

Maine School Administrative District No. 6

NEGOTIATIONS COMMITTEE MEETING

Tuesday, September 12, 2017

3:45 PM

Central Office Conference Room

AGENDA

3:45 PM

1. Executive Session Pursuant to 1 MRSA § 405 (6)(d) to Prepare for Upcoming Negotiations with the Saco Valley Teachers Association (SVTA)

4:00 PM

2. Executive Session Pursuant to 1 MRSA § 405 (6)(d) to Continue in Negotiations with the SVTA towards a Successor Collective Bargaining Agreement
3. Approval of the August 22, 2017, Negotiations Committee Meeting Minutes
4. Review and Discussion of the Pay Plan for Non-Bargaining Unit Salaried Employees
5. Other
6. Adjournment

Bonny Eagle School District

NEGOTIATIONS COMMITTEE MEETING MINUTES

Tuesday, August 22, 2017

**District Central Office
Conference Room**

The Negotiations Committee held a meeting on **Tuesday, August 22, 2017**, in the Conference Room at the District Central Office located in Buxton, Maine. Present were Committee members: Rebecca Bowley, Raymond Cullen, Robert Deakin, and Cynthia Meserve. Also present were Peter Felmly, MSAD 6 Legal Counsel; Paul Penna, Superintendent of Schools; William Brockman, Business Manager; Jennifer Barschdorf, Human Resources/Accounting Manager; and Hedy Smith, Executive Secretary.

The meeting opened at **1:06** p.m.

1. Executive Session Pursuant to 1 MRSA § 405 (6)(d) to Prepare for Upcoming Negotiations with the Saco Valley Teachers Association (SVTA)

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

To move into executive session at **1:06** p.m. with MSAD 6 Legal Counsel, the Superintendent of Schools, the Business Manager, the Human Resources/Accounting Manager, and the Executive Secretary pursuant to 1 MRSA § 405 (6)(d) to prepare for upcoming negotiations with the SVTA.

VOTED: “Yes,” Unanimously

The Committee moved out of executive session at **1:27** p.m.

2. Executive Session Pursuant to 1 MRSA § 405 (6)(d) to Continue in Negotiations with the Saco Valley Teachers Association towards a Successor Collective Bargaining Agreement

The Committee moved into executive session at **1:28** p.m. with the Saco Valley Teachers Association’s Negotiating Team, the MEA Uniserv Director, MSAD 6 Legal Counsel, the Superintendent of Schools, the Business Manager, the Human Resources/Accounting Manager, and the Executive Secretary pursuant to 1 MRSA § 405 (6)(d) to continue in negotiations with the SVTA towards a successor collective bargaining agreement.

The SVTA’s Negotiating Team and the MEA Uniserv Director left the meeting at **4:06** p.m.

The Committee moved out of executive session at **4:16** p.m.

3. Approval of the August 14, 2017, Negotiations Committee Meeting Minutes

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

To approve the minutes of the August 14, 2017, Negotiations Committee meeting as presented.

VOTED: “Yes,” Unanimously

4. Review and Discussion of the Salary Proposal for Non-Bargaining Unit Employees

Mr. Brockman distributed the Non-Bargaining Personnel Pay Plan for hourly staff for the 2017-2018, 2018-2019, and 2019-2020 school years (see Attachment #1). He explained that the non-bargaining personnel unit salary scales worked differently than those in the collective bargaining scales. There are no steps in this scale. Existing employees are placed as close to the midpoint as possible. Middle of the “bands” are those employees who meet performance standards. Employees who are above the midpoint are those employees who exceed the standards, and those below the midpoint may be employees who are on action plans. The scale was set up based on performance standards and is used to help employees to improve on performance. Mr. Brockman explained that managers and supervisors have input as to where employees fall on the salary bands based on performance evaluations.

Discussion:

- *What is the cost of this proposal?*

This proposal is less than was just offered to the SAD 6 Support Staff Association. It is 8.75% over three years. This model is more merit-based and allows the District the ability to reward stellar performance. When placing a non-bargaining unit employee on the bands, the Business Manager and the Human Resources/Accounting Manager review the employee’s education, skills, and experience. Then, they look at the midpoint of the band and determine placement.

- *It appears that the Assistant Compliance Specialist will be receiving a large increase.*

The Assistant Compliance Specialist has received a Class II water license and a Class I sewer license. He is now licensed to take care of the District’s treatment plant and will work with the Maintenance Foreman for three years as part of his license requirement. The Maintenance Foreman is fully licensed to care for the treatment plant.

- *Are all of these people full time?*

Yes.

- LPNs have less actual training than our Ed Tech IIIs. Some Ed Techs have an associate’s degree, but most of the Ed Tech IIIs in MSAD 6 have a bachelor’s degree. The District would like to pay LPNs more, but the top of the scale for an Ed Tech III is approximately \$18.50 per hour. Mr. Brockman acknowledged that he had moved everyone up on the band that could be moved up and tried to get the LPNs in similar wage ranges.

- *Do LPNs have to pay for the 12th month of insurance?*

Yes, but the contribution is taken out of their paychecks throughout the school year.

- *Does health services know that LPNs are the only ones that have to pay the 12th month?*

LPNs are treated the same as all school year employees. LPNs are hired to provide services to students. When students are not in school, their services are not needed.

Mr. Brockman noted that there would be another salary proposal for the salaried positions, and he will present the proposal at the September 12 Negotiations Committee meeting. Once the proposals

have been approved by the full Board, the Business Manager and the Superintendent will meet with the employees to share the information with them. Mr. Brockman acknowledged that employees do have the right to appeal their placement on the salary bands.

- *Do you sit with employees to let them know if they want to move from point “A” to point “B”, they will need to do “X, Y, or Z?”*

Yes.

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

To approve the proposed Non-Bargaining Personnel Pay Plan for hourly employees for the 2017-2018, 2018-2019, and 2019-2020 school years to be presented to the full Board for their approval.

VOTED: “Yes,” Unanimously

5. Other

Next Meeting:

Tuesday, September 12 4:00 – 7:00 PM To continue negotiations with the SVTA

No other items were introduced at this time.

6. Adjournment

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

To adjourn the meeting at **4:59** p.m.

VOTED: “Yes,” Unanimously