

**Bonny Eagle School District**

**NEGOTIATIONS COMMITTEE MEETING MINUTES**

**Thursday, August 29, 2019**

**District Central Office**

**Library**

---

The Negotiations Committee held a meeting on **Thursday, August 29, 2019**, in the Central Office Library located in Buxton, Maine. Present were Committee members Julie Bruni, Nathan Carlow (arrived late), James Moses, and Arthur Payeur. Also present were Paul Penna, Superintendent of Schools; Lori Napolitano, Assistant Superintendent; William Brockman, Business Manager; Jennifer Barschdorf, Human Resources Manager; and Hedy Smith, Executive Secretary. Guests included Susan Watkins of Standish.

Mr. Moses called the meeting to order at **4:32** p.m.

**1. Approval of the August 8, 2019, Negotiations Committee Meeting Minutes**

**Moved by Mr. Payeur; seconded by Ms. Bruni:**

To approve the August 8, 2019, Negotiations Committee meeting minutes as presented.

**VOTED:** “Yes,” Unanimously

**2. Discussion Regarding Substitute Teacher Pay for the 2019-2020 School Year**

Mr. Brockman distributed a handout entitled, “Substitute Teacher Pay: Comparison and Proposal” (see attached). He explained that his office had collected data from surrounding school districts. The current MSAD 6 substitute teacher pay scale is as follows:

High School Diploma	\$60.00 per day
Associate’s Degree / 2 Years of College	\$65.00 per day
Bachelor’s Degree / 4 Years of College	\$70.00 per day
Certified Teacher	\$75.00 per day
School Nurse	\$100.00 per day
District Retired Certified Teacher	\$80.00 per day
MSAD 6 Adult Education Substitute Training	\$5.00 additional stipend

Mr. Brockman stated that the District had to consider the impact of minimum wage on the substitute teacher pay. Minimum wage will increase to \$12.00 per hour beginning January 1, 2020. He explained that the District must be competitive with school districts such as Gorham, Westbrook, RSU 57, and RSU 14. These are the school districts that our District is really competing with.

Mr. Carlow joined the meeting at 4:35 p.m.

Mr. Brockman would like to propose the following beginning with the 2019-2020 school year:

High School Diploma	\$80.00 per day
---------------------	-----------------

---

Associate's Degree / 2 Years of College	\$85.00 per day
Bachelor's Degree / 4 Years of College	\$85.00 per day
Certified Teacher	\$90.00 per day
School Nurse	\$120.00 per day
Retired Teacher	\$90.00 per day
MSAD 6 Adult Education Substitute Training	\$5.00 additional stipend

Mr. Brockman noted that he was recommending that a change in category title from "District Retired Certified Teacher" to simply "Retired Teacher" be considered.

**Discussion:**

- *Is "Retired Teacher" consistent with other school districts?*

Mr. Brockman stated that he believed that other school districts had similar pay categories.

Ms. Barschdorf stated that retired teachers, if they had not renewed their certification, would not be able to apply for some of the long term substitute vacancies.

Mr. Brockman noted that there would be a long term impact. He stated that it would be extremely important to make sure that administration no longer employ "bench" subs. A "bench" sub is a substitute teacher that is hired at a school "just in case" there is an absence.

The increase would cost \$53,100 per year based on 20 substitute teachers hired per day.

- *Where does the money come from?*

The funds are budgeted under the substitute teacher account.

- *Can it be guaranteed?*

Not necessarily, but future budgets can be built on this information.

- *Are we basing the 20 substitutes per day on historical data? Have we tracked this?*

Yes. We have looked at an average.

- *What is the percentage of substitute teachers who are certified?*

Mr. Brockman did not have the number available at the meeting, but not all substitutes are certified teachers.

- *Can we change the language to include other certificates or licensing that may equate in experience to the number of years in college?*

The Committee believed this was a good suggestion, and Mr. Brockman agreed that he could change the title of the categories of 2 years of college and 4 years of college to include "equivalent experience."

Ms. Napolitano stated that this was a suggestion that had come from the "Coffee and Conversation" that was held with the District's substitutes earlier this week. She stated that it would be in line with our District's commitment to hiring military veterans as well.

Mr. Moses stated that he liked the plan, particularly with the idea of adding some flexibility for those substitutes who may have equivalent experience and/or industry certification/licensing.

Mr. Brockman stated that he believed the District would be able to be competitive with the vast majority of school districts. Mr. Carlow hoped the District could afford the increase.

The Negotiations Committee recommended that the plan, with the amendments, be brought forward to the Board for approval at the next appropriate meeting.

**3. Other**

**Future Meetings:**

September 4, 2019	5:00 PM	Committee Meets with Legal Counsel
	5:30 PM	Committee Meets with LPN Association
September 9, 2019	4:30 PM	Stipend Review Committee Meets

Mr. Brockman and Ms. Barschdorf will work to cost out the Association's Appendix B proposal and share the information with Mr. Moses and Ms. Bruni who serve as Board representatives on the Stipend Review Committee.

**4. Adjournment**

**Moved by Mr. Payeur; seconded by Ms. Bruni:**

To adjourn the meeting at **4:47** p.m.

**VOTED:** "Yes," Unanimously

## SUBSTITUTE TEACHER PAY - COMPARISON & PROPOSAL - 08/29/2019

	HIGH SCHOOL DIPLOMA	ASSOC 2 YR COLLEGE	BACH 4 YR COLLEGE	CERTIFIED TEACHER	NURSE	DISTRICT RETIRED CERTIFIED TEACHER*	ADULT ED TRAINED SUB CLASS	NOTES
MSAD 6 (CURRENT)	\$60.00	\$65.00	\$70.00	\$75.00	\$100.00	\$80.00	\$5.00	
RSU 21		\$75.00	\$75.00	\$75.00	\$125.00	\$75.00		
SANFORD	\$60.00	\$60.00	\$70.00	\$75.00	\$100.00	\$75.00		
SCARBOROUGH			\$70.00	\$75.00	\$115.00			
RSU 57	\$65.00	\$65.00	\$80.00	\$80.00	\$80.00	\$85.00	\$5.00	
SAD 55	\$70.00	\$70.00	\$70.00	\$80.00		\$80.00		
WELLS-OGUNQUIT	\$70.00	\$70.00	\$70.00	\$80.00	\$129.00	\$80.00		
WESTBROOK	\$60.00	\$80.00	\$80.00	\$80.00	\$80.00			
BIDDEFORD	\$75.00	\$75.00	\$75.00	\$85.00	\$140.00	\$85.00		
GORHAM		\$80.00	\$80.00	\$85.00	\$195.00	\$85.00		
RSU 5	\$65.00	\$85.00	\$85.00	\$85.00	\$140.00	\$85.00		
RSU 23	\$77.00	\$85.00	\$85.00	\$85.00	\$140.00	\$90.00	\$10.00	
SO PORTLAND - ET		\$85.00	\$85.00	\$85.00	\$175.00	\$85.00		
FALMOUTH		\$87.00	\$87.00	\$87.00	\$125.00	\$85.00		
CAPE ELIZABETH		\$90.00	\$90.00	\$90.00	\$125.00	\$90.00		
RSU 14	\$80.00	\$80.00	\$85.00	\$90.00	\$120.00	\$95.00	\$5.00	
SACO	\$60.00	\$70.00	\$80.00	\$90.00	\$140.00	\$90.00	\$10.00	
SAD 51		\$90.00	\$90.00	\$90.00	\$115.00	\$90.00		
SO PORTLAND		\$90.00	\$90.00	\$90.00	\$175.00	\$90.00		
MSAD 6 (PROPOSED)	\$80.00	\$85.00	\$85.00	\$90.00	\$120.00	\$90.00	\$5.00	*Change "District Retired Certified" to "Retired Teacher"
YARMOUTH	\$92.00	\$92.00	\$92.00	\$92.00	\$140.00	\$92.00		
RSU 35		\$95.00	\$95.00	\$95.00	\$140.00	\$95.00		
PORTLAND		\$70.00	\$85.00	\$100.00	\$125.00			
YORK	\$110.00	\$110.00	\$120.00	\$200.00	\$200.00			

PROPOSAL: \$80 / 6.5HRS = \$12.31 - \$85 / 6.5HRS = \$13.08 - \$90 / 6.5HRS = \$13.85 - \$120 / 6.5HRS = \$18.46

ASSUMING WE EMPLOY APPROXIMATELY 20 SUB PER DAY:

2018-2019 - 20 X 177 X \$75 = \$265,500 / 2019-2020 - 20 X 177 X \$90 = \$318,600 INCREASE = \$53,100