

Addison Northwest School District

Negotiations Subcommittee Meeting

April 10, 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

Public: Heather Racine, Martha Kenfield, Susan Holson, Laurie Gutowski, Bobbie Goldstein, Christine Clark, Ed Gomeau, Sue Anderson-Brown, Laura Pettibon, Kaci Pierce, Alysia Duncanson, Janet Kepes, Steve Orzech

CALL TO ORDER:

The meeting was called to order at 6:00 p.m. by G. Gardner. G. Gardner asked to amend the agenda to discuss item #4 (review revised articles 4.3, 5.1, 5.6, and 13.1) before item #3 (address all outstanding items from the Board's 3/24/17 comprehensive counter proposal).

PUBLIC COMMENT:

K. Pierce addressed Article 8.1 (hours of work) and asked the Board to reconsider their proposal because many teachers put in additional time beyond the 40 hours.

S. Oliveira addressed an email from G. Gardner requesting the "desire to rush" and having the Board's proposal for six months. She stated that negotiations should be comprised of counter proposals and discussions. ANTA offered the dates of May 11 and 25 for upcoming meetings. The Board stated they would review dates for availability when they caucused.

REVIEW OF REVISED ARTICLES:

Article 5.1 – accepted and signed

Article 5.6 – accepted and signed

Article 13.1 – ANTA gave a counter proposal

- Medical/personal leave total of 18 days
- (c) notification of intent to retire – pay-out at \$15.00/day
- Absences exceeding three consecutive days and associated costs incurred by the teacher if belief of abuse is unfounded. Would like to stay with original language

- FMLA – should be offered, not regulated. Asked to remove

Article 4.3 – ANTA gave a counter proposal

- (c) Provisional/Emergency License Renewal – feel that this is a Board and Superintendent policy, not part of the Master Agreement
- Contract dates – April 1 – April 30 was agreed upon at the November 7 meeting

Motion was made by S. Rakowski, seconded by M. Koenig, to go into executive session at 6:16 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 and Human Resources. So voted and motion carried.

ANTA went into caucus at 6:16 p.m.

The Board and ANTA returned to Open Session at 6:40 p.m.

Article 13.1 – The Board presented the following:

- changed the remuneration rate to \$14.00
- Teachers medical leave – will be granted to attend to the teacher’s immediate family, as defined by FMLA and/or VPFL
- Last paragraph, “The appropriate administrator and/or Superintendent may request satisfactory medical evidence when such absence under this Article exceeds three consecutive work days.” Strike the rest of the paragraph

Article 4.3 – The Board agreed to change the 21 contract day to extend to April 30, otherwise stands as presented.

The May dates proposed by ANTA do not work for the Board members.

ANTA caucused at 6:44 p.m. Returned at 6:56 p.m.

Article 13.1 – ANTA returned with an agreement and distributed a copy to the Board. The Board reviewed it and found the only discrepancy was the language under using medical leave to attend to immediate family and household. The Board asked to remove “household” and they would sign. Discussion ensued. Board will not allow the term “household” as part of the article.

ANTA caucused at 7:05 p.m. Returned at 7:23 p.m.

ANTA stated that more than the norm is to have a partner than to be married and would like to include household in the article. Article 13.1 is tabled at this time.

Article 9.2 – ANTA would like to discuss this more with the Board.

- Wednesday meetings historically have worked well for attendance

The Board stated a schedule for all meetings would be published no later than April 15th of the previous school year. The Board asked ANTA for a counter proposal. ANTA stated they would like to keep it the same as original.

G. Gardner announced in reference to Article 12.6, there has been a recent change to the Dental policy to extend children from age 19 to 26 for coverage. This does not affect the Master Agreement, only announcing the change.

ANTA suggested dates of May 4 and 17 for meeting dates. The Board will discuss.

The Board asked if ANTA had any other agreements on articles.

Article 10.1 (salary) – ANTA discussed the following:

- Increase of 10.95%, with 95% health care coverage and 100% out of pocket costs
- Stay with the index scale
- Board's salary proposal increase does not meet the out of pocket costs of health plan
- Salary increases at the Superintendent's office are higher than increase being offered to teachers

Motion was made by S. Rakowski, seconded by M. Koenig, to go into executive session at 7:46 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 and Human Resources. So voted and motion carried.

ANTA caucused at 7:46 p.m. Returned at 7:56 p.m.

The Board returned at 7:58 p.m.

ANTA asked about meeting dates suggestion. The Board replied those dates would not work either.

G. Gardner stated the negotiations have been going for a total of 23 ½ hours and not seeing any progress.

ANTA announced they had another counter proposal to the salary. They offered a 9.75% increase.

The Board announced they are not seeing any progress towards salary and health care and declared impasse.

Motion was made by S. Rakowski, seconded by M. Koenig, to 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, Human Resources and S. Holson. So voted and motion carried.

The Board came out of executive session at 8:30 p.m. with no action taken.

Meeting was adjourned at 8:30 p.m.

Respectfully submitted,

Glory Martin

Recording Secretary