.S.A. is offered with a premium share that would equal 25% of the Gold CDHP plan, and the Board will put the out-of-pocket amounts for the Gold plan in the H.S.A. Dental is offered at 100% single or family; an FSA will be offered; for a BFA Grandfather clause for teachers hired before 1992, there are nine teachers left. The Board is removing the option, and three teachers per year will be paid out. Early retirement buyout, with a maximum of five per year was proposed. Other areas discussed included early retirement,

miscellaneous wages, professional development, seniority, national board certification, teacher evaluations, covering teachers on leave, professional leave, Union related absences, sick leave, family sick leave, personal days, working conditions, duties, department heads, co-curricular and extra-curricular, vacancies and transfers, and probationary teachers. James Farr stated that total new money is over 5%, and we placed it where we thought it would present the best.

The Bargaining members left the room to caucus at 7:10 p.m.

Mike L'Esperance made a motion to enter executive session at 7:12 p.m. to discuss strategy, because doing so in open session would put the Board at a substantial disadvantage, second by Nina Hunsicker. The motion passed unanimously.

Executive Session ended at 7:35 p.m.

The bargaining unit team returned.

Mike Campbell asked why the salary grid doesn't address year two and three. James Farr said we can talk about that when we get there. No increase for nurses was removed from the document. Mike Campbell said that the nurses and the auto tech folks may be invited to present their unique situations to the Board. It was asked which of the two plans do the H.S.A. apply to? The answer was gold and silver CDHP. Mr. Campbell also asked what amount would the medical proposal be compared to the current year's Board expenditures. Ms. Gagner replied that if everyone that is on cash option goes on to the insurance the Board would spend more. Mr. Campbell stated that teacher evaluation doesn't denote what the evaluation system is, and that would be necessary. Mike Campbell said that sick days only addressed the maximum days, what is the proposed number of sick days? Mr. Farr responded that it would be not exceeding 15, but the amount that would bring you up to 95. Mike Campbell said they would need to take a close look and come back with a counter proposal. James Farr asked that they take into account that there is substantial money included in this proposal, more than 5%, and to consider if they want to add to one place, where would they be willing to see that money come from.

5. Next Meeting Agenda Items January 31, 2017. Bargaining Unit counter proposals.

The Bargaining unit members left at 8:00 p.m.

6. Potential Executive Session

Mike L'Esperance made a motion to enter executive session at 8:01 p.m. to discuss strategy; second by Nina Hunsicker. The motion passed unanimously.

Executive session ended at 9:29.

7. Adjourn

The meeting adjourned at 9:31 p.m.

Respectfully Submitted

Brenda Comstock