

Bonny Eagle School District

NEGOTIATIONS COMMITTEE MEETING MINUTES

Thursday, May 10, 2018

District Central Office

Library

The Negotiations Committee held a meeting on **Thursday, May 10, 2018**, in the Library at the District Central Office located in Buxton, Maine. Present were Committee members Rebecca Bowley, Robert Deakin, Cynthia Meserve, and James Moses. Also present were Paul Penna, Superintendent of Schools; Michael Roy, Assistant Superintendent; William Brockman, Business Manager; and Hedy Smith, Executive Secretary.

Ms. Meserve opened the meeting at **4:37** p.m.

1. Approval of the Negotiations Committee Meeting Minutes of April 25, 2018

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

To approve the April 25, 2018, Negotiations Committee meeting minutes as presented.

VOTED: “Yes,” Unanimously

2. Discussion of the 2018-2019 Salaries and Benefits for the Superintendent of Schools, the Assistant Superintendent, and the Business Manager

Superintendent of Schools

Mr. Penna prefaced his request stating that the statistics were showing that the longest that superintendents were remaining in their positions was three to five years. Last year, he only requested an increase to his annuity. This year, he would like to seek a raise in salary and an increase in his annuity. He explained that he was not looking to eclipse the teachers with regard to a salary increase particularly since negotiations had ended on such a positive note. Therefore, Mr. Penna proposed the following:

Salary Increase (3%): From \$128,000 in 2017-2018 to \$131,840 in 2018-2019

Annuity Increase (2%): From 15% to 17%

Other: Reimbursement of up to \$6,000 in 2018-2019 school year for professional development leading to national superintendent certification

Discussion:

- Our superintendent has the second lowest salary as compared to the following school systems: Biddeford, Cape Elizabeth, Falmouth, Gorham, Portland, RSU 14, RSU 21, RSU 57, Saco, SAD 35, SAD 55, SAD 60, Sanford, Scarborough, South Portland, Wells-Ogunquit CSD, Westbrook and York. The scope of management for our superintendent is far greater. In fact, of those school districts, MSAD 6 is the third largest in terms of student enrollment.

- Teachers received a 3.88% increase in the first year of their contract.
- We are not hearing anything negative about the management in our District. It is important that we keep in mind going forward that as the budget gets bigger, communities have to pay more. We must be efficient in our spending in order to be fiscally responsible.
- Currently, the Bonny Eagle High School Principal and the Superintendent are working hard to bury the poor reputation of the high school. The commitment to the hours that the superintendent puts in to make our District great is much appreciated.
- We are hearing from the community about the positive communication that is being sent by the District.

Assistant Superintendent

Mr. Deakin noted that he was very pleased to see the Superintendent and Assistant Superintendent work so well together. He said that a close working relationship fosters a great team. Mr. Moses added that he sensed the relationship was a true partnership rather than a hierarchy. He said that that was well worth the money.

Mr. Roy shared that although he and Mr. Penna had different leadership styles, this fact actually complemented the partnership. He said that with Mr. Penna in the lead, he has been able to continue his work on regionalization and on the Leadership Academy. Both are able to use their strengths to focus on best instructional practices and strategies to foster changes in the classroom for better student learning.

Mr. Penna stated, “You have the right people in the right seats doing the right work.” He said that he likes to work and live in the organization in order to see actual practice. He indicated that he felt good about the team moving forward together.

Mr. Roy stated that he would like to request a raise in both his salary and annuity as follows:

Salary Increase (2%): From \$122,000 in 2017-2018 to \$124,440 in 2018-2019

Annuity Increase (2%): From 12% to 14%

Other: Reimbursement of up to \$6,000 in the 2018-2019 school year for professional development

Discussion:

- The salaries for assistant superintendents in other school districts (Biddeford, Gorham, Portland, RSU 14, RSU 21, SAD 60, Sanford, Scarborough, South Portland, and Westbrook) are significantly lower than Mr. Roy’s current salary. People have noticed this and are asking, “Why?”

Ms. Smith reminded Committee members that Mr. Roy had stepped in and was appointed by the Board as Interim Superintendent until the Board could complete a broad search for a superintendent of schools. When Mr. Penna was hired and during negotiations for salaries for both positions of superintendent and assistant superintendent, the Negotiations

Committee and the Board agreed to keep Mr. Roy's salary at a similar level. Ms. Bowley acknowledged that this was, indeed, the intent.

- The Central Office has been run by a small group of people. It is almost as "bare bones" as it can get.

When asked, Ms. Smith shared that the Central Office had been reduced in number over the past several years with restructuring in the Curriculum Department, Special Education Department, and the Business Office. For example, the Curriculum Department had started with four employees; it is now manned by two.

- As part of Mr. Roy's job description, he serves as the District's Affirmative Action Officer. This position requires a great amount of time, research, and investigation. Because of Mr. Roy's diligence, he has worked to ensure that students and employees are treated in accordance to law and Board policy and has saved the District money in legal costs.

Business Manager

Mr. Penna stated that behind the scenes, Mr. Brockman is the expert. The commitment he has made to make the renovations happen at the high school while staying within the budget and not going out to bond is remarkable. One cannot ignore his innovative thinking and the way he is able to make ideas come to fruition while remaining fiscally responsible. "He is an amazing teacher."

Mr. Deakin reminded the Committee that when Mr. Brockman came to the table to talk about his salary and benefits for the 2017-2018 school year, he did not ask for anything. He went on to say that the Board valued the work of the Business Manager. He is a team player who appears to work well with the Superintendent and the Assistant Superintendent.

Mr. Moses stated that he had observed the previous business managers and now feels that the financial house is in order. Mr. Moses applauded Mr. Brockman's leadership in working to bridge the gap in teachers' salaries. He also pointed out that Mr. Brockman worked very closely with the Facilities Department to make sure that the District's building and grounds were well maintained and there was a future plan for maintenance.

Mr. Brockman added that his job was to look at the future—"education is unpredictable." It is important to ensure that the District has the finances to keep itself solvent. On the other side of that is the taxpayer. He said that the District's education leaders were trying to give the best education to our children, and he tries to support those initiatives. He said, "I like it here." Mr. Brockman is seeking a salary increase of \$1,500 and a 1% increase in his annuity.

Discussion:

- Ms. Bowley suggested that the Committee consider a 2% salary increase and 2% increase in annuity for the Business Manager for the 2018-2019 school year. Mr. Deakin said, "Bill is very modest." Mr. Moses stated that he would support Ms. Bowley's suggestion.
- There was concern raised for when Mr. Brockman retired. It was asked if there was someone internally who would be able to step up into the position.

Mr. Brockman stated that in a year or two, he would be coming to the Negotiations Committee with a plan for re-organization of the Business Office. He asked the Committee members to be supportive of his initiatives in this area.

The offer is as follows:

Salary Increase (2%): From \$104,000 in 2017-2018 to \$106,080 in 2018-2019

Annuity Increase (2%): From 13.5% to 15.5%

Committee members were in consensus with all offers on the table and agreed to present them to the full Board for approval at the next regular Board meeting scheduled for Monday, May 21.

3. Other

Upcoming Meetings:

Tuesday, May 15 5:00 PM To continue in negotiations with the SVLPN Association

Tuesday, June 5 4:00 PM To continue in negotiations with the SVLPN Association

Tuesday, June 12 4:00 PM To continue in negotiations with the SVLPN Association

4. Adjournment

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

To adjourn the meeting at **5:50** p.m.

VOTED: “Yes,” Unanimously

Sort #	Unit	Position	Full/Part	17-18 Salary	Degree	Yrs in Education	Yrs in Position	Contract Thru	Work days	Vac Days	Holidays	Sick/Yr	Sick/Max	Medical Benefit	Dental Benefit	Life Benefit	Enrollment	Region
1	Biddeford	SUPERINTENDENT	F	129,860.00	MA	17	4	2020	260	35	14	20	200	18,777.00	257.00	0.00	2695	9
1	Cape Elizabeth	SUPERINTENDENT	F	130,000.00	MA	45	1	2018	260	20	12	15	135	18,336.00	460.00	30.00	1602	7
1	Falmouth	SUPERINTENDENT	F	140,000.00	MA	22	3	2018	260	20	12	17	260	22,697.00	1,528.00	0.00	2118	7
1	Gorham	SUPERINTENDENT	F	139,000.00	MA	21	2	2019	260	20	11	15	130	22,708.00	917.00	150.00	2704	7
1	Portland	SUPERINTENDENT	F	149,480.00	PHD	33	1	2018	260	20	12	18	229	22,167.00	0.00	195.00	7289	7
1	RSU 14	SUPERINTENDENT	F	146,717.00	MA	38	14	2019	260	25	13	15	90	20,729.00	1,625.00	0.00	3117	9
1	RSU 21	SUPERINTENDENT	F	131,328.00	PHD	32	2	2018	260	25	12	20	180	24,309.00	479.00	0.00	2328	9
1	RSU 57	SUPERINTENDENT	F	133,900.00	CAS	22	1	2019	260	35	13	0	0	22,319.00	873.00	840.00	3035	9
1	Saco	SUPERINTENDENT	F	130,000.00	MA	22	2	2019	260	25	12	15	210	20,781.00	1,580.00	0.00	1773	9
1	SAD 06	SUPERINTENDENT	F	128,000.00	CAS	31	1	2018	260	25	12	18	260	18,314.00	1,299.00	1,087.00	3595	9
1	SAD 35	SUPERINTENDENT	F	152,688.00	PHD	41	6	2020	260	30	12	17	130	23,678.00	450.00	0.00	2362	9
1	SAD 55	SUPERINTENDENT	F	116,600.00	PHD	19	4	2020	260	20	10	15	150	17,040.00	855.00	108.00	1001	9
1	SAD 60	SUPERINTENDENT	F	131,988.00	MA	35	5	2020	260	30	11	15	180	21,483.00	1,575.00	300.00	2951	9
1	Sanford	SUPERINTENDENT	F	137,641.00	CAS	41	6	2019	260	30	12	20	200	20,374.00	927.00	0.00	3153	9
1	Scarborough	SUPERINTENDENT	F	138,375.00	CAS	21	1	2020	260	25	12	15	120	19,200.00	425.00	89.00	2983	7
1	South Portland	SUPERINTENDENT	F	131,000.00	CAS	27	2	2019	260	20	12	15	260	18,227.00	477.00	133.00	3027	7
1	Wells-Ogunquit CSD	SUPERINTENDENT	F	135,500.00	MA	23	2	2020	260	30	12	17	150	23,217.00	375.00	240.00	1339	9
1	Westbrook	SUPERINTENDENT	F	125,660.00	PHD	27	1	2019	260	15	12	10	180	18,570.00	1,470.00	128.00	2554	7
1	York	SUPERINTENDENT	F	130,000.00	CAS	30	0	2018	260	25	12	15	140	23,391.00	425.00	0.00	1769	9
4	Biddeford	ASST. SUPT	F	113,935.00	CAS	18	3	2018	260	35	14	20	200	18,777.00	257.00	0.00	2695	9
4	Gorham	ASST. SUPT	F	118,965.00	PHD	24	1	2018	260	0	11	15	130	22,708.00	917.00	135.00	2704	7
4	Portland	ASST. SUPT	F	120,000.00	MA	22	1	2018	249	20	0	18	229	8,131.00	465.00	0.00	7289	7
4	RSU 14	ASST. SUPT	F	116,731.00	CAS	35	16	2019	235	25	13	15	90	20,729.00	1,625.00	0.00	3117	9
4	RSU 21	ASST. SUPT	F	114,380.00	PHD	21	2	2018	260	25	12	20	180	24,309.00	479.00	0.00	2328	9
4	SAD 06	ASST. SUPT	F	122,000.00	MA	18	2	2018	260	25	12	18	260	18,314.00	1,299.00	1,046.00	3595	9
4	SAD 60	ASST. SUPT	F	107,381.00	MA	30	16	2019	260	30	11	15	180	21,483.00	1,575.00	300.00	2951	9
4	Sanford	ASST. SUPT	F	106,688.00	MA	21	1	2019	260	30	12	20	200	20,374.00	1,562.00	0.00	3153	9
4	Scarborough	ASST. SUPT	F	93,788.00	MA	36	8	2018	260	30	12	20	120	19,200.00	425.00	121.00	2983	7
4	South Portland	ASST. SUPT	F	119,478.00	MA	25	6	2018	260	20	12	15	260	18,227.00	477.00	133.00	3027	7
4	Westbrook	ASST. SUPT	F	105,300.00	MA	12	1	2018	260	20	12	20	140	18,570.00	1,470.00	128.00	2554	7
6	Biddeford	BUSINESS/FINANCE MGR	F	79,947.00	BA	20	17	2018	260	25	14	12	150	18,777.00	257.00	0.00	2695	9
6	Cape Elizabeth	BUSINESS/FINANCE MGR	F	109,778.00	BA	12	2	2018	260	20	12	15	135	18,336.00	460.00	30.00	1602	7
6	Falmouth	BUSINESS/FINANCE MGR	F	130,494.00	MA	22	18	2018	260	20	12	17	260	22,697.00	1,528.00	0.00	2118	7
6	Gorham	BUSINESS/FINANCE MGR	F	100,400.00	BA	15	5	2018	260	10	11	15	130	22,708.00	917.00	161.00	2704	7
6	Portland	BUSINESS/FINANCE MGR	F	106,050.00	MA	2	1	2021	249	20	0	18	229	15,721.00	0.00	0.00	7289	7
6	RSU 21	BUSINESS/FINANCE MGR	F	112,942.00	MA	20	5	2018	260	25	12	20	180	24,309.00	479.00	0.00	2328	9
6	RSU 57	BUSINESS/FINANCE MGR	F	95,000.00	BA	14	4	2018	260	32	13	10	0	24,347.00	1,580.00	242.00	3035	9
6	Saco	BUSINESS/FINANCE MGR	F	82,718.00	BA	8	4	2018	260	33	12	15	210	20,781.00	471.00	0.00	1773	9
6	SAD 06	BUSINESS/FINANCE MGR	F	104,000.00	MA	30	6	2019	260	25	12	18	260	18,314.00	1,299.00	2,289.00	3595	9
6	SAD 35	BUSINESS/FINANCE MGR	F	82,000.00	BA	1	1	2018	260	30	12	17	150	23,678.00	450.00	0.00	2362	9
6	SAD 60	BUSINESS/FINANCE MGR	F	90,250.00	BA	18	11	2018	260	35	11	15	180	21,483.00	1,575.00	300.00	2951	9
6	Sanford	BUSINESS/FINANCE MGR	F	97,203.00	BA	7	3	2018	260	30	12	20	200	22,531.00	1,562.00	0.00	3153	9
6	Scarborough	BUSINESS/FINANCE MGR	F	94,813.00	MA	18	8	2018	260	20	12	20	120	19,200.00	425.00	357.00	2983	7
6	South Portland	BUSINESS/FINANCE MGR	F	115,996.00	MA	16	7	2018	260	20	12	15	260	18,227.00	477.00	552.00	3027	7
6	Wells-Ogunquit CSD	BUSINESS/FINANCE MGR	F	97,138.00	MA	20	1	2019	260	30	11	15	120	23,217.00	375.00	240.00	1339	9
6	Westbrook	BUSINESS/FINANCE MGR	F	98,393.00	MA	15	5	2019	260	30	12	20	140	18,570.00	1,470.00	128.00	2554	7
6	York	BUSINESS/FINANCE MGR	F	113,124.00	MA	36	20	2018	260	30	12	15	150	23,391.00	425.00	0.00	1769	9