

Chariho School Committee Negotiation Subcommittee Meeting
August 24, 2009 - Executive Session Minutes
Minutes unsealed October 29, 2009

Subcommittee Members Present: Michelle Cole, Andrew McQuaide (left at 11:02 PM) and Richard Vecchio (arrived 5:01 PM).

School Committee Members Present: Chair Holly Eaves, Deborah Carney and Robert Petit (arrived at 9:24 PM). Absent: George Abbott and Georgia Ure. Recused: William Day, Andrew Polouski and Terri Serra.

Administrators Present: Superintendent Barry Ricci, Assistant Superintendent Carol Blanchette, Director of Administration and Finance Brian Stanley and Human Resource Administrator Susan Rogers. Also in attendance: Attorney for the School Committee Jon Anderson and School Committee Clerk Donna Sieczkiewicz.

Superintendent Ricci distributed an update on all tentative agreements to date and figures requested of Susan Rogers. Counterproposal options were reviewed. Per the Union, they are OK with adding language to Article 10, Section I-A - after the word required – “which shall not be unreasonably denied.”

The Subcommittee left to meet with the Union at 5:17 PM and returned at 6:02 PM. After the meeting of the School Committee was called to order and the School Committee entered executive session, Attorney Anderson brought all up to speed on where negotiations were at. He praised the work of the Subcommittee and noted all that the District has accomplished. He reported on this evening’s first meeting with the Union. Discussion ensued on the difference in language between the two proposals. Jon expressed his concerns with their language and the listing of hospitals as the District cannot control who Blue Cross chooses to do business with. Their language ties our hands. Deb Carney suggested that language be included such as “...a plan that is comparable to what was offered in the last contract.” Superintendent Ricci agreed that we could include something like “substantially similar to the plan offered in the last contract” and this should cover both parties. Deb requested figures of Sue Rogers and Jon Anderson added that either Brian or Sue should join the subcommittee when they meet with the Union to answer technical questions. Discussion then centered on merit pay compensation and the Union’s take on this. Options were reviewed for allocation of funds to cover this.

The Subcommittee, with Brian Stanley, rejoined the Union at 7:15 PM. Jon Anderson clarified an issue with health care regarding the indemnity product and apologized for not being clear about this during the first discussion. Discussion centered on health care, co-pays and the fact that the District is self-insured. Jeanette Woolley stated the Union has reviewed the School Committee’s proposal. They feel they need to look at this as a package and put the package on the table. Jon informed them of language that could be used in the contract to cover both parties and conform to the law pertaining to the naming of health care providers in a contract. The Union discussed issues they had with the School Committee’s proposal. The Union stated they would like to caucus and come back with a global package. They groups parted at 8:07 PM with a plan to return at around 8:45 PM.

Jon informed the School Committee of the discussion that took place and the Subcommittee was asked to return at 9:47 PM. Jeanette reviewed the Union’s proposal. Appendix A – the Union calculated that the School Committee’s proposal on salaries will cost the District \$40,000 more than the Union’s proposal and they presented a plan in which they feel would save the District about \$170,000 which could be used for merit pay compensation. Superintendent Ricci expressed concern that the figures did not seem accurate. Jon Anderson informed the Union

that neither he nor the Superintendent could understand their proposal on salary savings. Andrew McQuaide questioned where the Union stood on Inservice Facilitator projects to which Jeanette replied that present contract language would remain. The groups caucused at 10:09 PM.

Attorney Anderson shared the proposal with Committee members. Discussion centered on the Union's salary proposal. After reviewing both proposals offered on salaries, Michelle Cole pointed out where the Union had erred in their calculations. The Committee then discussed alternative proposals and what they felt would be acceptable offers from the Union and what would not be acceptable. Next steps were also explored.

Superintendent Ricci, Attorney Anderson and Rick Vecchio informed the Union of the error that was made and pieces of their proposal that were not acceptable to the School Committee. The Subcommittee returned at 11:45 PM. The next meeting was scheduled for Thursday, September 3, 2009 at 5:00 PM in The R.Y.S.E. School.

Michelle Cole made a motion, seconded by Richard Vecchio and it was VOTED: To return to open session at 11:47 PM. In favor: Unanimous.

Donna J. Sieczkiewicz, Clerk