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2 **Maple Run Unified School District: Bellows Free Academy**
3 **UHSD#48/NWTC, St. Albans Town Educational Center, St. Albans City**
4 **School, Fairfield School**
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7 **Maple Run Unified School District Negotiations**
8 **September 14, 2016**
9 **6:00 p.m. – Central Office Board Room**

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12 **Minutes**

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

16
17 **Bargaining Unit Members Present:** Mike Campbell, Rusty Brannon, Jenn Hill
18 Eileen Nickel, Katie Lovejoy. Grace Borst and Janice Airoidi, ad hoc.

19
20 **Administration Present:** Kevin Dirth, Martha Gagner

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22 The group shared dinner from 6:00 – 6:25.

23
24 1. Call to Order – James Farr called the meeting to order at 6:26 p.m.

25
26 2. Agenda Review –

27 **Nina Hunsicker made a motion to approve the agenda; second by Mike L’Esperance.**
28 **The motion passed unanimously.**

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30 3. Approval of Minutes of 8/30/16 Minutes

31 **Nina Hunsicker made a motion to approve the minutes of August 30, 2016; second by**
32 **Nilda Gonnella-French. The motion passed unanimously.**

33
34 4. Ground Rules – Mr. Farr handed out draft ground rules as a starting point. Since
35 things are being done differently, different ground rules may be needed as well.
36 There was discussion about which pieces are important and must be included.
37 Everyone felt that reviewing the ground rules after a period of time (four to six
38 meetings) was important, because if movement is not evident, changing to the
39 more traditional route may be necessary. There was then discussion about what
40 the plan should be. FTEs are important to get for the Association; general
41 agreement on moving off the list those things that are already common. Those
42 things that are close could wait until we tackle the big items like salary schedule,
43 then other things may fall into line. Look at the total compensation picture first,
44 then the question becomes how the money will be doled out. Where would we
45 then establish what we agree on, in the case we need to go to fact finding? We
46 need numbers on total compensation so that we know what a teacher costs. Kevin

47 has also asked Kathy to make a comparison on those areas where there are
48 differences so we know how big the differences are. There was hope to get to a
49 starting ground just by talking over the table instead of the official proposals of
50 past negotiations. There was agreement to push the ground rules to the side and
51 give it four to six meetings with the collaborative model. Negotiating in open
52 session is not comfortable to the bargaining unit. They would have to be too
53 careful with what they say, so would end up doing more listening than sharing.
54 They are open to trying a collaborative model but in a setting that they are
55 comfortable with, which is not open session. Jim Farr explained that the law now
56 states that the Board has to make a finding that Executive Session is necessary.
57 The Association can make the case to the Board and say if premature public
58 knowledge puts one or both parties at a substantial disadvantage, and if so, the
59 Board may then enter Executive Session.

60 4.1 Future Meeting Dates - 9/14; 9/28; 10/11; 10/25; 11/8; 11/29; 12/13; 1/17;
61 1/31; 2/14; 2/21; 3/21; 3/28; 4/11; 4/18; 5/9; 5/23; 6/13; 6/27.

62

63 Association left to caucus.

64 A question was asked about number 11 on the ground rules (Revisiting ground rules
65 after four to six sessions. Mr. Farr stated that there still needed to be discussion on the
66 ground rules.

67 **Mike L'Esperance made a motion to enter Executive Session at 7:07 p.m. to discuss**
68 **strategy as discussing this in open session would put the parties at a substantial**
69 **disadvantage; second by Nina Hunsicker. The motion passed unanimously.**

70

71 **Executive Session ended at 7:22 p.m.**

72

73 The Association returned.

74 Mr. Farr reported that the Board had discussed executive session and handed out the
75 "cheat sheet" that they use to enter executive session since the law has been changed.
76 Because of the law, the Board needs to make a finding before going into executive
77 session. He did say that the Board would be open to listening to the Association if they
78 told us why we should enter executive session, and would make a reasonable effort to
79 work that out. The Association responded that they are not comfortable negotiating in
80 open session because they could not use examples or hypotheticals. The Board said we
81 are bound to follow the law. The Association held strong that they are not comfortable
82 with open session. They feel it puts us both at a disadvantage because we could not
83 float ideas and what ifs. Mr. Farr said that we should try for four to six meetings and see
84 how it goes.

85 5. Three Buckets, Prioritize – The Association noted that starting at Article 7 there is
86 some discrepancy between the current contract and the article numbers, which
87 do not match up. The sheet, at the top, said suggested order. This needs to be
88 cleared up before the next meeting with either corrected Article numbers or
89 attach the new document / reference what the Article number had been so we
90 are all on the same page.

- 91 5.1 Items Identical at all schools
- 92 5.2 Items Similar at all schools
- 93 5.3 Remaining Items

94

95 There was discussion about prioritizing the buckets, FTEs, compensation. It was
96 asked if Health Care Model Examples could be provided so that we can look at
97 total compensation.

- 98 6. Next Meeting Agenda Items – The Association wants to begin with the salary
99 schedule, FTEs, compensation numbers and validate the bucket Article numbers. It
100 was asked that both sides bring their ideas for what might work. The Association
101 will provide the food.

102 The Association left.

- 103 7. Potential Executive Session

104 **Nina Hunsicker made a motion to go into Executive Session at 8:15 p.m. to discuss**
105 **strategy because doing so in open session would put the Board at a substantial**
106 **disadvantage; second by Nilda Gonnella-French. The motion passed unanimously.**

- 107 8. Adjourn

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109 The meeting adjourned at 9:00 p.m.

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111 Respectfully Submitted

112 Brenda Comstock