Committee Members present: Vice Chair Andrew Polouski, George Abbott, Giancarlo Cicchetti, Holly Eaves, Bill Felkner, Deborah Jennings (arrived at 6:25 PM), Bob Petit, Andrew Polouski, Ronald Preuhs and Terri Serra (arrived at 6:23 PM). Absent: Chair Bill Day and Andrew McQuaide.

Administrators present: Superintendent Barry Ricci, Assistant Superintendent Phil Thornton, Director of Administration and Finance Brian Stanley and Human Resource Director Susan Rogers. Also in attendance: School Committee Clerk Donna Sieczkiewicz.

Superintendent Ricci reviewed contract language of the following articles:
Article 8 – Leaves - 8.1.4 details the changes made to accumulation of sick days.
8.1.5 - involves abuse of sick time.
8.1.8 - is the elimination of the sick pool.
8.5 – Bereavement Leave changes.
8.9 – Leave Without Pay highlights seniority as does 8.10 Benefits During Leave.
8.12.6 – timeline for vacation requests.
Article 9 - Holidays – the Union has pulled its request regarding Election Day.
Article 10 – Benefits – 10.1 deals with co-pay of health insurance.
10.1.1. requires those enrolled in Classic Blue to pay the cost differential and this also stops new employees from getting Classic Blue coverage.
10.1.2 is just a numbering change.
10.2 – cap on waivers which matches the teachers’ contract.
10.3 adds a clause that requires those employees working 20 hours or less to post for the first available benefit-generating position in their classification and shift between the period July 1, 2007 and June 30, 2009. If they do not bid into a job, they will be required to co-pay their insurance until June 30, 2009 at which time they would lose their benefits.

This article was questioned to which Holly Eaves explained that the mediator made a slight error when expressing the School Committee’s opinion to the Union. The Union had a different interpretation of this so the Subcommittee worked on this to find a suitable resolution.

10.4 addresses temporary assignments.
10.5 details the issue of the number of hours an employee is required to work in order to receive benefits.
10.7 pertains to retiree benefits.
10.8 clarifies life insurance benefits which did not change.
Article 17 – Job Posting and Bidding – 17.1 agreement made on the posting of positions.
Article 25 – Classifications, Wages and Longevity – 25.3 increase in longevity.
Article 25.5 pertains to shift differential.
Article 28 – Duration & Termination – outlines the dates of the Contract.
Appendix A – lists the salary increase and movement of fiscal clerks and secretaries to another classification. The Union did agree to Item G – allowing for licensed maintenance. Memorandum of Understanding addresses the issue of co-pay for teachers and effects this will have on the ESP contract.

George Abbott questioned if the Union had approved this to which the Superintendent responded that a small group has ratified it and it will be brought forth on December 11th for a group vote.
Andrew Polouski questioned the impact withdrawal of one or more towns would have on this contract and requested that legal counsel provide a determination if whether or not the contract language covers withdrawal. Superintendent Ricci stated that Article 16-A does cover this and the attorney is comfortable with the language but he will ask him to review this issue.

Bob Petit felt he could not support this contract because the language concerning the issue of employees who work less than 30 hours was not what was discussed with the whole group. Holly Eaves stated that she recalled the end agreement reflecting the language that was written. The philosophy is the same. This is the best place we can be at this time. Bob felt the entire Committee should have been informed of the mistake made.

Bill Felkner made a motion to table approval of the contract pending ratification by NEA and make the contract public. George Abbott seconded the motion. Superintendent Ricci responded that the Committee must vote as a whole on the contract.

George Abbott stated the Committee should review each change separately to which Andrew Polouski disagreed. The Committee agreed to appoint a subcommittee to work out language details. This is what was done. We should hold off on any vote until we have heard from the attorney on the issue of withdrawal. He did not agree that the contract should be out to the public until it is ratified. This is an agreement both sides made prior to negotiating.

Andrew McQuaide and Chair Bill Day were called into the meeting at 6:57 PM.

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Donna J. Sieczkiewicz, Clerk