

**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
September 28, 2016
6:00 p.m. – Central Office Board Room**

Minutes

Board Members Present: James Farr, Michael L'Esperance, Nina Hunsicker.
Unable to attend: Nilda Gonnella-French
Bargaining Unit Members Present: Mike Campbell, Rusty Brannon, Jenn Hill
Eileen Nickel, Katie Lovejoy. Grace Borst and Janice Airolti, Joanne McCoy, ad hoc.

Administration Present: Kevin Dirth, Martha Gagner, Kathy Finck

The group shared dinner from 6:00 – 6:37.

1. Call to Order – Jim Farr called the meeting to order at 6:37 p.m.
2. Agenda Review – There were no changes to the agenda.
**Mike L'Esperance made a motion to approve the agenda; second by Nina Hunsicker.
The motion passed unanimously.**
3. Approval of Minutes of 9/14/16 Meeting
**Nina Hunsicker made a motion to approve the 9/14/16 minutes; second by Michael
L'Esperance. The motion carried unanimously.**
4. Negotiations
 - 4.1 Validate the bucket Article numbers. Kathy Finck stated that a typo was fixed on 6.7 so that is correct. She then stated that the third column is simply what we would hope to number the new contract. The new list shows the current Article numbers. Mike Campbell thanked Kathy for pulling together that list. He said that the list was simply a working document and should not tie the hands on either side. Jim Farr agreed.
 - 4.2 Exchange of Ideas/Proposals – Jim Farr said that last time we spoke of starting with the salary schedule, and that we need to have one salary schedule for the entire district. We need to figure out what is fair so no one gets hurt, so there may be some grandfathering. He had a first look distributed just as a starting point, and stated that this is not even something that we agree to at this point. It is something that gives us a starting point only. This schedule is a melding of two schedules. It is a dollar increment schedule using a BFA equivalent for steps and columns. Most BFA

teachers fit onto the schedule, the others were placed on the schedule at a point equal or more than where they are. This left only 27 employees to be grandfathered because they couldn't be placed. It was determined that the schedule could fairly easily be modified to fit 21 of the 27 onto the schedule, reducing the number that would need to be grandfathered to 6. There was conversation about the dollar increments versus a percentage increase.

Association concerns included:

- a. Dollar increment schedules statewide have actually shrunk over the last five years. There is not a trend to go towards dollar increment.
- b. They were hoping that they could come up with a schedule that gets rid of the grandfathering. Mr. Farr stated that the intent was to hold everyone harmless, and the expectation is that those grandfathered will eventually fall off through retirements, etc. and not be replaced.

It was asked if Justin Bedell could work with Martha because he is their number guru and needs to understand the schedule. James Farr and Martha Gagner both responded yes.

- c. There are some hybrids out there that are neither percentage nor dollar index.
- d. The Association would like to look at the 4X4 schedule.
- e. If you are going in this direction, what are the trade-offs that you will offer to get this accepted?

Conversation turned to what the Association felt would be needed to get approval for the dollar increment schedule. Mr. Campbell said he really wasn't prepared to answer that because he believes that he can sell the 4 X 4 to BFA, along with what they would have to trade off. The discussion turned to the fact that BFA is the highest paid school in the district and the district cannot bring everyone up to the BFA level. The proposed schedule would bring all of the elementary schools up substantially, as well as the newer teachers at BFA. The difference is in the eventual percentage difference between the lowest step and the highest step becomes smaller. Concerns of the Association included losing the most senior staff because of a narrowing of the percentage gap on the schedule if we look at this route.

An idea of looking to see if there may be other schedules that account for different criteria than education and time. Mr. Campbell talked about a block schedule he has seen.

Mr. Campbell said that the insurance is a piece that should be figured in to the salary that has been agreed on. He asked if any estimates of what may be saved on insurance when we go to the new system have been run. They have not been run at this point because there are too many variables. A proposal would narrow the criteria. It was agreed to look at a comparison of total cost of the two plans. Costs of the current plan of the new default plan can be provided but will only give a baseline, not specifics. It was also

mentioned that the first year will be an anomaly because it will be a half year on the old and half on the new. The current plan premium is \$23,800 for a family and the new default family plan is \$17,400 with \$5,000 total out of pocket. Discussion turned to Health Reimbursement Accounts (HRAs) versus Health Savings Accounts (HSAs), and that only Consumer Driven Health Plans (CDHP) were qualified HSA plans. It was asked in an upcoming meeting soon we can educate ourselves more on the health care options.

4.3 Compensation numbers – this were included in the salary schedule discussion above.

4.4 Full Time Equivalents (FTEs) – Jennifer Hill asked about where some of the new people were placed. She will get the concerns to Kathy Finck. Kathy will also get the seniority list to them in the next few days.

4.5 Salary schedule – was discussed above.

Kathy Finck and Martha Gagner explained that there are new Labor Standards exemption requirements out that determines who can be exempt and it is not simply having an educator's license. Administration is seeking more assistance and guidance on this. The Auditors have pointed out that we need to comply with this new FLSA regulation beginning in December.

The Association agreed to get Kathy Finck questions and concerns on the FTE list by Monday. They will get the seniority back as soon as possible as well.

5. Next Meeting Agenda Items – Salary schedule – the Association will bring their proposal; both sides will keep in mind that they each feel strongly about the respective schedules and need to think of way to bridge the gap. Insurance details, and help the association understand how an offer will relate to insurance savings.

The Association left at 8:30 p.m.

There was discussion on next steps, and preparation for the next meeting, and general discussion about total compensation. Jim Farr asked to be provided with additional information on costs for co-curricular and extra-curricular wages paid to professional staff, as well as additional salary chart options and information on health care costs, HSAs and HRAs.

6. Potential Executive Session

7. Adjourn

The meeting adjourned at 9:25 p.m.

Respectfully Submitted
Brenda Comstock