

Chariho School Committee Meeting
Executive Session Minutes – March 8, 2016
**NEA ESP Contract Negotiation Update – Minutes sealed until an agreement is reached.
Minutes unsealed December 13, 2016.**

Committee Members Present: Chair Craig Louzon, Vice Chair Sylvia Stanley, George Abbott, Ronald Areglado, Donna Chambers, William Day, Stephen Huzyk, Lisa Macaruso, Kevin McGreevy, Keven Miller and Georgia Ure.

Administrators Present: Superintendent Barry Ricci and Assistant Superintendent Jane Daly.
Also in attendance: School Committee Clerk Donna Sieczkiewicz.

II-7. NEA ESP Contract Negotiation Update

Superintendent Ricci stated that the Subcommittee has discussed the appointment of one more Committee member to the Subcommittee to serve as an alternate in the absence of one of the three members. There is currently one person from each community on the Subcommittee. Kevin suggested they appoint three alternates (one from each town). If a Subcommittee member is going to be absent from a meeting, he/she should call Donna at the Administration Building and Donna will call the alternates from the list, beginning with the person in the same town as the absent Subcommittee member.

Ronald Areglado made a motion, seconded by Sylvia Stanley and it was VOTED: To appoint three alternates (one from each town) to the NEA ESP Negotiation Subcommittee. In favor: Unanimous.

Ronald Areglado made a motion, seconded by Sylvia Stanley and it was VOTED: To appoint Stephen Huzyk as the Charlestown alternate to the NEA ESP Negotiation Subcommittee. In favor: Abbott, Areglado, Chambers, Day, Louzon, Macaruso, McGreevy, Miller, Stanley and Ure. Abstained: Huzyk. The motion carried by a vote of 10 in favor with 1 abstention.

William Day made a motion, seconded by Stephen Huzyk and it was VOTED: To appoint Kevin McGreevy as the Richmond alternate to the NEA ESP Negotiation Subcommittee. In favor: Abbott, Areglado, Chambers, Day, Huzyk, Louzon, Macaruso, Miller, Stanley and Ure. Abstained: McGreevy. The motion carried by a vote of 10 in favor with 1 abstention.

Kevin McGreevy made a motion, seconded by Stephen Huzyk and it was VOTED: To appoint George Abbott as the Hopkinton alternate to the NEA ESP Negotiation Subcommittee. In favor: Areglado, Chambers, Day, Huzyk, Louzon, Macaruso, McGreevy, Miller, Stanley and Ure. Abstained: Abbott. The motion carried by a vote of 10 in favor with 1 abstention.

The Superintendent provided an update. They have had three negotiation sessions; there are no tentative agreements yet. Issues discussed and conceptually agreed to were: elimination of paid lunch for new employees (going forward), no coverage for spouse if he/she can get coverage elsewhere (so long as we can figure out a way for a spouse to buy in to our plan), reduce the insurance waiver and eliminate the dental waiver, increase toileting by 25¢ and custodial supervisor increase. They have not spent much time on salaries. Keven noted a concern he had with reducing the insurance waiver as he feels this will end up costing the District more as more people may choose to take the insurance. Superintendent Ricci replied that the School Committee could decide to leave the waiver where it is. This should be decided now. Sylvia added that the discussion mostly centered on spouses who are self-employed. They were OK with reducing the waiver. Superintendent Ricci noted that there are only seventeen people taking the waiver and if they decide to take the insurance, they will have to pay a co-share which will cost them money. George questioned the effect of Obama Care on the District to which the Superintendent responded that the new rules force the District to cover

more people (i.e. if a substitute teacher works a certain number of hours, we have to cover the insurance). Georgia questioned the direction the Committee was going. Superintendent Ricci stated that the Committee will need to vote if any changes are to be made to the proposal. As there was no more discussion, Ron made a motion to go back to open session. Keven stated he wanted to make a motion so Ron withdrew his motion. Keven made a motion, which was seconded by Georgia, that the Negotiation Subcommittee, at an appropriate time, can keep the waiver at the current rate or increase it if it will benefit the District financially. Ron felt the motion was premature as the Subcommittee has marching orders and this will limit them. They should wait and see where negotiations go and then give them the option to move in a direction that would benefit the District. Georgia stated, based on what the Superintendent said, they are giving the Subcommittee direction so she doesn't see a problem with the motion. Keven added that without the vote, the Superintendent said they would continue with the direction they are going in. Kevin McGreevy disagreed. Your motion says they have to offer it to which Ron added that the motion should be amended. Chair Louzon reminded all that the Subcommittee has to come back to the full School Committee for approval. Donna added that it is the intention of the Subcommittee to always save the District money. Keven withdrew his motion and Georgia withdrew her second. Keven made another motion that if the Subcommittee feels it is an advantage to the District to leave the waiver where it is or increase it if necessary, they can do this so long as it benefits the District. Chair Louzon again stated that this could be interpreted by the Subcommittee as a directive from the School Committee to increase it. Keven stated that he heard that a motion would be needed if they wanted to change the proposal to which Georgia agreed. The Superintendent again commented that if the School Committee wants to provide direction to the Subcommittee that differs from the proposal that was offered, a motion needs to be made. Keven pulled his motion as there was no second to it.

Ronald Areglado made a motion, seconded by William Day and it was VOTED: To return to open session at 7:10 PM. In favor: Unanimous.

Donna J. Sieczkiewicz, Clerk