

Maine School Administrative District No. 6

NEGOTIATIONS COMMITTEE MEETING

Monday, September 10, 2018

5:00 PM

Central Office Conference Room

AGENDA

1. Executive Session Pursuant to 1 MRSA § 405 (6)(d) to Continue in Negotiations with the SVLPN Association
2. Approval of the August 14, 2018, Negotiations Committee Meeting Minutes
3. Discussion Regarding Substitute Teacher Pay
4. Consideration of an Exemption to the Contract Term of a Non-Bargaining Unit Employee
5. Other
6. Adjournment

Bonny Eagle School District

NEGOTIATIONS COMMITTEE MEETING MINUTES

Tuesday, August 14, 2018

District Central Office

Conference Room

The Negotiations Committee held a meeting on **Tuesday, August 14, 2018**, in the Conference Room at the District Central Office located in Buxton, Maine. Present were Committee members Nathan Carlow, Robert Deakin, Trevor Hustus, and Jeffrey Williams. Also present were Jennifer Barschdorf, Human Resources Manager; and Hedy Smith, Executive Secretary.

Mr. Hustus called the meeting to order at **4:03** p.m.

1. Approval of the July 30, 2018, Negotiations Committee Meeting Minutes

Moved by Mr. Williams; seconded by Mr. Carlow:

To approve the July 30, 2018, Negotiations Committee meeting minutes as presented.

VOTED: “Yes,” Unanimously

2. Employee Exit Interview

Ms. Elaine Conant, retired Bonny Eagle High School Nurse, addressed the Board. She stated that when she had first requested an exit interview, she requested to meet with the school nurses’ administrator, which is the Assistant Superintendent. She acknowledged that she had met with Mr. Roy. After that meeting, she had requested to meet with the Board. Since the Negotiations Committee reported to the full Board, she accepted the invitation to meet with the Committee.

Ms. Julie Bruni, Board Chairperson, arrived at **4:04** p.m. Mr. Penna, Superintendent of Schools, arrived at **4:05** p.m.

Ms. Conant explained that she had worked for 19 years in the District. She said that she first wanted to thank the school leadership. She thanked them for their work and for their support. She appreciated the information and learning she gained through professional development. She believed that she had grown professionally and was able to help students.

Ms. Conant stated that she wanted to share several pieces of information with the Committee and the Board. First, she said that the District did not “do health and safety well.” Out of her 19 years in the District, 16 years she fought to have staff trained in CPR. She said that SAD 6 kids would be safer in daycare because daycare workers are required to have CPR—teachers are not required to have the certification. With what is going on in the world, Ms. Conant believes that staff should be trained. The only people who are trained are coaches. Out of 23 educational technicians who work with specialized students, only 1 has been trained in CPR.

Second, Ms. Conant addressed the feeling that there was a strained relationship between administration and the nurses. She was not sure why or how this came to be. She said that there was no group of workers like the nurses who were willing to work hard to care for students. The nurses have access to local, state, and national information. She asked the Committee to please

listen to the nurses; they have a lot of information to share. She would like to see a more professional working relationship.

Third, Ms. Conant noted that a Bonny Eagle Middle School teacher had recently won an award. She asked Committee members if they knew that two years ago, a school nurse was recognized as Maine School Nurse of the Year. She asked the Committee to please recognize and value the good work that is being done by school nurses. She believed that Susan Dunn, winner of the Maine School Nurse of the Year, was never recognized at the Board level.

Finally, Ms. Conant stated that she had received a certificate of recognition from the Board. She was very surprised and appreciative of the recognition and thanked the Committee for the acknowledgement.

Committee members thanked Ms. Conant for her service to the District and thanked her for coming to meet with them today.

Moved by Mr. Williams; seconded by Mr. Carlow:

To take a break beginning at **4:12** p.m. and ending at **4:30** p.m.

VOTED: “Yes,” Unanimously

3. Executive Session Pursuant to 1 MRSA § 405 (6)(d) to Prepare for Upcoming Negotiations with the Saco Valley Licensed Practical Nurses Association (SVLPN)

Moved by Mr. Williams; seconded by Mr. Deakin:

To move into executive session at **4:30** p.m. with Legal Counsel, the Board Chairperson, the Superintendent of Schools, the Human Resources Manager, and the Executive Secretary pursuant to 1 MRSA § 405 (6)(d) to prepare for upcoming negotiations with the SVLPN Association.

VOTED: “Yes,” Unanimously

The Committee moved out of executive session at **5:08** p.m.

4. Executive Session Pursuant to 1 MRSA § 405 (6)(d) to Continue in Negotiations with the SVLPN Association

Moved by Mr. Williams; seconded by Mr. Carlow:

To move into executive session at **5:12** p.m. with the Board’s Legal Counsel, the SVLPN Association’s Negotiating Team, the MEA Uniserv Director, the Board Chairperson, the Superintendent of Schools, the Human Resources Manager, and the Executive Secretary pursuant to 1 MRSA § 405 (6)(d) to prepare for upcoming negotiations with the SVLPN Association.

VOTED: “Yes,” Unanimously

The SVLPN Association’s Negotiating Team and the MEA Uniserv Director left the meeting at **5:48** p.m.

The Committee moved out of executive session at **6:31** p.m.

5. Other

Ms. Smith reported that Ms. O'Donnell, a representative of the Administrative Association, had contacted her to ask her to notify the Negotiations Committee that the Committee would be receiving notification of their intent to negotiate prior to the end of the month. Mr. Felmy stated that the notice would probably come with a request to meet within 10 days, unless the Committee was to receive a commitment from the Association to meet outside of that deadline. He stated that the Committee could meet with the Association to set ground rules and set dates for future meetings. He recommended that the Committee set a meeting for its members to discuss bargaining goals and to review the contract.

Ms. Bruni reported that she had reached out to Mr. Brockman to discuss holding an executive session with the Board to discuss its bargaining goals.

6. Adjournment

Moved by Mr. Williams; seconded by Mr. Deakin:

To adjourn the meeting at **6:40** p.m.

VOTED: "Yes," Unanimously