

## Negotiations Committee Meeting

Minutes

March 23, 2017

Board Members Present: Nicol Whalen, Todd Alexander Gamble, Dawn Hoyt

Administrations: Judith Pullinen, Superintendent, Petro Lynn, Lawyer

Teachers Present; Brian Howe, Pat Preseault, Jeremy Pratico, Anne Sulzmann

Nea Representative: Norm Bartlett

Meeting called to order at 5:00 p.m.

1. Norm Bartlett gave an overview of outstanding issues:

- Severance benefit – Association is withdrawing request
- Extra pay of \$30 for covering another teacher's class when there is no substitute
- Insurance – tentative agreement
- Reimbursement Pool- asked if this is an issue since there was a substantial increase last year. Judy Pullinen replied that there is now a pool of \$40,000 and there is approximately \$17,000 left for the remainder of the year. This is a healthy sum since we only have 3 months left. Association withdrew request
- Board pays "up front" for tuition for classes instead of reimbursement. – Discussion around need for this; is there really a hardship? Yes, especially for young teachers who may already have loan payments. Also discussed possibility of doing a loan agreement, with safeguards in place: Grade B or Pass; Limit time in agreement for completion of class and turning in grades, repayment if teacher does not complete terms. Norm will research a loan for tuition repayment.
- Salary proposal by teachers: 2.5% on base plus a step = 4.83% new money total.

Co-curricular salary schedule added to contract

Board: In lieu of insurance needs to be changed to Sec. 125; want a 1 year contract.

Pietro Lynn will draft language around health agreement.

Pietro Lynn said recent settlements regarding salary are 2.5% in year one and 2.6% in year two in one district; another settled at 3.1% year 1 and 3.2% year two. The board's offer is 1% plus "even" step, which is 2.87%.

Board response to Teacher's salary proposal of 2.5% on base plus a step = 4.83% new money total:

Offer 1% index increase on base plus a step = 3.12% in new money. This addresses promise of increase over time to new teachers is met through the step increase, and increase on base provides cost of living for teachers at the "top".

Teachers to respond at next meeting.

Meeting adjourned at 7:00