

Chariho School Committee Meeting
2nd Executive Session Minutes – July 15, 2014
Collective Bargaining (NEA Contract Negotiations)
Minutes to remain sealed until an agreement is reached.

Committee Members Present: Chair Pro Tem Gregory Kenney, George Abbott, Ronald Areglado, Robert Cardozo, Gregory Kenney, Keven Miller and Georgia Ure. Absent: Amanda Blau, Donna Chambers and Stephen Huzyk. Recused: Chair William Day and Vice Chair Craig Louzon.

Administrators Present: Superintendent Barry Ricci and School Committee Clerk Donna Sieczkiewicz.

II-4. NEA Contract Negotiations

Superintendent Ricci again informed the Committee of their choices in regards to NEA Contract Negotiations: 1) do nothing and wait and see if NEA notifies the Committee of its intent to negotiate; 2) initiate a conversation about their interest in continuation of the current contract; or 3) notify them that you want to negotiate the full contract. Keven stated that he does not have enough information. Did we do an impact statement as he did not see it on the website. Superintendent Ricci commented that an impact statement was done but was removed from the website after a certain amount of time. Keven can call Brian for this information. Keven stated that he would like to see what was saved on health insurance (impact of the new categories) and the amount for subject matter compensation. Unless he sees a clear impact on the budget over the past two years, he cannot make a decision. The Superintendent explained that it is difficult to determine some of what Keven is looking for because staff has changed which means salaries have changed. Also, while health care co-pay increased and new programs were introduced, Blue Cross also had a significant increase which was not anticipated. Bob noted that when you do an impact statement upon ratification, this reflects current staffing. This statement is an impact on current scenarios. Ron added that they can look at historical information but there is shifting of staff and expenses versus profit. The issue is whether or not they should renegotiate or extend the contract. Language should be looked at to make sure it is OK. It appears that we got a good deal last time. Keven replied “we think we got a good deal” but we need to look at data. We have to see if we got a good deal. Looks like we may have “left stuff on the table.” Georgia noted that she is in favor of getting more data before making a decision. How many people switched to the new health plan? Bob stated that he spoke with Sue Rogers about this and he thinks about 15 people switched. The flip side is that the co-pay went up from 16% to 20%. There is a new president coming on and from what he understands, they couldn’t get anyone to run for Vice President. He is not sure that they will want to negotiate right now. George asked if legislature could mandate that all have to go into the health care exchange. Chair Pro Tem Kenney noted that they had insurance representatives come down before to talk with them and they can do that again. Ron stated that when you go back into a negotiation, all bets are off. If we are reasonably happy with what we have, we don’t want to go back into negotiations. Superintendent Ricci reported that when the Committee did an extension with the ESP staff, they were given a proposal with some language changes. The Committee pretty much got what it wanted. We can give NEA Certified Staff a proposal and a certain amount of time to take it or leave it. Superintendent Ricci stated that he would like to know specific requests for data that is public information as he doesn’t want to hear that he didn’t supply the data. Keven reviewed questions that he had regarding expenses versus revenue pertaining to health care. He would also like to know what the cost is to the District for subject matter compensation. The Superintendent replied that this has not cost the District any money as it requires five courses to get a bump and no one is there yet. Georgia asked about the savings from the previous contract for this to which the Superintendent responded that this is new to which Keven commented “no savings yet”. Georgia remarked, “according to the Superintendent we saved money on this” to which Superintendent Ricci replied, “I did not say that. You put a spin on everything.” Keven stated that he would like to know what the step increases have cost the District over the past two years. Superintendent Ricci responded that this will not be easy to determine as it is not static. Look at tonight; we hired one person on step

3 and one person on step 14. Bob suggested they read the contract. Ron felt they should lay out a plan like they did with ESP. What can we afford to give? They will want to discuss salaries and possibly health care. Keven stated they need to arm themselves with data. Bob noted that class size will be a hot button for them; duties are another big issue. He suggested that they put down in writing concrete questions for the Superintendent so they can come to a conclusion on this at the next meeting. Superintendent Ricci commented that the only conclusion they need to come to by the next meeting is whether or not they want to notify NEA Chariho. After that, the Committee can decide how it wants to proceed. There can be consequences either way. Georgia asked if "all the changes proved fruitful" to which the Superintendent replied that he cannot go there.

Ronald Areglado made a motion, seconded by Robert Cardozo and it was

VOTED: To close executive session and return to open session at 11:35 PM. In favor: Abbott, Areglado, Cardozo, Kenney and Miller. Opposed: Ure. The motion carried by a vote of 5 in favor with 1 opposed.

Donna J. Sieczkiewicz, Clerk