

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Special Meeting #319  
Monday, April 9, 2018  
6:30 PM

Media Center  
Wachusett Regional High School  
1401 Main Street, Holden

*Wachusett Regional School District Committee*

|                             |                            |
|-----------------------------|----------------------------|
| Kenneth Mills, Chair        | Linda Long Bellil          |
| Christina Smith, Vice-chair | Lauren Maldonado (7:20 PM) |
| Scott Brown                 | Jon Edward Novak           |
| Thomas Curran               | Michael Rivers             |
| Michael Dennis              | Asima Silva                |
| Susan Hitchcock             | Megan Weeks                |
| Robert Imber                | Charles Witkes             |
| Matthew Lavoie              |                            |

*Committee Members Absent:*

|                   |                  |
|-------------------|------------------|
| Harriet Fradellos | Amy Michalowski  |
| Stephen Godbout   | Benjamin Mitchel |
| Sarah LaMountain  | Adam Young       |

*Administration Present:*

Darryll McCall, Superintendent  
Robert Berlo, Deputy Superintendent  
Joseph Scanlon, Director of Business and Finance  
Jeff Carlson, Director of Human Resources  
Kimberly Merrick, Administrator of Special Education  
Rebecca Petersen, Executive Secretary to the Superintendent

*Student Representatives Present:*

None

I. Call to Order

Chair Mills called the special meeting of the School Committee to order at 6:34 PM.

II. Executive Session to discuss strategy for contract negotiations with bargaining units (SEIU Local 888 – ABA Program Assistants, Teamsters Union Local 170 (paraprofessionals), 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 bargaining units (SEIU Local 888 – ABA Program Assistants, Teamsters Union Local 170 (paraprofessionals), 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

(M. Weeks)

(S. Brown)

Roll call vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis  
Susan Hitchcock  
Robert Imber  
Matthew Lavoie  
Linda Long-Bellil  
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 6:35 PM

The Committee returned to public session at 7:42 PM.

III. Ratification of Collectively Bargained Contract

Motion: To ratify the Memorandum of Agreement Between Wachusett School District and SEIU Local 888 – ABA Program Assistants, as presented.

(C. Smith)

(A. Silva)

Chair Mills reviewed the language and the amendments outlined in the MOA (Memorandum of Agreement) (attachment 1). He explained this is a three year

contract (7/1/2017 – 6/30/2020) with this bargaining unit. Members were given the opportunity to ask questions about the proposed agreement.

Roll call vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis  
Susan Hitchcock  
Robert Imber  
Matthew Lavoie  
Linda Long-Bellil  
Lauren Maldonado  
Jon Edward Novak  
Michael Rivers  
Asima Silva  
Megan Weeks  
Charles Witkes

*Opposed:*

None

The motion passed unanimously.

Motion: To ratify the Memorandum of Agreement Between Wachusett School District and Wachusett Regional Nurses Association, as presented.

(C. Smith)

(S. Hitchcock)

Chair Mills reviewed the language and the amendments outlined in the MOA (Memorandum of Agreement) (attachment 2). He explained what is proposed with this bargaining unit are essentially two contracts – a one year contract 7/1/2017-6/30/2018 and a three year contract 7/1/2018 – 6/30/2021. Members were given the opportunity to ask questions about the proposed agreement.

Roll call vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis  
Susan Hitchcock  
Robert Imber  
Matthew Lavoie  
Linda Long-Bellil

Lauren Maldonado  
Jon Edward Novak  
Michael Rivers  
Asima Silva  
Megan Weeks  
Charles Witkes

*Opposed:*  
None

The motion passed unanimously.

#### IV. Adjournment

Motion: To adjourn the special meeting.

(S. Hitchcock)  
(M. Dennis)

Roll call vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Michael Dennis  
Susan Hitchcock  
Robert Imber  
Matthew Lavoie  
Linda Long-Bellil  
Lauren Maldonado  
Jon Edward Novak  
Michael Rivers  
Asima Silva  
Megan Weeks  
Charles Witkes

*Opposed:*  
None

The motion passed unanimously.

The special meeting adjourned at 7:47 PM.

Respectfully submitted,

Darryll McCall, Ed.D.  
Superintendent of Schools

- Attachment 1 – Draft MOA SEIU Local 888 – ABA Program Assistants
- Attachment 2 – Draft MOA Wachusett Regional Nurses Association

**MEMORANDUM OF AGREEMENT**  
**between the**  
**Wachusett Regional School District and the**  
**SEIU Local 888-ABA Program Assistants**

The negotiating subcommittees of the Wachusett Regional School District and the SEIU Local 888 – ABA Program Assistants 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 10 – Hours of Work and Work Year** – Replace paragraph 3- “Hours of work shall be seven and one half (7.5) hours per day, inclusive of breaks.” With the following language – “Effective with the ABA PA placements made for July 1, 2017, all new employees will be hired at 37.5 hours per week, regardless of location. Staff hired after the placement date of May 1, 2017, will have their hours reset at 37.5 hours a week effective July 1, 2018. All current employees hired before May 1, 2017, in 40 hour positions will maintain their 40 hour position, until they retire, leave the District, or voluntarily reduce their hours to 37.5 a week.”
  
2. **Article 23- Professional Development** – Eliminate second paragraph and replace it with the following language. – “Recognizing the importance of professional development in maintaining a highly qualified staff, the District will allocate \$2,500 each fiscal year for this purpose. These funds will be for members of the SEIU Local 888 ABA Program Assistants bargaining unit to help defray the costs associated with professional development.
  - A. These costs may include, but are not limited to, conference expenses, course fees, workshop fees, and student coverage for ABA PAs attending professional development.
  - B. Any monies that have not been spent during the current school year will be forfeited.
  - C. When possible, ABA PA requests for administrative approval and payment in this fiscal year, must be made, in writing, at least ten (10) school days prior to the opportunity and also contain an explanation of the educational value of the request.
  - D. If an ABA PA wishes to take an online course/workshop, the ABA/PA must get approval prior to the start of the course/workshop before being eligible for reimbursement.”
  
3. **Article 26 – Wages** - Replace existing language with the following-  
FY18 - July 1, 2017, FY17 Grids remain in place – staff eligible to move a Step do so on July 1  
FY19 - July 1, 2018, all eligible staff move a Step on July 1 per FY19 Grid.  
FY20 – July 1, 2019, FY19 Grid adjusted for 2% COLA, staff eligible to move a Step do so on July 1

The salary schedules for members of the bargaining unit are listed in Appendix A.

Add new paragraph – “Any staff member appointed to cover for an ABA Teacher in his or her absence shall receive an additional \$5 an hour while providing this coverage. This appointment will be done by the Principal or a **BCBA**.”

Add a new paragraph – “The District agrees to notify the bargaining unit when it hires a new employee beyond Step 3.”

4. **Article 28 – Insurance** – Eliminate second paragraph – as it is no longer applicable.
5. **Article 33 – Evaluations** – Eliminate existing language and replace it with the following – “Evaluations will be done annually on ABA PA staff.”
6. **Article 34 – Duration** – Replace with the following language. “This Agreement shall become effective on July 1, 2017, and remain in full force and effect until June 30, 2020, unless either party notifies the other party prior to February 1, 2020, or any February 1 thereafter of its desire to terminate or modify this Agreement.
7. Should the parties fail to negotiate a successor agreement by June 30, 2020, it is agreed that this Agreement will continue in full force and effect until said time as a new contract is negotiated.

\_\_\_\_\_  
Darryll McCall, Ed.D., Superintendent of Schools

Date: \_\_\_\_\_

\_\_\_\_\_  
Kenneth Mills, Chair, Wachusett Regional School District Committee

Date: \_\_\_\_\_

\_\_\_\_\_  
Ronald Patenaude, Union Representative

Date: \_\_\_\_\_

\_\_\_\_\_

Date: \_\_\_\_\_

**MEMORANDUM OF AGREEMENT**  
**between the**  
**Wachusett Regional School District and the**  
**Wachusett Regional Nurses Association**

The negotiating subcommittees of the Wachusett Regional School District and the Wachusett Regional Nurses Association have negotiated successor collective bargaining agreements for the period covering July 1, 2017 through June 30, 2018 and July 1, 2018 through June 30, 2021. 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 agreements referenced herein for the period covering July 1, 2017 – June 30, 2018 and July 1, 2018 – June 30, 2021. The following represent the negotiated changes to the collective bargaining agreements, which will expire on June 30, 2021. The successor contracts 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 6 – Provisions for the Work Year.** Add the following 2 paragraphs of language-  
“Over the summer and prior to the school year, nurses may come in to work for up to 21 hours to review, request, and record the immunizations and other records of the incoming students. Nurses who do so will be paid \$30 an hour.”  
  
“School Nurses agree to regularly attend mandatory nursing monthly staff meetings necessary to ensure the exchange of information on District policies, best practices, etc...”
2. **Article 6 – Workday**  
Add: School Nurses may be required to work through their lunch break in an emergency. In that case, they will be paid or provided compensatory time off.
3. **Article 13 – Reduction in Force**  
Under A. Order of Reduction- Eliminate #4- as it is no longer needed.
4. **Article 16 – Vacancies**  
Replace the second paragraph with the following, “For bargaining unit members, at the end of the first year of the transfer position, the Principal in his/her discretion may require a transfer back to the previous year’s position.
5. **Article 22 - Professional Days**  
Add: The District will work to provide school nursing topics eligible for CEUs and PDPs. The District will find nurse replacements when a nurse has been pre-approved for an outside program or in-service training.
6. **Article 25 – Salary**  
Effective July 1, 2017, the present wage scale will be increased by 1% across the board. Members will be paid retroactively upon ratification of this Agreement.

Effective July 1, 2018, the wage scale shall be increased by 2% across the board.

Effective July 1, 2019, the wage scale shall be increased by 2% across the board.

Effective July 1, 2020, the wage scale shall be increased by 2% across the board.



Nurses will advance a step on an annual basis.

Nurses possessing National Board for Certification of School Nurses will be able to advance beyond Step 11. After moving beyond Step 11, the \$500 annual Stipend for Certification will end for the impacted employee.

7. **Article 26 –Nurse Coordinator –** Replace last sentence in paragraph one with the following language-  
“The Nurse Coordinator shall assume the clinical responsibility for the school nurse evaluations and continue to meet the expectations and commitment to the health offices in the District.”

\_\_\_\_\_  
Darryll McCall, Ed.D., Superintendent of Schools

Date: \_\_\_\_\_

\_\_\_\_\_  
Kenneth Mills, Chair, Wachusett Regional School District Committee

Date: \_\_\_\_\_

\_\_\_\_\_  
T. Edmund Burke, Esq., MNA Associate Director

Date: \_\_\_\_\_

\_\_\_\_\_  
Christine Lawton, RN, MNA Chair

Date: \_\_\_\_\_

DRAFT