

Maine School Administrative District No. 6

NEGOTIATIONS COMMITTEE MEETING

Wednesday, September 19, 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 September 10, 2018, Negotiations Committee Meeting Minutes
3. Other
4. Adjournment

Bonny Eagle School District

NEGOTIATIONS COMMITTEE MEETING MINUTES

Monday, September 10, 2018

District Central Office

Conference Room

The Negotiations Committee held a meeting on **Monday, September 10, 2018**, in the Conference Room at the District Central Office located in Buxton, Maine. Present were Committee members Nathan Carlow, Robert Deakin, Trevor Hustus, James Moses, and Jeffrey Williams. Also present were Peter Felmly, Board Legal Counsel; Paul Penna, Superintendent of Schools; Julie Bruni, Board Chairperson; Jennifer Barschdorf, Human Resources Manager; and Hedy Smith, Executive Secretary.

Mr. Moses called the meeting to order at **4:58** p.m.

1. 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. Deakin; seconded by Mr. Hustus:

To move into executive session at **4:58** 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 **5:06** p.m.

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

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

To move into executive session at **5:07** p.m. with the Board’s Legal Counsel, the SVLPN Association’s Negotiating Team, the MEA Uniserv Director, Bonny Eagle Middle School’s Nurse (RN), the Board Chairperson, the Superintendent of Schools, the Human Resources Manager, and the Executive Secretary pursuant to 1 MRSA § 405 (6)(d) to continue in negotiations with the SVLPN Association.

VOTED: “Yes,” Unanimously

The SVLPN Association’s Negotiating Team, the MEA Uniserv Director, and the BEMS Nurse (RN) left the meeting at **5:53** p.m.

The Committee moved out of executive session at **5:58** p.m. Mr. Felmly left the meeting.

3. Approval of the August 14, 2018, Negotiations Committee Meeting Minutes

Mr. Brockman joined the meeting at **5:59** p.m.

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

To approve the August 14, 2018, Negotiations Committee meeting minutes as presented.

VOTED: “Yes,” Unanimously

4. Discussion Regarding Substitute Teacher Pay

Mr. Brockman stated that the Maine Public Employees Retirement System has new guidelines for retired employees returning to the classroom as a substitute teacher. Under §17859, “an employee who has reached normal retirement age and who retires after September 1, 2011, may be restored to services as a classroom-based employee in a school in the unorganized territory or with a school administrative unit as defined in Title 20-A, section 1, subsection 26 . . .” “The compensation of the retired state employee or retired teacher who returns to service must be set at 75% of the compensation established for the position to be filled . . .” (See the attached information.)

In the case of MSAD 6 retired teachers wishing to return as substitute teachers, Mr. Brockman and Ms. Barschdorf are requesting the Committee to consider the following proposal (this proposal affects day-to-day teacher substitutes not long-term teacher assignments):

- Remove the requirement of certification for MSAD 6 retired teachers. Mr. Brockman would like to honor their commitment to the District and their knowledge by not asking our retired teachers to continue to pay for certification renewal. These teachers would still be required to maintain a valid Maine Department of Education CHRC.
- Propose the rate of pay be increased from \$80.00 per day for retired MSAD 6 teachers to \$106.67 per day (subject to the reduction of pay once the teacher has worked for five (5) years beyond retirement). This rate would only be used when a teacher is required to take the reduction of pay (25%).

Questions/Feedback:

- *What is the frequency that someone would work more than 5 or 10 years?*
It is very frequent. Our retired teachers would like to continue to teach, but they do not want to lose money. Our pool of substitute teachers is small enough now; we do not want to limit or shrink the pool.
- *If the language changes at the state level, would you have to request a change from the Board again?*
We are proposing a change in the language for only those who would be affected.

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

To approve the proposal for substitute teachers as presented by the Business Manager.

VOTED: “Yes,” Unanimously

5. Consideration of an Exemption to the Contract Term of a Non-Bargaining Unit Employee

Mr. Brockman shared a draft employment contract for the Facilities Manager. Committee members took a moment to review the contract. Mr. Brockman explained that he would like to propose, for the Committee's consideration, that the term of employment for the Facilities Manager be increased to two and a half more years. He explained that the District had major projects planned that needed the Facilities Manager's expertise as a general contractor. There is no additional cost to this request.

Mr. Brockman went on to say that vendors provide a superintendent on site; however, the District needs to have an advocate to ensure that it is given the best price and work from its vendors.

The contract presented would be the Facilities Manager's last contract. It would expire on June 30, 2021, and could only be extended by mutual agreement between the Facilities Manager and the MSAD 6 Board of Directors.

Questions/Feedback:

- *Do we need more training for the Assistant Facilities Manager?*
The Assistant Facilities Manager is currently obtaining more training. He has gained two certificates in facilities management and is currently working on a national certification. He continues to need the mentorship that the Facilities Manager can provide for him.
- *If we are trying to get him to stay, there must be a cost.*
The cost would be two more salary adjustments based on the non-bargaining personnel unit salary scale.
- *When we speak about the Assistant Facilities Manager, are we automatically assuming that he would be the replacement for the Facilities Manager position?*
It may be the Business Manager's recommendation, but it would be up to the Board, in the end. We want to make sure that we have the best candidate for the position. That may, in fact, be the Assistant Facilities Manager.

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

To approve the Facilities Manager's employment contract as written.

VOTED: "Yes," Unanimously

6. Other

- The Committee has not yet received an intent to negotiate notification from the MSAD 6 Administrative Association.
- The next meeting of the Negotiations Committee will be **September 19, 2018**, at **5:00** p.m. in the Central Office Conference Room,
- A Board Workshop on Collective Bargaining has been scheduled for **September 20, 2018**, at **5:00** p.m. in the Central Office Conference Room.

7. **Adjournment**

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

To adjourn the meeting at **6:20** p.m.

VOTED: “Yes,” Unanimously