

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Special Meeting #317
Monday, February 12, 2018
6:30 PM

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 (6:34 PM)	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

Student Representatives Present:

None

I. Call to Order

Chair Mills called the special meeting of the School Committee to order at 6:33 PM.

- II. Executive Session to discuss strategy for contract negotiations with all bargaining units (SEIU Local 888 – ABA Program Assistants, Teamsters Union Local 170 (paraprofessionals), Wachusett Cafeteria Association, Wachusett Administrators' Association, AFSCME, Council 93, Local 2885 – Custodial Employees, AFSCME, Council 93, Local 2885 – Clerical Employees, Wachusett Regional Nurses Association, Wachusett Regional Education Association), as the Chair deems a discussion in public session would have an adverse effect on the District's bargaining position, to return to public session

Motion: To enter Executive Session to discuss strategy for contract negotiations with all bargaining units (SEIU Local 888 – ABA Program Assistants, Teamsters Union Local 170 (paraprofessionals), Wachusett Cafeteria Association, Wachusett Administrators' Association, AFSCME, Council 93, Local 2885 – Custodial Employees, AFSCME, Council 93, Local 2885 – Clerical Employees, Wachusett Regional Nurses Association, Wachusett Regional Education Association), as the Chair deems a discussion in public session would have an adverse effect on the District's bargaining position, to return to public session

(R. Imber)
(T. Curran)

Roll call vote:

In favor:

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

Opposed:

None

The motion was approved unanimously.

The Committee adjourned to executive session at 6:36 PM

The Committee returned to public session at 7:06 PM.

III. Ratification of Collectively Bargained Contracts

Chair Mills spoke about discussions held in executive session, when contract proposals with four of the bargaining units (Wachusett Cafeteria Association, Wachusett Administrators' Association, AFSCME, Council 93, Local 2885 – Custodial Employees, AFSCME, Council 93, Local 2885 – Clerical Employees) were reviewed and discussed. The proposed changes to each of the four contracts were outlined.

Chair Mills thanked members of the Legal Affairs Subcommittee for their time and attention negotiating these contracts.

Motion: To ratify the Memorandum of Agreement Between Wachusett School District and Wachusett Cafeteria Association, as presented (attachment 1).

(R. Imber)

(M. Rivers)

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.

Motion: To ratify the Memorandum of Agreement Between Wachusett School District and Wachusett Administrators Association, as presented (attachment 2).

(R. Imber)

(T. Curran)

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.

Motion: To ratify the Memorandum of Agreement Between Wachusett School District and AFSCME, Council 93, Local 2885 – Clerical Employees, as presented (attachment 3).

(R. Imber)
(C. Smith)

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.

Motion: To ratify the Memorandum of Agreement Between Wachusett School District and AFSCME, Council 93, Local 2885 – Custodial Employees, as presented (attachment 4).

(R. Imber)
(S. Hitchcock)

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.

IV. Adjournment

Motion: To adjourn.

(S. Brown)

(M. Weeks)

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 special meeting adjourned at 7:11 PM.

Respectfully submitted,

Darryll McCall, Ed.D.
Superintendent of Schools

DM:rlp

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

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: _____

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 - 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
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.”

_____ Date: _____
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