

ANWSD Negotiations Subcommittee

Support Staff Negotiations

Thursday, August 10, 2017

6:00 PM

VUES Library

Minutes

Board: Sue Rakowski, George Gardner, Mark Koenig

Addison Northwest Support Staff Association (ANSSA): Loretta Lawrence, Rose Wenzel, Jackie Russett, Susan Dunne, Rene Nill

Guests: JoAn Canning, Superintendent; Susan Anderson-Brown, Human Resources; Sean Leach, VT NEA; Martha Kenfield

Call to Order:

The meeting was called to order at 6:03 p.m. by G. Gardner. Introductions were made.

Discussion of Remaining Outstanding Matters:

S. Leach stated he had reviewed the latest proposal from the Board and found it very complex but verified the proposal and numbers. He feels the Board made a good faith effort to settle and he was there to help resolve any outstanding issues.

He and the ANSSA are in agreement to the proposal on the health insurance, with the Gold CDHP as the default, including an HRA, the dollar amount of wage increase for the two years, the addition of orthodontist and vision, an increase to the life insurance policy, an additional leave day and spreading out the insurance deductions over more pay periods.

Questions they had: Will the HRA include a debit card? Yes it will.

How will the off scale employees and the wage increase work? Same increase as to base.

Article 15.2a – is the language necessary to have stating “default plan”. VEHI already has it set in their plan.

Issues ANSSA has:

- 1) HRA administrative fees – employer should pay
- 2) Run-out period for HRA – Board proposed 30 days. Association is asking for 90 days.
- 3) Wage Scale – Para Level 4 does not require a Bachelor degree
 - Para Level 2 and 3 average starting wage = \$12.69
 - Para Level 3 includes Bachelor degree
 - Have a lower starting wage of Para Level 4

- Grandfather those already on the scale
- If has Bachelor's, place into Bachelor column

Motion was made by M. Koenig, seconded by S. Rakowski, to go into executive session at 6:26 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 S. Rakowski, seconded by M. Koenig, to come out of executive session at 6:55 p.m. So voted and motion carried.

The Board responded with:

- Remove the "default plan" language in Article 15.2
- Agree to absorbing the HRA administrative fees
- 90 day run-out causes a problem with paperwork and closing books. Discussion ensued. The Board conceded to 90 day.
- Para Level 4 was created due to a market study for services in this difficult field. It's cost efficient, neighboring school districts pay more for these positions and we want to be able to attract and retain good people.

ANSSA caucused at 7:00 p.m. Returned to the meeting at 7:06 p.m.

- ANSSA reviewed some language changes to Article 15.2.
- Para Level 4 – withdrew request. Recognize the dilemma of hiring.

All agree that a tentative agreement is made.

Motion was made by S. Rakowski, seconded by G. Gardner, to adjourn the meeting at 7:45 p.m. So voted and motion carried.

Respectfully submitted,

Glory Martin

Recording Secretary