



THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
NOTICE OF MEETING

NEGOTIATING COMMITTEE
AGENDA

Date: Monday, December 14, 2020
Time: 6:30 p.m.
Location: Zoom and the Fireside Room on South Campus

Option #1: Join Zoom Meeting (use the link to the conference):

<https://us02web.zoom.us/j/2360687302?pwd=SWJLajc2MVpmdWcyR2NYZzhCN3E3QT09>

Meeting ID: 236 068 7302

Password: WA1801

—OR—

Option #2: Join Zoom Meeting by Phone

Dial: (646) 558 8656

Meeting ID: 236 068 7302

Password: 862710

1. Call to Order
2. Community Participation—please email your comments before 5:30 p.m. to jwoodland@woodstockacademy.org
3. Secretary's Report – Minutes of February 12, 2020
4. Approve Committee Charter
5. Executive Session—Contract Negotiations
6. Possible Action Based on Executive Session
7. Other
8. Adjournment

The Woodstock Academy prepares all students by providing diverse opportunities through a rigorous curriculum and a variety of programs in order to cultivate the necessary skills to become lifelong learners and global citizens.

**MINUTES OF THE MEETING
THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
NEGOTIATING COMMITTEE
February 12, 2020**



These minutes are for
informational purposes only.

PRESENT: Asikainen, Samantha (6:30); Beckwith, Martha; Bentley, Cary; Johnston, Kevin; McGinn, Walter; Morse, David; Musumeci, Joe; Guillot, William; Woodland, Julie
ABSENT WITH NOTIFICATION: Sandford, Chris

1. Call to order

The meeting was called to order by Chairman Musumeci at 6:15 p.m.

2. Community Participation – None.

3. Secretary's Report—Minutes of October 8, 2019

MOTION: (Beckwith/McGinn) To approve the minutes of October 8, 2019.

Unanimous

4. Committee Charter and Goals

The committee charter was edited and will be reviewed again as a second read at the next meeting.

5.a. Contracts Orientation—WAEA

Chairman Musumeci briefly reviewed the WAEA contract with the committee. Several clarifying questions were asked and answered.

5.b. Contracts Orientation—AFSCME

Chairman Musumeci and the committee members reviewed the AFSCME contract. There was a brief discussion.

5.c. Contracts Orientation—Sending Towns

All six sending town contracts were available for review along with a table comparing them to each other. Chairman Musumeci urged members to read through all the sending town contracts along with the two union contracts and use their reference binders to jot down notes in anticipation of future negotiations.

6. Create Negotiations Calendar

After reviewing the assorted contracts, it was noted the AFSCME contract is in place through September 20, 2021.

7. Establish Meetings Schedule

Given the varied contract terms, it was agreed to meet as required for planning and negotiations but at least once per year as defined in the committee charter. Regular meetings would be placed on the BOT Calendar for October, February and June.

The group agreed to meet next on Tuesday, March 17 at 6:45 p.m. (before the next regular BOT meeting).

8. Other – None

9. Executive Session—Legal

10. Possible Action Based on Executive Session

An Executive Session was not needed.

11. Community Participation – None.

12. Adjournment

MOTION: (Morse/Beckwith) To adjourn the meeting at 6:59 p.m.

Unanimous

Respectfully submitted,

Julie Woodland

Julie Woodland

Board Clerk

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Negotiating Committee Charter

Article I: Purpose

The purpose of The Woodstock Academy Board of Trustees' Negotiating Committee will be to ~~lead~~ **conduct** contract negotiations with collective bargaining units and/or sending towns and report the process and results to the Board.

The Board's Negotiating Committee will collaborate with the Head of School and the Associate Head of School for Finance and Operations to focus on the following:

- Determine, in cooperation with Administration, The Academy's overall bargaining priorities and strategy;
- Analyze state-wide and regional data related to compensation;
- ~~Working~~ **Retain and work** with legal counsel to analyze and endorse, reject or counter bargaining proposals;
- Analyze and recommend appropriate action about any Memorandum of Understanding (MOU);
- Recommend to the Board the ratification of the negotiated agreement, or other appropriate action;
- Review and recommend changes when needed to the negotiating policies and procedures of The Academy; and
- Perform other duties as assigned by the Board President/Executive Committee.

The Committee will report ~~on its activities~~ regularly to the full Board. ~~and frame recommendations on matters of policy, quality and funding that require Board consideration and approval.~~

The Committee exists in accordance with Section 5.2 of the *Bylaws of The Woodstock Academy Board of Trustees*.

Article II: Structure and Operations

Composition and Qualifications

The Committee will be comprised of those Board members appointed annually by the president.

Chairperson

The Chairperson of the Committee will be chosen by the President of the Board of Trustees and work with the assigned staff to construct the meeting agenda.

Article III: Meetings and Evaluations

The Negotiating Committee will meet at least once annually. The President of the Board or the Chairperson of the Committee may call for a committee meeting. The meetings of the Committee are held in accordance with Section 2 of the *Bylaws of The Woodstock Academy Board of Trustees*, Policy 8130 and 8132.

The Committee will undertake an annual review and self-evaluation of the performance of the Committee, which at a minimum, shall include the Committee's compliance to this charter.