

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Monday, February 12, 2018

Executive Session

Media Center
Wachusett Regional High School
1401 Main Street, Holden

Wachusett Regional School District Committee

Kenneth Mills, Chair	Amy Michalowski
Christina Smith, Vice-chair	Benjamin Mitchel
Scott Brown	Jon Edward Novak
Thomas Curran	Michael Rivers
Stephen Godbout	Asima Silva
Susan Hitchcock	Robin Van Liew (7:03 PM)
Robert Imber	Megan Weeks
Sarah LaMountain	Charles Witkes
Linda Long-Bellil	Adam Young (6:36 PM)
Lauren Maldonado (6:36 PM)	

Committee Members Absent:

Michael Dennis	Matthew Lavoie
Harriet Fradellos	

Committee Members Participating Remotely:

None

Administration Present:

Darryll McCall, Superintendent
Joseph Scanlon, Director of Business and Finance
Jeff Carlson, Director of Human Resources
Rebecca Petersen, Executive Secretary to the Superintendent

Others:

Joseph Bartulis, District Counsel

Municipal Representative

Not present

Chair Mills called the executive session to order at 6:36 PM.

6:36 PM Member Maldonado joined the meeting.

6:36 PM Member Young joined the meeting.

Chair Mills turned the meeting over to Legal Affairs Subcommittee Chair Hitchcock.

Subcommittee Chair Hitchcock called members' attention to the Memorandum of Agreement between the Wachusett Regional School District and the Wachusett Administrators' Association (attachment 1). She gave a brief overview and explanation of the proposed changes to the contract with this bargaining unit. Subcommittee Chair Hitchcock explained this contract would be for three years, July 1, 2017 to June 30, 2020.

6:38 PM Member Imber left the table.

6:39 PM member Imber returned to the table.

At the conclusion of Subcommittee Chair Hitchcock's review, members were given the opportunity to ask questions. No questions were asked.

Subcommittee Chair Hitchcock called members' attention to the Memorandum of Agreement between the Wachusett Regional School District and the AFSCME Council 93, Local 2885 Custodial Unit (attachment 2). She gave a brief overview and explanation of the proposed changes to the contract with this bargaining unit. Subcommittee Chair Hitchcock explained this contract would be for two years, July 1, 2017 to June 30, 2019.

At the conclusion of Subcommittee Chair Hitchcock's review, members were given the opportunity to ask questions. Members Long-Bellil, LaMountain, and Mitchel asked questions, which were answered.

Subcommittee Chair Hitchcock called members' attention to the Memorandum of Agreement between the Wachusett Regional School District and the AFSCME Council 93, Local 2885 Clerical Unit (attachment 3). She gave a brief overview and explanation of the proposed changes to the contract with this bargaining unit. Subcommittee Chair Hitchcock explained this contract would be for two years, July 1, 2017 to June 30, 2019.

At the conclusion of Subcommittee Chair Hitchcock's review, members were given the opportunity to ask questions. No questions were asked.

Subcommittee Chair Hitchcock called members' attention to the Memorandum of Agreement between the Wachusett Regional School District and the Wachusett Cafeteria Association (attachment 4). She gave a brief overview and explanation of the proposed changes to the contract with this bargaining unit. Subcommittee Chair Hitchcock explained this contract would be for two years, July 1, 2017 to June 30, 2019.

At the conclusion of Subcommittee Chair Hitchcock's review, members were given the opportunity to ask questions. Chair Mills had a question, which was answered.

Following Subcommittee Chair Hitchcock's review of the four MOAs, Superintendent McCall gave an update on negotiations with the WREA. He reported the District and the WREA are scheduled for mediation the afternoon of February 20, 2018. Superintendent

McCall is of the opinion the WREA, as well as the District, is anxious to resolve the negotiations stalemate as quickly as possible. Superintendent McCall will have a better idea of next steps after the February 20, 2018 mediation session. Discussion ensued, with several members of the Committee participating in the discussions. Attorney Bartulis also participated in the discussions.

7:03 PM Member Van Liew joined the meeting.

Chair Mills explained that, following this executive session and the review and discussions about the contract proposals, the full School Committee will be asked to vote approval of these contracts in open session.

Motion: To adjourn executive session, to return to public session

(S. Hitchcock)

(S. Brown)

Roll call vote:

In favor:

Kenneth Mills
Christina Smith
Scott Brown
Thomas Curran
Stephen Godbout
Susan Hitchcock
Robert Imber
Sarah LaMountain
Linda Long-Bellil
Lauren Maldonado
Amy Michalowski
Benjamin Mitchel
Jon Edward Novak
Michael Rivers
Asima Silva
Robin Van Liew
Megan Weeks
Charles Witkes
Adam Young

Opposed:

None

The motion was approved unanimously.

The executive session adjourned at 7:04 PM.

Respectfully submitted,

Darryll McCall, Ed.D.

Superintendent of Schools

DM:rlp

Attachments:

- Attachment 1 – MOA WAA
- Attachment 2 – MOA Custodial
- Attachment 3 – MOA Clerical
- Attachment 4 – MOA Cafeteria

MEMORANDUM OF AGREEMENT
between the
Wachusett Regional School District and the
Wachusett Administrators Association

The negotiating subcommittees of the Wachusett Regional School District and the Wachusett Administrators Association have negotiated a successor collective bargaining agreement for the period covering July 1, 2017 through June 30, 2020. Except to the extent referenced in this MOA, the terms of the contract covering July 1, 2015 through June 30, 2017 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2017 – June 30, 2020. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2020. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

1. Article IX – General Conditions, F. Provisions for Professional Improvement, Replace 1. A. Workshops and Conferences with the following language: “Attendance at subject-area or educational workshops and conferences must be pre-approved for the cost incurred to be reimbursed as provided in the budget. The District agrees to provide each administrator with an annual benefit of \$500 to be used for the payment of fees, travel, or other costs for workshops or conferences that receive the prior approval of the administrator’s supervisor. The District agrees that approval of such requests shall not be unreasonably denied. This \$500 benefit shall not be accumulated from year to year but the \$500 benefit for each administrator will be available each year. The District will inform WAA on February 1 of total dollars not spent for professional development from July 1 through January 31. The unused dollars will be allocated to WAA members for professional development on a first come first serve basis not to exceed \$750 per member. Remaining dollars as of June 30 will be returned to the District.”
2. Article X – Salary B. - Increase grid 1% effective July 1, 2017; 2% effective July 1, 2018, and 2% effective July 1, 2019. Change last paragraph under Longevity to read as follows-“In addition to the above, those Members employed with the District for five (5) full school years, will receive an additional longevity payment of \$3,200 beginning in their 6th year with the School District.”
3. Any existing Memorandum of Agreements will be incorporated into the final Contract document.
4. Article XVI- Effective Period of Contract - Replace first sentence with the following – “This Contract shall continue in effect from July 1, 2017 to including June 30, 2020. By November 1, 2019, the Committee and the Association shall begin negotiations on a successor contract.”
5. This agreement is subject to ratification by the Wachusett Administrators Association and the Wachusett Regional School District Committee.

Darryll McCall, Ed.D, Superintendent of Schools

Date: _____

Trish O’Donnell, Union President

Date: _____

Kenneth Mills, Chair, Wachusett Regional School District Committee

Date: _____

MEMORANDUM OF AGREEMENT
between the
Wachusett Regional School District and the
AFSCME Council 93, Local 2885 Custodial Unit

The negotiating subcommittees of the Wachusett Regional School District and AFSCME Council 93, Local 2885 - Custodial Unit have negotiated a successor collective bargaining agreement for the period covering July 1, 2017 through June 30, 2019. Except to the extent referenced in this MOA, the terms of the contract covering July 1, 2015 through June 30, 2017 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2017 – June 30, 2019. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2019. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

1. Article 5 - Job Posting and Bidding – Change the second to last sentence to read – “Three (3) bargaining unit members who meet the minimum entrance requirements will be given an interview.”
2. Article 13 – Vacation - Add the following sentence to paragraph 3 – “Employees hired after July 1, 2017 will have their vacation award prorated upon their termination.”
3. Article 26 – Wages - Increase existing grid 1% effective July 1, 2017; 2% effective July 1, 2018. Staff eligible to move a Step will do so each July 1 for the life of this Agreement.
4. Article 29 – Night Differential – Incorporate previously agreed to language into existing contract.
5. Article 32- Duration - Replace first sentence with the following – “This Agreement shall become effective July 1, 2017 and shall continue in full force and effect until June 30, 2019.”

Darryll McCall, Ed.D, Superintendent of Schools

Date: _____

Kenneth Mills, Chair, Wachusett Regional School District Committee

Date: _____

Joel Bernier, Union President

Date: _____

Wendy Timmons, AFSCME

Date: _____

MEMORANDUM OF AGREEMENT
between the
Wachusett Regional School District and the
AFSCME Council 93, Local 2885 - Clerical Unit

The negotiating subcommittees of the Wachusett Regional School District and AFSCME Council 93, Local 2885 - Clerical Unit have negotiated a successor collective bargaining agreement for the period covering July 1, 2017 through June 30, 2019. Except to the extent referenced in this MOA, the terms of the contract covering July 1, 2015 through June 30, 2017 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2017 – June 30, 2019. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2019. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA..

1. Article 26 – Wages - Increase adjusted grid 1% effective July 1, 2017; 2% effective July 1, 2018. Staff eligible to move a Step will do so each July 1 for the life of this Agreement.
2. Article 27 – Retirement – Replace first paragraph with the following – “Upon retirement, all members of the bargaining unit shall receive credit for unused sick leave and be paid \$10 per day for all unused sick days in excess of 80 days up to a maximum of \$1000.”
3. Article 29 – Duration - Replace first sentence with the following – “This Agreement shall become effective July 1, 2017 and shall continue in full force and effect until June 30, 2019.”

Darryll McCall, Ed.D, Superintendent of Schools

Date: _____

Kenneth Mills, Chair, Wachusett Regional School District Committee

Date: _____

Joel Bernier, Union President

Date: _____

Wendy Timmons, AFSCME

Date: _____

MEMORANDUM OF AGREEMENT
between the
Wachusett Regional School District and the
Wachusett Cafeteria Association

The negotiating subcommittees of the Wachusett Regional School District and the Wachusett Cafeteria Association have negotiated a successor collective bargaining agreement for the period covering July 1, 2017 through June 30, 2019. Except to the extent referenced in this MOA, the terms of the contract, covering July 1, 2015 through June 30, 2017 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2017 – June 30, 2019. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2019. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

1. Article IV – Sick Leave – 3.0- Change number from five (5) to ten (10) days only.
2. Article VI - Uniform Allowance. Change this entire section to read as follows "The District agrees to pay bargaining unit members a \$185 uniform allowance for the 2017-2018 school year and a \$250 uniform allowance for the 2018-2019 school year. Said payments will be made in the third regular paycheck of the school year minus applicable withholdings."
3. Article VII – Other Leaves- 3.0 – Replace third sentence with the following "Such a request for two (2) of said personal days must include the reason for the leave, the reason need not be provided for the third personal day requested. The employee may choose which personal day requested he or she wishes to provide no reason."
4. Article X – Hours and Conditions of Employment. Change "one hundred eighty (180) days" to "one hundred eighty one (181) days" in Section 4.0.
5. Article XI - Salary- Increase grids 1% effective July1, 2017 and 2% effective July 1, 2018.
6. Article XII – Duration – Replace with the following "This Agreement shall become effective July1, 2017 and shall continue in full force and effect until June 30, 2019."
7. Article XIV – Insurance – Eliminate 2.0 and renumber remaining sections.
8. Article XV - Working out of Grade – Change "5" days to "3" days and "6th" day to "4th" day.
9. Article XVII - Probationary Period – Insert the word "working" after "(90)" and before "days".
10. Article XIX - Reasonable Assurance of Employment - Add the phrase "or email" after the word "letter."

Darryll McCall, Ed.D, Superintendent of Schools

Date: _____

Kenneth Mills, Chair, Wachusett Regional School District Committee

Date: _____

Michelle Goodacre, Union President

Date: _____