

**ANWSD Negotiations Subcommittee
Support Staff Negotiations
Monday, July 17, 2017
6:00 PM
VUES Library
Minutes**

Board: Sue Rakowski, George Gardner, Mark Koenig

Addison Northwest Support Staff Association (ANSSA): Loretta Lawrence, Susan Dunne, Carmen Jochum, Jackie Russett, Rose Wenzel, Pattie Martin

Guests: JoAn Canning, Superintendent; Susan Anderson-Brown, Human Resources; Martha Kenfield

Call to Order:

The meeting was called to order at 6:25 p.m. by G. Gardner. G. Gardner apologized for the delay.

Amendments to Agenda:

G. Gardner asked to move discussion of Article 11.1 to after Public Comment.

Public Comment:

None this evening.

Discussion of Articles:

Article 11.1 Employees required to assist children with any vital life functions should be accompanied by another adult; training will be provided to employee; and if a paraeducator substitutes for a Behavior Interventionist, proper training will be provided and paraeducator will earn a differential pay of 40 cents per hour for such work.

Article was agreed upon and signed.

Article 12.4 Paraeducator levels & wages.

G. Gardner read a statement on Support Staff wages and health care. Review of premium costs and out of pocket costs. The Board proposed the following:

1) Provide employer paid premium coverage set at 80% based on the VEHI Gold CDHP health plan plus an integrated HRA to reduce maximum out of pocket costs to \$400 for a single plan or \$800 for two person, parent/child(ren), family plan.

2) Increase wages to provide enough additional salary for employees to cover these costs. Wage increase of \$1.35 per hour allows for these expenses plus an additional \$.28 per hour increase.

Year 2 wage increase of \$.75 per hour allows for the additional \$550 (since the new healthcare plan will cover all 12 months of SY 18-19) plus an additional \$.31 per hour increase.

This proposal for salary and healthcare is a package deal, final and best offer from the Board.

ANSSA gave their proposal:

- 3 year proposal
- Healthcare
 - o fully funded HRA with District paying administrative fees
 - o Effective January 1, 2018, employees may choose from the new VEHI plans by assuming the difference with the Board's contribution on the VEHI Gold CDHP plan
 - o Year 1: 90% Board contribution to Gold CDHP
 - o Year 2: 89.5% Board contribution to Gold CDHP
 - o Year 3: 89% Board contribution to Gold CDHP
- Salary Schedule
 - o Year 1: 5% base increase
 - o Year 2: 5.25% base increase
 - o Year 3: 5.5% base increase

ANSSA caucused at 6:35 p.m. Returned at 7:30 p.m.

Motion was made by S. Rakowski, seconded by M. Koenig, to go into executive session at 6:35 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.

Motion was made by M. Koenig, seconded by S. Rakowski, to return to open session at 6:50 p.m. with no action taken from the executive session. So voted and motion carried.

Motion was made by S. Rakowski, seconded by M. Koenig, to approve the minutes from July 10 and July 13, 2017 meetings. So voted and motion carried.

Motion was made by S. Rakowski, seconded by M. Koenig, to go into executive session at 6:51 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.

Motion was made by M. Koenig, seconded by S. Rakowski, to return to open session at 7:15 p.m. with no action taken from the executive session. So voted and motion carried.

ANSSA returned and stated they understand the Board has made compromises and so have they. They would like to see the Para Levels III and IV switched and would like to keep the steps in the wage scale to determine years of experience for hiring purposes. They are willing to reduce the healthcare coverage to 12% the first year and 12.5% the second year. And 4% increase on the base the first year and 4.25% increase on the base the second year.

The Board discussed in depth on the differences in the premium costs. Also offering vision insurance plus an increase in life insurance.

ANSSA caucused at 7:46 p.m. Returned at 8:10 p.m.

Motion was made by S. Rakowski, seconded by M. Koenig, to go into executive session at 8:05 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.

Motion was made by M. Koenig, seconded by S. Rakowski, to return to open session at 8:11 p.m. with no action taken from the executive session. So voted and motion carried.

ANSSA replied the \$.28 per hour increase is not enough. Discussion ensued on HRAs.

The Board distributed a new wage chart that includes step movement.

ANSSA requested a fully funded HRA. Discussion ensued on HRA and HSA.

ANSSA caucused at 8:32 p.m. Returned at 8:47 p.m.

ANSSA thanked the Board for putting the step movement back in. They would like to keep the four columns as proposed, Behavior Interventionist with a Bachelor to Level III (leave current BI's grandfathered).

The Board explained in 2015-16 Support Staff received 5.75% increase and in 2016-17 they received a 6.5% increase – a 12.25% increase in two years. The average CPI for this year is at 1.3%. The \$.28 per hour increase is a 2.7% increase on the base. The Board has no more money to offer due to the funding decrease from the State, pressure from the State to create a 80/20 split on health insurance premiums,

and a State requirement that healthcare negotiations must expire by September 1, 2019. Therefore, the present offer is what is available.

Next Meeting Date:

Thursday, August 10, 2017 6:00 PM VUES Library

Adjournment:

Motion was made by S. Rakowski, seconded by M. Koenig, to adjourn the meeting at 8:57 p.m.
So voted and motion carried.

Respectfully submitted,

Glory Martin

Recording Secretary