

BOARD NEGOTIATION COUNCIL MEETING MINUTES
THURSDAY, JANUARY 14, 2021
REMOTE PARTICIPATION VIA GOOGLE MEET

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

Others present: Charleen McFarlane, Deb Clark, Catherine Gallagher

S. Hamlyn-Prescott called the meeting to order at 5:49.

K. Orost moved to go into executive session to discuss teacher and support staff contract negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, inviting D. Clark, C. Gallagher, C. McFarlane and D. Griffiths to remain, B. Barnes seconded, the motion was passed and the BNC entered executive session at 5:49. M. Nielsen and B. Sander joined the meeting shortly after the BNC entered executive session. The BNC consented out of executive session at 6:21.

S. Hamlyn-Prescott said the BNC has been speaking about significantly increasing its salary proposal. The BNC understands support staff have a figure they are willing to settle at and wonders if they are willing to share that.

D. Fletcher said they had a plan in place to try to increase 85 cents every year, eventually getting up to \$15/hr. Last year we didn't do that. Their bottom line is a dollar. They don't want to play games. They really want a dollar so they can move forward.

S. Hamlyn-Prescott said based on the BNC's discussions, the BNC is willing to settle at a dollar as the increase for the upcoming year, with a one-year contract. D. Fletcher said support staff appreciate that. She doesn't like to play games back and forth. S. Hamlyn-Prescott said she thinks this is very reasonable. It was helpful to have the information support staff sent in their proposal reminding the BNC about the healthcare piece.

The BNC proposes a one-year contract. S. Hamlyn-Prescott said with a salary increase we also have to look at the hiring scale. Normally in the past we have raised the hiring scale by 20 cents less than the increase for existing employees. That would be an 80 cent increase to the hiring scale. Is that acceptable? D. Fletcher said yes. S. Hamlyn-Prescott proposed language just saying that we will be under the arbitrator's agreement for health insurance. D. Fletcher agreed to that. C. McFarlane asked if it is agreed to strike health insurance language from 7.5 as proposed by the BNC. S. Hamlyn-Prescott and D. Fletcher said yes.

C. Gallagher said the reason this is easy is because there is such a strong relationship between the BNC and support staff. We have great staff. D. Fletcher said she really appreciates the BNC coming together on this. It will build morale. It has been a tough year and support staff are feeling a little vulnerable right now. This will help them get through the rest of the year. S. Hamlyn-Prescott said support staff are an integral part of our school community. The BNC recognizes that. She is glad we were able to come to an agreement that is beneficial for both sides.

The BNC consented into executive session at 6:36. The BNC consented out of executive session at 6:53.

M. Nielsen moved to adjourn at 6:56 and the motion was seconded and passed.

Minutes submitted by Donna Griffiths