

NORTH MIDDLESEX REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE
Ashby - Pepperell - Townsend, Massachusetts

NEGOTIATION SUBCOMMITTEE EXECUTIVE SESSION MINUTES
Tuesday, April 7, 2015
North Middlesex Regional High School

PRESENT

Jonna Clermont	NMRSD School Committee
Susan Robbins	NMRSD School Committee
Randee Rusch	NMRSD School Committee
Gilbert Fuhr	NMRSD Teachers Association
Sharon Logiudice	NMRSD Teachers Association
Janet Yost	NMRSD Teachers Association
Kari Sledzik	Massachusetts Teachers Association

ALSO

PRESENT

Joan Landers	Superintendent of Schools
Nancy Haines	Business Manager

1. The meeting was called to order in open session at 4:06 p.m.
2. Susan Robbins read the following motion: “That the North Middlesex Regional School District Negotiation Subcommittee would convene in Executive Session for the purpose of discussing collective bargaining matters with the NMRSD Teachers Association. Holding this discussion in open session may have a detrimental effect on the school committee’s bargaining position. The negotiation subcommittee will not return to open session.”

The motion was moved by Jonna Clermont and seconded by Randee Rusch.
A roll call vote was taken: Randee Rusch yes; Jonna Clermont yes; Susan Robbins yes.

3. NMRSD Teachers Association Collective Bargaining Discussion:

Superintendent Landers shared the proposed 2015-2016 school calendar options. The Teachers Association votes on the calendar start date each year. The Superintendent also asked for any recommendation the Teachers Association would have about the five different calendar options. The Teachers Association will review the calendars and bring any recommendations to the next meeting.

Article 4 ~ Management Rights and Employee Rights:

- Section D ~ The commencing date is important, grandfathered date
- Section E2 ~ Replace “Consent” with “answer” Teachers Association rejected

Article 6 ~ Compensation:

- Section B ~ Payroll date calendar needs to be adjusted for next year. 2016 has 27 pay periods rather than the standard 26. The Business Office will provide three years of payroll dates for the next meeting.
- Section C ~ A&B Retirement from 1972. The Superintendent agreed to take this item off the table and put under consideration for next contract.
- Section D ~ Housekeeping, cleaning up language, once we settle on salary
- Section D ~ Master Equivalency & the value of a degree long-term for employees
- Stipends ~ Janet Yost and the stipend committee are analyzing all (except athletic stipends) stipends PreK-12 and will put a proposal together with their recommendations and bring to the negotiation table.

Article 7 ~ Professional Obligations:

- Section A ~ Student Information System piece should not be in contract or make it streamlined.
- Jonna Clermont explained how Westford Public Schools handles parent-teacher conferences to the committee.
 - K-2 has school conferences twice a year; November, and March. Two days of conferences; first day is a delayed opening, teachers come in at 9:00 a.m., parent conference are from 9:00 – 11:00, students come to school at 11:00 a.m. the following day there is no school, teachers work 2:00 p.m. – 8:00 p.m.usually on a Wednesday/Thursday.
- A request was made to move the parent-teacher conferences in earlier November, so they would not be held during the Thanksgiving week.

Article 8 ~ Teaching Conditions:

- Title One and Tutors will be on the agenda for the next meeting. The Teachers Evaluation Committee and Nancy Milligan will make recommendations to the negotiation subcommittee.

Article 12 ~ General:

- Language was duplicated in some ways, will combine and Teachers Association should be ok with article

Article 13 ~ Retirement Benefit:

- Teachers Association rejects the article; they recommend that retirement benefits should be in contract

Article 15 ~ Title One:

- Teachers Association A rejects the article; they made a proposal earlier; Teachers Association will bring it back up at a subsequent meeting

Article 17 ~ Professional Development:

- Change ELL categories to SEI: proposal will be ready for final review once language is reviewed and cleaned up

- Lane changes need more clarification on courses; Teachers Association is agreeable to talk about it
- The online courses and the approval process needs more detail around course criteria. Also, the district wants to look at the rigor of online classes such as Learner's Edge.
- ◆ Stipend Committee members: Janet Yost, Jason Bielik, Lori Weichers, Kaitlin Quinn-Stearns, Anissa Plante
- ◆ Teacher Evaluation Committee members: Gilbert Fuhr, Edward Logiudice, Nancy Milligan, Joan Landers

4. FUTURE AGENDA ITEMS

- Discussion about school year vs. calendar year. The District expressed concerns about retirement -whether the extended year is pensionable for its union members
- Opt-Out 75% - 25%
- Health Insurance
- MTA will check on a consultant for Superintendent Landers to address common planning time and preparation time

The MTA requested a brief caucus at 4:51 p.m.
 Jonna Clermont left the meeting at 6:12 p.m.

5. FUTURE MEETING DATES

- ◆ Wednesday, April 15, 2015, at 4:00 p.m. at NMRHS Room 1
- ◆ Tuesday, April 28, 2015, at 4:00 p.m. at NMRHS Room 1
- ◆ Tuesday, May 12, 2015, at 4:00 p.m. at NMRHS Room 1

6. ADJOURNMENT

A motion was made by Randee Rusch and seconded by Susan Robbins to adjourn.
 A roll call vote was taken: Randee Rusch yes; Susan Robbins yes.

The motion passed unanimously. The meeting adjourned at 7:05 p.m.

Respectfully submitted,

Joanna Bilotta-Simeone, Recording Secretary