
Administrators Present: Superintendent Barry Ricci, Director of Administration and Finance Brian Stanley and Human Resource Administrator Susan Rogers. Also Present: School Committee Clerk Donna Sieczkiewicz.

Superintendent Ricci provided an update on negotiations. Much has already been tentatively agreed to but we are at a critical place now. The latest proposals by the Union were reviewed as were the proposals put forth by Administration. The cost of the Union’s proposals goes beyond what has been budgeted. The goal of Administration is to get everyone co-paying their health insurance by year three of this contract. A 3.75% increase would be offered on the condition that the Union agrees to the other proposals presented. Bill Felkner stated that this group also gets step increases to which Bob Petit added that some could ultimately see raises totaling 11%. It was noted that 60 out of 160 members are on steps. Vice Chair Polouski explained that step issues were not addressed in the beginning of negotiations and as there are rules of order that were agreed to, this item cannot be added during negotiations. The Superintendent explained that there are ways to address steps which could be discussed and possibly eliminated in the next contract.

The Union has suggested mediation. As of Thursday, August 16th we no longer have a contract with support staff. The Superintendent recommended that the Committee extend the existing contract to September 30th. He was unsure if the Union would agree to this.

Bob Petit stated that he did not agree with the co-pay buy back and Ron Preuhs asked for an explanation on the cash out. The Superintendent explained that every member gets two personal days. They would like to be able to use these two days during a vacation week that they do not normally get paid for. This would give them two days pay for the week. Administration would like a reduction in sick and vacation days for new employees.

Bill Felkner made a motion, seconded by Holly Eaves and it was VOTED: To extend the existing contract to September 30th contingent upon Union approval. In favor: Cicchetti, Eaves, Felkner, Petit, Preuhs and Serra. Abstained: Polouski. The motion carried by a vote of 6 in favor with 1 abstention.

Superintendent Ricci stated that he felt it was time for the entire Committee to attend negotiation meetings. He then asked the Committee to determine whether or not it would like to endorse the Subcommittee’s proposal in concept or endorse the Union’s latest offer.

Bill Felkner made a motion, seconded by Holly Eaves and it was VOTED: To endorse the Negotiation Subcommittee’s proposal in concept and reject the latest Union proposal. In favor: Cicchetti, Eaves, Felkner, Petit, Preuhs and Serra. Abstained: Polouski. The motion carried by a vote of 6 in favor with 1 abstention.
The Superintendent asked Committee members to be on standby for meetings as Pete Gingras is on vacation for two weeks. He felt it would be best for the Committee to make an offer to meet especially if the Union decides to go to mediation. Any job action will require an emergency meeting on short notice. Andrew Polouski reiterated the importance of keeping this information confidential to avoid an unfair labor practice.

The Committee ended its discussion on negotiations at 6:40 PM.

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Donna J. Sieczkiewicz, Clerk