

Addison Northwest School District

Negotiations Subcommittee Meeting

March 30, 2017

6:00 PM

VUHS Library

PRESENT:

ANWSD Board: Mark Koenig, George Gardner, Sue Rakowski

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

Public: (see attached sign-in sheet)

CALL TO ORDER:

The meeting was called to order at 6:00 p.m. by G. Gardner. G. Gardner announced that legal counsel, Chris Leopold, was not available to attend this evening.

PUBLIC COMMENT:

S. Beebe asked the question of why negotiating only a one year contract instead of three. The reputation of being the lowest paid in the area, this will not attract good teachers and will lose valuable teachers.

S. Thompson stated that the Board and ANTA had been able to come to agreement in the past, but having the meetings in public forum is not working.

S. Conway stated she has been to several meetings this year and is extremely concerned with the Board's proposal for health care insurance and the presence of legal counsel at the table.

DISCUSSION OF ARTICLES:

ANTA had received the Board's Comprehensive Counter Proposal. They distributed two counter proposals over to the Board.

ANTA asked for clarification on #20 of Board's proposal ("Other Proposals. – All Board proposals not referenced herein are withdrawn. All Association proposals not referenced herein are withdrawn. All Association proposals not identified as "accepted" are rejected and shall be withdrawn. All tentative agreements previously agreed upon between the Association and the Board remain tentative agreements.") G. Gardner asked for this question to be deferred because legal counsel is not here to explain.

ANTA asked for Board's counter proposal to salary on the 10.95%. Board reflected they have moved on parts of the total compensation. Discussion ensued on health care plans coverage (12.2 b).

Motion was made by M. Koenig, seconded by S. Rakowski, that the Board go into executive session at 6:23 p.m. to discuss matters relating to contract negotiations, the premature disclosure of which to the general public would put the Board at a substantial disadvantage, inviting the Superintendent. So voted and motion carried.

ANTA caucused at 6:24 p.m. Returned at 6:45 p.m.

The Board returned to Open Session at 7:13 p.m.

The Board responded to ANTA's counter proposal and decided they cannot agree to Articles 13, 14 and 4.3 a and b. Article 5.1 needs to be re-typed for alignment purposes and then can be agreed on. Other articles agreed on and signed by the Board include:

4.2, 11.2, 2.1, 3.1, 3.2, 4.4, 5.2, 5.5, 8.5, 12.3, 12.4, 12.5

Article 1.5 – typo to add commas. ANTA added them and article was agreed and signed

Article 13.3 – typo – “teachers” and “absences” (to be retyped)

Article 18 – listed as 18.2 but is part of 18.1. Agreed and signed.

ANTA caucused at 7:21 p.m. Returned at 7:40 p.m.

ANTA questioned the articles that were not agreed upon. The Board stated they do not have any counter proposal at this time.

Article 4.6 – ANTA does not agree to counter proposal. This has never been an issue, why change it. Do not agree with the “Just cause” clause and dates and requirements.

Article 4.7 – ANTA does not agree to counter. “Just cause”

Article 4.10 – ANTA does not agree to counter. Subcontracting is taking away jobs from teachers

Article 5.3 – ANTA does not agree to counter. Why should that be removed? The Board replied that it restricts the Board.

Article 5.6 – ANTA agreed to counter with clarification that each school will follow a District Handbook and to add “Association will review before publication.”

Article 6 – ANTA does not agree to counter. Keep evaluation process in the Master Agreement. The Board's intent is to move it into a policy.

NEXT AGENDA ITEMS:

Finish Articles 19, 20.3, 21.3, 13.1 (counter proposal received)

Article 10 (salary)

Articles 1.1, 1.3, 1.6, 4.3 (counter proposal received), 4.10, 7.1

Motion was made by M. Koenig, seconded by S. Rakowski, that the Board go into executive session at 8:02 p.m. to discuss matters relating to contract negotiations, the premature disclosure of which to the general public would put the Board at a substantial disadvantage, inviting the Superintendent. So voted and motion carried.

Board returned to at 8:40 p.m. with no further actions taken from Executive Session.

ADJOURNMENT:

The meeting adjourned at 8:40 p.m.

Respectfully submitted,

Glory Martin

Recording Secretary

ANWSD Negotiation MEETING

March 30, 2017

PLEASE **PRINT** YOUR NAME

1. Robyn Newton	21. Sean Nary
2. Sally Conway	22. Laura Pettibon
3. Heather Racine	23. Allison Vigne
4. Melissa Haggert	24. Laura Husk
5. Susan Holson	25. Christa Hart
6. Sue Brileya	26. Diana Clayton
7. Alison Motol	27. Donna Rusik
8. Allison Mahoney	28. Kaci Pierce
9. Kimberly Robinson	29. Rod Hull
10. Meghan Olsen	30. Kristine Kirkaldy
11. Martha Kenfield	31. Becky Ebel
12. Jeff Keeser	32. Susan O'Daniel
13. Chyntia Clark	33. Bobbie Goldstein
14. Ed Gomeau	34. Carle Girone
15. Sue Anderson-Brown	35. Lynn Kavhark
16. Pam Dodge	36. John Canning
17. Krishna Winkler	37.
18. Mark Powers	38.
19. STEVE ORZECI	39.
20. Sarah Thompson	40.