

BOARD NEGOTIATION COUNCIL MEETING MINUTES
WEDNESDAY, FEBRUARY 10, 2021
REMOTE PARTICIPATION VIA GOOGLE MEET

BNC members present: Sue Hamlyn-Prescott, Bill Sander, Chasity Fagnant, Katie Orost, Bernard Barnes

Teachers present: Allen Cook, Gail Whitten, James Chartrand, Katlin Bartell, Carol-Lynn Willean, Eric Hutchins, Patrick LaClair, Erin Carr, Paul Legris

Others present: Charleen McFarlane, Deb Clark, Cat Gallagher

S. Hamlyn-Prescott called the meeting to order at 5:33.

K. Orost moved to go into executive session to discuss teacher contract negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, inviting D. Clark, C. McFarlane, C. Gallagher and D. Griffiths to remain, C. Fagnant seconded, the motion was passed and the BNC entered executive session at 5:33. The BNC exited executive session at 5:56.

B. Barnes joined the meeting at 5:56. The BNC was joined by teachers at 6:00.

S. Hamlyn-Prescott said the BNC had a lot of conversations about the association's salary proposal. After seeing what other SU's are doing and knowing everyone's time is valuable, instead of going back and forth the BNC can give a lump sum figure to the association and the association can look at how they would like to put it in the salary schedule. The BNC would be looking for the association to get buy-in by having members review it before bringing it to the BNC? Is that something the association is interested in?

P. LaClair said the teachers are interested in hearing the BNC's bottom line. He is not sure he understood the details about reviewing it beforehand. Is the BNC proposing that the association membership would ratify it? S. Hamlyn-Prescott said no, but the BNC is asking the association to have a conversation with all its members so they can propose something that is equitable for everyone. The BNC wants to make sure the association's proposal gets out to all the membership and they have an opportunity to look at it. P. LaClair said that sounds reasonable.

S. Hamlyn-Prescott said the BNC has a final bottom line as long as nothing else is coming to us with monetary impact. This already takes into account horizontal moves, etc.

P. LaClair said he doesn't believe the association will have any other proposals with monetary impact. The only thing he thinks has any semblance of financial impact is the horizontal move proposal. And he doesn't believe that would impact next year because they are not proposing to get rid of the deadline, which has already passed. They are just proposing that in the future teachers would be able to move more than one column per year. Their parent-teacher conference language should have no budgetary impact. In the elementary prep time work group the administrators in that group were very clear that they wanted to make sure that was revenue neutral.

S. Hamlyn-Prescott asked if instead of going back and forth the association would like to hear the amount. P. LaClair said they would be interested. There is an amount for teacher and staff salary

increases budgeted into the budget. He is assuming the BNC's figure is not just that amount because it also includes things like increases in the cost of health insurance. But is the BNC's amount based on calculations or estimates coming out of the budget?

S. Hamlyn-Prescott said we took current year salaries across all staff and looked at the budget adopted, and then calculated the amount that could go toward the teacher salary increase.

S. Hamlyn-Prescott said the BNC's bottom line is \$400K. Instead of the BNC putting forth a proposal about how to allocate it the BNC suggests that the association develop a salary schedule equitable to all association members and bring it back to the BNC.

P. LaClair said the association worked on their proposal in conversation with their membership and knowing their priorities. He feels pretty confident they can represent members' priorities right now. Is it the BNC's request that they engage in conversations more deeply with teachers so they can make sure their proposal represents the best approach in all teachers' minds? S. Hamlyn-Prescott said yes. P. LaClair said that is a mutual goal we have.

P. LaClair said the association will probably caucus and discuss and think of a plan for how to move forward.

S. Hamlyn-Prescott said based on what the association brings back the BNC might consider a second year for the contract but the BNC is not willing to consider it until they see what is presented for the first year. A third year is beyond what the BNC could commit to.

P. LaClair asked if there is anything in particular that would sway the BNC one way or the other. What would make a second year a viable option?

S. Hamlyn-Prescott said she doesn't really know how to answer that. She could come back with an answer.

S. Hamlyn-Prescott said she thinks the only tentative agreement we have at this point is the healthcare. Does the association want to TA on that tonight?

P. LaClair said he thinks that would be good. He would like to bring up the association's outstanding language proposal for horizontal movement. He believes the BNC was going to think about that between the last meeting and this one. He doesn't know if that is something we could come to agreement on. Regarding the parent-teacher conference language, they have reached out to elementary administrators and had one-on-one conversations about the language they are proposing, which they believe clarifies the situation more than it changes the situation.

S. Hamlyn-Prescott suggested an executive session to discuss that. The two groups agreed to caucus separately for about 20 minutes.

The BNC consented into executive session at 6:16.

The BNC consented out of executive session at 6:33.

Teachers rejoined the BNC at 6:44.

S. Hamlyn-Prescott asked C. McFarlane to send across a counter proposal regarding horizontal moves. C. McFarlane sent over proposed language stating that teachers may only move across one column per year, except that a teacher in the B15 column who earns a recognized master's degree may move to the M column.

P. LaClair said the teachers need to talk about it.

S. Hamlyn-Prescott said the BNC will come back with a counter proposal before the next meeting on parent-teacher conferences.

The teachers left to caucus at 6:49 and came back at 6:50.

P. LaClair said they agreed that the BNC's counter proposal on horizontal moves accomplishes the intent of their proposal so they are prepared to TA that as well. They will come back to the BNC regarding salary. Their team is in constant communication with the association membership. They reach out through meetings, newsletters, emails, etc. The team always takes their priorities into consideration. They will come back with a salary proposal taking into account the BNC's bottom line and they will count on it being a multi-year proposal.

S. Hamlyn-Prescott said if the association's language proposals have monetary impact in the second year, that would be one factor in considering a second year for the contract. The amount the BNC would have available for the second year would be around the same amount we are proposing for the first year.

S. Hamlyn-Prescott said there is one more meeting for putting forward proposals. If the association is going to have any more monetary proposals it would be important to put those forward if the BNC is going to consider a second year. P. LaClair said nothing currently should have monetary impact. But since they will be soliciting input from their membership sometimes new things come to their attention.

S. Hamlyn-Prescott suggested a meeting date of March 10 and the association agreed.

C. McFarlane will send the tentative agreements to S. Hamlyn-Prescott and P. LaClair to sign.

The meeting was adjourned at 6:56.

Minutes submitted by Donna Griffiths