

**Bonny Eagle School District**

**NEGOTIATIONS COMMITTEE MEETING MINUTES**

**Wednesday, April 25, 2018**

**District Central Office**

**Library**

---

The Negotiations Committee held a meeting on **Wednesday, April 25, 2018**, in the Library at the District Central Office located in Buxton, Maine. Present were Committee members Rebecca Bowley, Robert Deakin, and Cynthia Meserve. Also present were Paul Penna, Superintendent of Schools; Jennifer Barschdorf, Human Resources Manager; Doris Hicks, SVTA President; Rebecca Manchester, SVTA Representative; Stephanie Melaugh, SVTA Representative; and Hedy Smith, Executive Secretary.

Ms. Meserve opened the meeting at **5:04** p.m.

**1. Approval of the Negotiations Committee Meeting Minutes of March 7, 2018**

**Moved by Mr. Deakin; seconded by Ms. Bowley:**

To approve the March 7, 2018, Negotiations Committee meeting minutes as presented.

**VOTED:** “Yes,” Unanimously

**2. Set a Meeting Date to Discuss the 2018-2019 Salaries and Benefits for the Superintendent of Schools, the Assistant Superintendent, and the Business Manager**

A meeting to discuss the 2018-2019 contract year salaries and benefits for the Superintendent of Schools, the Assistant Superintendent, and the Business Manager was set for **Thursday, May 10, 2018, at 4:30 p.m.** in the Central Office Library.

**3. Meet and Consult with the Saco Valley Teachers Association (SVTA) regarding the Last Day of Work of the 2017-2018 School Year for those Employees Recognized in the Collective Bargaining Agreement between the MSAD 6 Board of Directors and the SVTA**

Ms. Hicks explained that due to the cancelation of school because of inclement weather and other circumstances during the school year, teachers would be required to work seven (7) days beyond the last day of school for students to meet their contractual obligation of working 183 days. The Commissioner of Education has agreed to waive four (4) student days, and should the MSAD 6 Board of Directors approve a revision of the school calendar, the last student day is scheduled for June 18. The Association had conducted a survey of their membership seeking input on a plan to allow teachers to make up the seven (7) days by June 22. Ms. Hicks presented the Association’s plan as follows:

- Employees would work after school to complete the time needed to equate for the inservice days of June 25, 26, and 27. Alternatively, if an employee chooses not to put in the extra time prior to June 22, the employee will be expected to report for work on June 25, 26, and 27.

- Employees may request personal days through their administrator.
- An employee may not use a benefit day to account for the extra time in the work day to cover for the June 25, 26, and/or 27 days. Therefore, if an employee is out sick or has used a personal day, the extra hours would not be counted in the benefit day.
- The time must be made up by June 22.

Mr. Penna explained that he and several administrators had met informally with Association members to talk about their plan. At that time, he said that the group had come to some mutual agreements. He stressed that there was a need for clarity around the plan and suggested that a Memorandum of Understanding (MOU) be drafted and approved in order to address how the plan would be executed, administered, and responded to in the event that an employee chose not to adhere to the plan.

#### **Discussion/Feedback:**

- *Since there is no sense of a plan at this evening's meeting, is this going to create a lot of work for administrators?*  
Principals will have to oversee the individual employee plans. It is "doable."
- *Will there be activities that require multiple people to be involved?*  
Yes. There is more group work in the schools than individual work.
- *If a group needs to gather, will they be able to?*  
Yes.

Ms. Hicks noted that the time needs to be planned well and done well in order to be successful. She said that most of the time will be required to be professional development. There may be other pieces that come into play that may not necessarily be professional development such as teachers who are being displaced at the high school due to building renovation. Some time may be approved for that. Administrators will be responsible for approving plans.

- *How does this affect the Facilities Department in beginning their summer work?*  
Students will be out of school on June 18. At the high school, the Facilities Department normally begins their work when the seniors have left.
- *Is the Superintendent comfortable with this plan?*  
Mr. Penna remarked that he was comfortable in working in good faith with the Association.
- *When will employees begin to make up the time?*  
This plan will take affect once the Board has approved the MOU and the MOU has been signed by both parties. The only exception to this may be that some hours for some high school employees involved in the NEASC visit taking place on Sunday, May 6, may be approved.

Negotiations Committee members **reached consensus** on the plan and agreed to present the MOU to the full Board at its regular meeting on Monday, May 7. Mr. Penna will work with

DrummondWoodsum to develop the MOU and will meet with Ms. Hicks to come to agreement prior to the Board meeting on the 7<sup>th</sup>.

The Association representatives left the meeting at **5:24** p.m. Committee members took a break while waiting for the parties to arrive for agenda item #4.

**4. Executive Session Pursuant to 1 MRSA 405 (6)(d) to begin Negotiations of a Collective Bargaining Agreement with the Saco Valley Licensed Practical Nurses Association (SVLPN)**

Mr. Felmlly, Board Legal Counsel, joined the meeting at **5:54** p.m.

**Moved by Ms. Bowley; seconded by Mr. Deakin:**

To move into executive session at **5:56** p.m. with the Superintendent of Schools, Board Legal Counsel, 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 **6:01** p.m.

Mr. Gregory Hannaford, MEA Uniserv Director, and the members of the SVLPN Association’s negotiating team joined the meeting at **6:04** p.m.

**Moved by Mr. Deakin; seconded by Ms. Bowley:**

To move into executive session at **6:05** p.m. with the SVLPN Association’s negotiating team, MEA Uniserv Director, Board Legal Counsel, the Superintendent of Schools, the Human Resources Manager, and the Executive Secretary pursuant to 1 MRSA 405 (6)(d) to begin negotiations of a collective bargaining agreement with the SVLPN Association.

**VOTED:** “Yes,” Unanimously

The SVLPN Association’s negotiating team and the MEA Uniserv Director left the meeting at **6:19** p.m.

The Committee moved out of executive session at **7:22** p.m.

**5. Other**

No other items were introduced at this time.

**6. Adjournment**

**Moved by Ms. Bowley; seconded by Mr. Deakin:**

To adjourn the meeting at **7:23** p.m.

**VOTED:** “Yes,” Unanimously