

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

NEGOTIATION SUBCOMMITTEE EXECUTIVE SESSION MINUTES

Tuesday, June 9, 2015

North Middlesex Regional High School

Present

Susan Robbins	NMRSD School Committee
Jonna Clermont	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
Joan Landers	Superintendent of Schools
Nancy Haines	NMRSD Business Manager
Attorney James Toomey	Murphy, Hesse, Toomey & Lehane, LLP

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 Randee Rusch and seconded by Jonna Clermont.

A roll call vote was taken: Randee Rusch yes; Jonna Clermont yes; Susan Robbins yes

Vote: Unanimously passed

3. Approval of Executive Session Minutes

A motion was made by Randee Rusch and seconded by Jonna Clermont to approve the minutes of May 12, 2015.

A motion was made by Jonna Clermont and seconded by Randee Rusch to amend the May 20, 2015, minutes under the health insurance per employee. The health care cost differs per plan, the dollar amount of \$15,000.00 should be a range of \$15,000.00 ~ \$17,000.00 per employee.

Roll call vote: Randee Rusch yes; Jonna Clermont yes; Susan Robbins yes.

Vote: Unanimously passed.

A motion was made by Randee Rusch and seconded by Jonna Clermont to approve the minutes of May 20, 2015 as amended.

Roll call vote: Randee Rusch yes; Jonna Clermont yes; Susan Robbins yes.

Vote: Unanimously passed

4. NMRSD Teachers Association Collective Bargaining Discussion

Article 2 ~ Duration~Evergreen Clause: Attorney Toomey explained that this statement provides for the existing contract to be renewed automatically after a short-term period unless it is terminated. The Evergreen Clause is in effect until June 30, 2018, with an option to terminate at the end of one year. Unless one party or the other terminates the contract by the end of the first year, it will renew itself for

successive terms of one year each year. The law provides that after sufficient good faith efforts if no agreement can be reached, the employer may declare an impasse, and then implement the last offer presented to the union.

Article 3~ Grievance Procedure Language

The Teachers Association would like to keep this in the contract; the union representatives feel if it is not shown in writing that there is room in the contract for interpretation.

Section F.3~School Committee

Attorney Toomey explained that this article is stating that the school committee, at their next scheduled meeting, will determine if the grievance is within the committee's jurisdiction. The District is requesting to keep the language provided by Attorney Toomey.

Section F.4 ~Wrong Standard noted in contract language

Attorney Toomey stated that M.G.L. Chapter 150C Section 11 provides that the Arbitrator decision whether right or wrong cannot be overruled by a court of law, unless evident in an appeal by criteria listed in Section 11 of Chapter 150C.

Article 4 ~Section E.3~ Just Cause

Currently, there is no language in the existing contract; The Teachers Association would like to add this language to the new contract. The termination process is covered and taken care of by State statute.

Teachers Association caucused at 4:54 ~ 5:10 p.m.

Teachers Association and District tentatively agree on the following items:

Article 2 ~ Evergreen: will keep in the contract

Article 3 ~

- Grievance Procedure Language ~ Language will be updated by the Teachers Association and brought back to the next meeting.
- School Committee: The language will be updated with Attorney Toomey's recommended language (see handout)
- Wrong Standard ~ District will follow M.G.L. 150C. Teachers Association would like to take under advisement.

Article 4

Good Cause will be added to the contract: No teacher is to be reprimanded or disciplined by a department head or a school administrator unless it is done in private with good cause. Discipline includes but is not limited to, dismissal, warning, reprimands, suspensions, reductions in rank, and loss of professional advantage.

Article 6

Compensation

District caucused at 5:23 ~ 6:32 p.m.

Attorney Toomey spoke to the full committee on compensation options.

1. The present 80/20 contribution rates for employee health care are not sustainable by the District.
The District recommends that the Health Insurance move to a 70/30 contribution rate and a one-time offset increase in the salary of approximately 2% depending on actual calculations of costs.
2. Steps/COLA ~
No steps

Apply a COLA of 2% each year for the three-year contract.

Teachers Association caucused at 6:38 ~ 6:58 p.m.

The Teachers Association would like to see the financial impact per employee and how the money would look over the three-year contract. The Business Manager Nancy Haines will provide that data to the full committee at the next meeting.

The Teachers Association members have been very clear about the membership's desire to maintain the 80/20 health insurance contribution rate. The Teachers Association is having a meeting on June 18, 2015, and would like to bring this concept to the membership.

- The Superintendent shared a spreadsheet with the negotiation teams on area districts' average salaries.
- The Superintendent requested that the Teachers Association forward all attachments that have been created and shared with the full committee so she can compile them into one document to be utilized by both negotiation teams.
- The Superintendent checked with the Teachers Association on the MOU for any new teachers being hired and the Opt-Out Program. Attorney Toomey, Superintendent Landers, and Kari Sledzik will work on drafting an MOU so the Teachers Association can bring the item to the membership meeting on June 18, 2015.

5. FUTURE AGENDA ITEMS

- Title One
- Article 8
- School year vs. calendar year
- The District expressed concerns about retirement; on whether the extended year is pensionable for its union members
- Advisory Period at NMRHS

6. FUTURE MEETING DATES

- Wednesday, June 17, 2015, at 4:00 p.m. ~ 7:00 p.m. at NMRHS Room 1
- Wednesday, August 12, 2015, at 9:00 a.m. ~ 3:00 p.m. at Peter Fitzpatrick School

7. ADJOURNMENT

A motion was made by Jonna Clermont, seconded by Randee Rusch to adjourn.

A roll call vote was taken: Randee Rusch yes; Susan Robbins yes; Jonna Clermont yes

Vote: Unanimously passed

The meeting adjourned at 7:16 p.m.

Respectfully submitted,

Joanna Bilotta-Simeone, Recording Secretary