

Chariho School Committee Meeting
Executive Session Minutes – August 23, 2016
**NEA ESP Negotiation Update - Minutes to remain 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 and Melania van der Hooff. Absent: Ryan Callahan, Keven Miller and Georgia Ure.

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

II-6. NEA ESP Contract Negotiation Update

Subcommittee Chair Sylvia Stanley updated the Committee on the last two negotiation meetings that have taken place. She is very frustrated with the manner in which mediation has been conducted. The Superintendent reviewed where both sides are. There is better language pertaining to overtime which should make it easier to administer. Also included in the proposal was that preference will be given to teacher assistant(s) for ESY employment for those who worked with the student(s) during the school year. The Subcommittee offered to triple the buy back waiver once during the life of the plan if the employee and family stayed off the plan for at least a year. One of their main issues was the amount of co-pay they would have if the spouse chose to stay with Chariho's plan even though he/she could get coverage through their own employer. Currently the District pays 80% with the employee paying 20%. They are still working on the ratio. The Subcommittee is adamant that there will be no retroactivity due to the Unfair Labor Practice. They feel that the contract would have been settled by now and there would be no need to address this issue if the President had endorsed the agreement to her membership. It is their belief that the behavior of the Union President was the cause of the defeat of the agreement. Donna noted that, as a member of the Subcommittee, she would be interested in knowing if the entire Committee supports their stance on retroactive pay. Steve reviewed what he believed the three points of contention were (spousal coverage, co-share ratio and retroactive pay). It was noted that as of right now, the main sticking point is retroactive pay. Lisa questioned if the Subcommittee felt that the Union leadership was representing their full membership to which Sylvia replied that she feels they are mostly representing just a few and not their entire membership. Ron made a motion, which was seconded by Steve, to support the position of the Subcommittee and not concede to retroactive pay. Discussion ensued on whether or not the reason for not conceding this should be included in the motion. Ron explained that the motion is not the "why"; it is the action the Committee wants to take. He feels it would be out of order to include too much. Donna noted her agreement with Lisa on this issue. The Union membership will realize less money in their paychecks due to no pay increase and the fact that health premiums have increased. She feels the School Committee will be blamed for this. Bill stated that once negotiations are settled, the minutes will become public. They can say that they thought they had the contract settled but he agreed with Ron that they should not put too much in the motion. George questioned the appropriateness of engaging in conversation about this in public if they are contacted or approached as they are still in negotiations.

Ronald Areglado made a motion, seconded by Stephen Huzyk and it was VOTED: That the School Committee supports the position of the Subcommittee to not concede to retroactive pay. In favor: Unanimous.

William Day made a motion, seconded by Ronald Areglado and Donna Chambers and it was VOTED: To close executive session and return to open session at 7:03 PM. In favor: Unanimous.