

Addison Northwest School District

Negotiations Subcommittee Meeting

March 13, 2017

6:00 PM

VUHS Library

PRESENT:

ANWSD Board: George Gardner, Mark Koenig, Sue Rakowski

ANWSD General Counsel: Chris Leopold

Addison Northwest Teachers' Association (ANTA): Beth Adreon, Nancy Ambrose, Beth Ekroos, Lynda Hutchins, Susan Oliveira, Jackie Russett, Sheryl Thurber, Rose Wenzel

Public: JoAn Canning, Superintendent of Schools, Susan Anderson-Brown, Susan Holson, Carlie Guinane, Lori Stith, Mark Powers, Janet Kepes, Molly Sczucka, Ben Green, Christine Clark, Ed Gomeau, Laura Pettibon, Lynn Kayhart, Steve Orzech, Becky Ebel, Heather Racine

CALL TO ORDER:

The meeting was called to order at 6 p.m. by G. Gardner.

ANTA posed a question: Was the 3/13/17 meeting posted/warned correctly?

Outcome: It was confirmed that the monthly list of meetings that was sent out for March had this meeting listed and that those would be posted in Town Clerk's Offices.

Action: No other action

DISCUSSION OF ARTICLES:

Article 15.1 & .3 were presented in final form for signing.

A new proposal on 15.2 from ANTA was offered for signing.

Article 12 - Health Insurance

Board offer Stated by C. Leopold. Maintain current grandfathered VEHI Health Plans thru Dec 31, 2017. As of Jan 1, 2018, these will be replaced with 2018 VEHI Health Plans; Platinum, Gold, Silver or CDHP. The Board is offering a flat fee \$ value for each with an integrated HRA or HSA plan: Employees would pay the first \$800 out of pocket deduction for each individual covered by the plan, the Board would cover the remainder up to \$1700 Single Plan or up to \$4200 for 2 Person, Adult w/ Child (ren) or Family Plan. In addition, the employee would pay the cost of administering the HRA Plan approx. \$3.50 per month.

The Gold CVHP Plan is where employees will be auto enrolled; beginning 1/1/18 if no other option is chosen.

Board pledged the proposal in writing before next meeting - via email.

Q: ANTA asked why flat fee?

A: Board for budgeting purposes. The current agreement places an overwhelming burden on the Board.

ANTA Presentation was led by N. Ambrose via PowerPoint (available later).

Board requested the ANTA Presentation in writing, stated prior to the meeting.

Discussion ensued.

ANTA went into caucus at 6:28 p.m. They returned to the meeting at 7 p.m.

Motion was made by S. Rakowski, seconded by M. Koenig, to go into executive session with General Counsel at 6:28 p.m. to discuss matters relating to contract negotiations with the union, the premature disclosure of which to the general public would put the Board at a substantial disadvantage, inviting Superintendent and Human Resources Business Partner. So voted and motion carried.

The Board returned to Open Session at 7:06 p.m.

Further discussion and clarification ensued.

ANTA noted that there were items to sign.

Board agreed on said items regarding Articles 1.4, 1.5, 1.7, 8.3, 8.4, 12.7, 13.7, 13.9, 17.5, 17.6 - Typos found in 15.2. 15.1 and 15.3 also signed.

ANTA fixed typos in 15.2 and document signed.

Board asked if ANTA was prepared for discussion on Article 10 - Salary.

ANTA stated they were not at this time.

Board determined that the meeting was concluded at this time with the following items identified as agenda items at the next meeting.

AGENDA ITEMS FOR THE NEXT MEETING: March 30, 2017 6:00 PM VUHS Library

Discussion of Articles - Proposed 12.5 Counter Proposal - Board
10 Salary

Comprehensive Counter Proposal on all items to be received prior to the next meeting, to include- but not limited to the following: 4.6, 4.7, 4.10, 5.3, 5.4, 5.5, 5.6, 6, 19, 20.3, 21.3, and 13.1.

ANTA was informed that Counsel Chris Leopold would be present at the table until resolution. No further discussion on topics tonight, meeting determined to be concluded. ANTA retired.

Motion was made by S. Rakowski, seconded by M. Koenig, to go into executive session with General Counsel at 7:29 p.m. to discuss matters relating to contract negotiations with the union, the premature disclosure of which to the general public would put the Board at a substantial disadvantage, inviting Superintendent and HR Business Partner. So voted and motion carried.

The Board came out of Executive Session at 7:44 pm with no action taken.

ADJOURNMENT:

The meeting adjourned at 7:44 p.m.

Respectfully submitted,

Martha Kenfield

Recording Secretary