

Bonny Eagle School District

NEGOTIATIONS COMMITTEE MEETING MINUTES

Tuesday, September 12, 2017

**District Central Office
Conference Room**

The Negotiations Committee held a meeting on **Tuesday, September 12, 2017**, in the Conference Room at the District Central Office located in Buxton, Maine. Present were Committee members: Rebecca Bowley, Raymond Cullen, Robert Deakin (late arrival), and James Moses. 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 **3:58** 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 Ms. Bowley; seconded by Mr. Moses:

To move into executive session at **3:58** 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 **4:07** 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 **4:09** 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.

Mr. Deakin joined the meeting at **4:47** p.m.

Ms. Bowley left the meeting at **6:38** p.m.

The SVTA’s Negotiating Team and the MEA Uniserv Director left the meeting at **6:42** p.m.

The Committee moved out of executive session at **6:52** p.m.

3. Approval of the August 22, 2017, Negotiations Committee Meeting Minutes

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

To approve the minutes of the August 22, 2017, Negotiations Committee meeting as presented.

VOTED: “Yes,” Unanimously

4. Review and Discussion of the Pay Plan for Non-Bargaining Unit Salaried Employees

Mr. Brockman distributed the Non-Bargaining Personnel Pay Plan for salaried staff for the 2017-2018, 2018-2019, and 2019-2020 school years (see attached). He explained that the non-bargaining personnel unit salary scales worked differently than the salary scales in the collective bargaining agreements. There are no steps in the pay plan for non-bargaining unit employees. 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. The overall increase of the proposal is 3.17% which represents an increase of \$29,089.60.

Discussion:

- *Why do some positions have a different number of work days?*
Some of the positions are built around student and staff needs such as the Dean of Students, Director of Alternative Education, Athletic Trainer, and the Adult Education Program Assistant; therefore, they would not be needed to work in a full-year capacity (260 days).

Mr. Brockman explained that the pay plan would not change for three years. What will change, however, may be the employee’s placement on the bands. On average, an employee may see an increase of approximately 2% over the 2018-2019 and 2019-2020 school years. If an employee receives a larger increase than that, it is because the employee has been moved to a higher band. Mr. Brockman is recommending that the Food Services Director be moved up the bands quicker because of the salaries for similar positions in the surrounding school districts. The District’s current wage for this position has become less competitive.

- *Why are there asterisks by some of the positions?*
Three positions were hired by the Superintendent prior to the development of the pay plan proposal. In order to ensure the positions were correctly placed on this proposal, asterisks were placed by the positions.

Mr. Brockman noted that prior to the development of a pay plan for non-bargaining unit employees, any employee seeking an increase in salary were asked to come before the then Salaries and Personnel Committee to submit their proposal. Those that fought for themselves sometimes did better than those who chose not to come before the Committee.

Mr. Brockman added that there were currently no non-bargaining unit salaried employees on an action plan.

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

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

VOTED: “Yes,” Unanimously

5. Other

No other items were introduced at this time.

6. Adjournment

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

To adjourn the meeting at **7:05** p.m.

VOTED: “Yes,” Unanimously