

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Monday, April 29, 2019

Executive Session

Media Center
Wachusett Regional High School
1401 Main Street, Holden

Wachusett Regional School District Committee

Kenneth Mills, Chair	Maleah Gustafson
Christina Smith, Vice-chair	Linda Long-Bellil
Scott Brown	Amy Michalowski
Thomas Curran	Benjamin Mitchel
Michael Dennis	Megan Weeks
Anthony DiFonso	Adam Young
Rachel Dolan	

Committee Members Absent:

Stephen Godbout	Matthew Lavoie
Robert Imber	Michael Rivers
Sarah LaMountain	Asima Silva

Committee Members Participating Remotely:

None

Administration Present:

Darryll McCall, Superintendent
Robert Berlo, Deputy Superintendent
Daniel Deedy, Director of Business and Finance
Jeff Carlson, Director of Human Resources
Rebecca Petersen, Executive Secretary to the Superintendent

Municipal Representative

None

Chair Mills called the executive session to order at 8:24 PM. Chair Mills announced the executive session was called to provide a status update on negotiations with three bargaining unit (food service, custodial, clerical).

Chair Mills turned the meeting over to Legal Affairs Subcommittee Chair Brown, who provided an overview of negotiations that have taken place the last several months and reviewed the process. At Subcommittee Chair's invitation, Director of Human Resources Jeff Carlson approached the podium. Subcommittee Chair Brown asked Director of Human Resources Carlson to provide an overview of the draft Memorandums of Agreement between the Wachusett Regional School District and AFSCME Council 93, Local 2885 Custodial Unit, the Wachusett Cafeteria Association, and AFSCME Council 93, Local 2885, Clerical Unit (attachments 1, 2, 3). Director Carlson explained that each of the proposed contracts are for three years (July 1, 2019 to June 30, 2022) and he outlined changes to the contracts which have been approved by the unions and are being brought before the full School Committee for ratification. At the conclusion of Director Carlson's report, members were given the opportunity to ask questions about the proposed MOAs and the negotiation process.

Chair Mills explained that, following this executive session and the review and discussions about the contract proposals, the full School Committee will be asked to vote approval of these contracts in open session.

Motion: To adjourn executive session, to return to public session

(C. Smith)

(A. DiFonso)

Roll call vote:

In favor:

Kenneth Mills
Christina Smith
Scott Brown
Thomas Curran
Michael Dennis
Anthony DiFonso
Rachel Dolan
Maleah Gustafson
Linda Long-Bellil
Amy Michalowski
Benjamin Mitchel
Megan Weeks
Adam Young

Opposed:

None

The motion was approved unanimously.

The executive session adjourned at 8:45 PM.

Respectfully submitted,

Darryll McCall, Ed.D.
Superintendent of Schools

DM:rip

Attachments:

- Attachment 1 – MOA between WRSD and AFSCME Council 93, Local 2885, Custodial Unit
- Attachment 2 – MOA between WRSD and Wachusett Cafeteria Association
- Attachment 3 – MOA between WRSD and AFSCME Council 93, Local 2885, Clerical Unit

Attachment 1

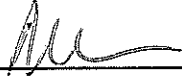
MEMORANDUM OF AGREEMENT between the Wachusett Regional School District and the AFSCME Council 93, Local 2885 Custodial Unit

The negotiating subcommittees of the Wachusett Regional School District and AFSCME Council 93, Local 2885 - Custodial Unit have negotiated a successor collective bargaining agreement for the period covering July 1, 2019 through June 30, 2022. Except to the extent referenced in this MOA, the terms of the contract, covering July 1, 2017 through June 30, 2019 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2019 – June 30, 2022. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2022. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

1. Article 2 - Union Rights and Responsibilities – Replace Section A. Union Dues Deduction with the following – “The Employer agrees that during the life of this Agreement, in accordance with the provisions of Chapter 180, Section 17(a) of the General Laws of Massachusetts, it will authorize the District to deduct Union Membership dues from the pay of those employees who authorize such deduction with a completed remittance of the AFSCME Council 93 membership Form provided by the Union to be completed within 30 days of the start of employment. The Employer further agrees to remit the aggregate amount to the Union along with a list of employees who have had said dues deducted.”
2. Article 2 – Union Rights and Responsibilities – Remove Section F. Agency Service Fee
3. Article 21 – Uniforms and Protective Clothing – Replace the first sentence with the following - “ The District agrees to provide each employee covered by this agreement, who has completed at least six(6) months of service to the District, a clothing allowance of \$250 total for uniforms, sweatshirts(with District insignia), foul/winter weather gear to include jackets, gloves and hats.”
4. Article 26 – Wages – 2% COLA to existing Salary Grids in July, 2019; July, 2020; and July 2021. Staff hired between July 1- December 31 in a particular school year will be eligible to receive a Step increase the following July 1.
5. Article 27- Retirement Benefit – Replace Article language with the following –“Members of the bargaining unit who retire from the District may participate in its group health insurance program as defined by the PEC Agreement.”
6. Article 28 – Attendance Incentive –Replace Article language with the following –“Effective July 1, 2019, an employee who utilizes no sick leave for the fiscal year will receive a payment of \$700; an employee who utilizes two or fewer days will receive a payment of \$500; an employee who utilizes five or fewer days will receive a payment of \$300. To be eligible for this incentive an employee must also have no unpaid time during the fiscal year.”
7. Article 30 – Longevity – Replace Article language with the following – “Effective July 1, 2019 fulltime members who have completed ten years of continuous service in the District on/or before June30, will be eligible for an annual service recognition payment of \$300. This payment will be pro-rated for

part-time staff. These payments will be made in July, 2019, July, 2020, and July, 2021 and end with the expiration of this contract.

8. Article 32- Duration- Replace first sentence with the following – “This Agreement shall become effective July 1, 2019 and shall continue in full force and effect until June 30, 2022.”
9. Page Numbers and a Table of Contents will be added to the Contract.



Darryll McCall, Ed.D, Superintendent of Schools

Matthew Sullivan, Union President



Kenneth Mills, Chair, School Committee

Wendy Timmons, AFSCME

MEMORANDUM OF AGREEMENT between the Wachusett Regional School District and the Wachusett Cafeteria Association.

The negotiating subcommittees of the Wachusett Regional School District and the Wachusett Cafeteria Association have negotiated a successor collective bargaining agreement for the period covering July 1, 2019 through June 30, 2022. Except to the extent referenced in this MOA, the terms of the contract, covering July 1, 2017 through June 30, 2019 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2019 – June 30, 2022. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2022. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

1. Article VII – Other Leaves – 2.1 – Replace the entire section with the following- “Employees will be granted one (1) day at full pay on the death of an aunt, uncle, niece, nephew who lives at an address other than the employee’s. One (1) additional day may be used but such leave will credited against personal leave listed above or if such leave has been exhausted, he/she may request to use one sick day to attend the funeral.”
2. Article XI – Salary – 2% COLA for each of the next 3 years – Step 1 will be maintained at the current minimum wage in existence at the time.
3. Article XII – Duration – Replace existing language with the following –“This Agreement shall become effective July 1, 2019 and shall continue in full force and effect until June 20, 2022.”
4. Article XV – Working out of Grade – Eliminate the last 11 words of sentence one - “for any consecutive work day from the sixth work day forward.” Replace the second sentence with the following language- “ Once the working out of classification terminates, the bargaining unit members must again work more than three consecutive work days in a higher classification to receive such adjustment on the fourth consecutive day.”

Darryll McCall, Ed.D, Superintendent of Schools

Kenneth Mills, Chair, School Committee

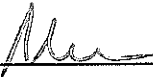


Michele Goodacre, President

MEMORANDUM OF AGREEMENT between the Wachusett Regional School District and the AFSCME Council 93, Local 2885 Clerical Unit

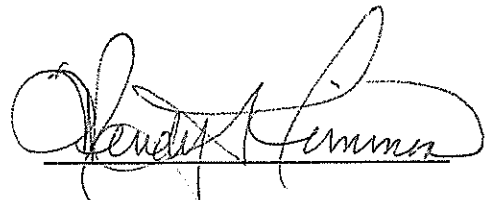
The negotiating subcommittees of the Wachusett Regional School District and AFSCME Council 93, Local 2885 - Clerical Unit have negotiated a successor collective bargaining agreement for the period covering July 1, 2019 through June 30, 2022. Except to the extent referenced in this MOA, the terms of the contract, covering July 1, 2017 through June 30, 2019 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2019 – June 30, 2022. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2022. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

1. Article 2 - Union Rights and Responsibilities – Remove Section F. Agency Service Fee, in its entirety.
2. Article 12 – Hours of Work and Work Year – 3rd Paragraph – Add the following sentence at the end of the paragraph- “Overtime must be authorized in writing.”
3. Article 25, Longevity – Change hourly stipends to \$.60 for 10 years, \$.70 for 15 years, and \$.90 for 20 years.
4. Article 26 – Wages – 2% COLA to existing Salary Grids in July, 2019; July, 2020; and July, 2021
5. Article 29 – Duration-Replace first sentence to read –“This Agreement shall become effective July1, 2019 and shall continue in full force and effect unto June 30, 2022.”



Darryll McCall, Ed.D, Superintendent of Schools

Kenneth Mills, Chair, School Committee



Wendy Timmons, AFSCME