

**SPECIAL BROOKLINE SCHOOL BOARD
JANUARY 8, 2020
MEETING MINUTES**

A special meeting of the Brookline School Board was conducted on Wednesday, January 8, 2020 at 6:45 p.m. at the Captain Samuel Douglass Academy.

Matthew Maguire, Chairman, presided:

Members of the Board Present: Rebecca Howie, Secretary
 Alison Marsano
 Erin Sarris

Members of the Board Absent: Kenneth Haag, Vice Chairman

Also in Attendance: Gina Bergskaug, Assistant Superintendent
 Brian Rater, Chairman, Brookline Finance Committee
 Dana Ketchen, Brookline Finance Committee

AGENDA ADJUSTMENTS - None

CORRESPONDENCE/RESIGNATIONS/NOMINATIONS

Assistant Superintendent Bergskaug informed the Board of a letter received from Virginia Comisso stating her Intent to Retire from her position of Kindergarten Teacher at the Richard Maghakian Memorial School effective June 30, 2020.

MOTION BY MEMBER MARSANO TO ACCEPT THE LETTER OF INTENT TO RETIRE RECEIVED FROM VIRGINIA COMISSO AS A KINDERGARTEN TEACHER AT THE RICHARD MAGHAKIAN MEMORIAL SCHOOL, WITH AN EFFECTIVE DATE OF JUNE 30, 2020

MOTION SECONDED BY MEMBER HOWIE

ON THE QUESTION

Chairman Maguire extended the Board's appreciation to Ms. Comisso for her years of dedicated service to the students and community of Brookline.

MOTION CARRIED

4-0-0

The Board was informed of the Administration's receipt of a letter of Intent to Retire from Andrea Martel, Case Manager, Captain Samuel Douglass Academy (CSDA) with an effective date of June 30, 2020. In her letter, Ms. Martel spoke of having enjoyed the 22 years she has spent in the Brookline schools and of being fortunate to have spent her teaching career with such fine people; the CSDA students and staff.

MOTION BY MEMBER HOWIE TO ACCEPT THE LETTER OF INTENT TO RETIRE RECEIVED FROM ANDREA MARTEL WITH AN EFFECTIVE DATE OF JUNE 30, 2020
MOTION SECONDED BY MEMBER MARSANO

ON THE QUESTION

Chairman Maguire extended the Board's appreciation to Ms. Martel for her many years of dedicated service to the students and community of Brookline.

MOTION CARRIED

4-0-0

PUBLIC INPUT - None

DELIBERATIONS

- To see what action the Board will take regarding the Tentative Agreement reached with the Brookline Teachers Union

MOTION BY MEMBER MARSANO TO APPROVE THE AGREEMENT BETWEEN THE BROOKLINE SCHOOL BOARD AND THE BROOKLINE TEACHERS' ASSOCIATION NEA/NH

MOTION SECONDED BY MEMBER HOWIE

ON THE QUESTION

Chairman Maguire provided an overview of the proposed changes (copy attached).

Language changes update position titles, e.g., "librarians" to "library media specialists".

Article 7.3 – Courses and Workshops; the period for which a staff member declares the intent to remain employed by the District following the end of a course for which 100% of eligible tuition is reimbursed amended from "one" to "two" years.

Language regarding reimbursement to the District by any teacher who terminates employment before working the two full school years has been amended to read in part "shall repay the balance pro-rated monthly over four months....".

Article 8.9 – Retirement Incentive Benefits; outdated language removed to reflect period of agreement.

Language relative to early retirement notification has been amended from prior to "January" to "December" and to include "For requests made and approved prior to December 1st, notice of retirement will not be made public until December of the same school year."

Article 10.1 – School Year; has been amended to state:

"The school year covered by this Agreement shall not exceed 185 days for returning staff and 187 days for new staff.

- a. The student days are determined by the District.*
- b. Two (2) orientation days before school begins for new Staff members paid at the employee's pro-rated hourly rate (dates to be determined by the Superintendent).*
- c. Three (3) days for classroom preparation, professional development, and meetings before students return for returning Staff Members, as determined by the Building Principals Superintendent or designee.*

- d. *A maximum of four (4) additional professional development/in-service days. One (1) day of the four (4) days will be used for professional staff to conduct Parent-Teacher conferences as determined by the District.*
- e. *A Staff Member whose contract year consists of other than this number shall receive a salary, as determined from Article VIII, which has been adjusted either up or down by an amount equivalent to his/her normal rate of compensation computed on a daily basis for each working day by which his/her contract year varies from the normal school year.”*

Article 10.9 – Reductions in Force; the definition of classifications has been changed to:

- “a. PK – Grade 6 (including reading and math specialists) and special education teachers with Elementary Certification and/or Early Childhood Certification;*
- b. specialized teaching areas including Art, Digital Learning Specialist, Library Media Specialist and Physical Education;*
- c. special education teachers without Elementary Certification or Early Childhood Certification;*
- d. nurse; and*
- e. school counselor”*

Article 12.2 – Health Insurance; the cap on the District’s portion of the cost of a family plan has been changed from \$1,953/month (96%) to \$2,003/month (Fiscal Year 2022; 92.8%) and \$2,053/month (FY23; 89.8%).

Chairman Maguire noted a goal of negotiations was to lower the cost of healthcare to the District. To that end, there was a willingness for an increase in wages (in accordance with the current 2019-2020 salary schedule) in exchange for retaining the existing caps on the District’s portion of the healthcare costs for single and two-person plans in FY21, FY22, FY23 and for the family plan in FY21.

Noted was that the Guaranteed Maximum Rate (GMR) provided by the District’s insurance carrier for years 2 and 3 of the contract is 6%. The rate increase for year 1 is known to be 4.1%.

The current salary schedule identifies wage increases for employees on-step as 0.75% + step (FY21 and FY22) and 1.3% + step (FY23) and for employees off-step 2.25% (FY21), 2.5% (FY22), and 2.75% (FY23). Step is 3%.

Article 13.1 – Sick Leave; language includes the following: “Sick leave under this section is concurrent with, and not in addition to, leave under the FMLA.”

Article 13.2 – Sick Leave Bank; amended to state:

“A sick leave bank shall be established by setting aside one (1) sick leave day per contract year from each Staff Member covered by this agreement. The sick leave bank shall be for the use of all Staff Members covered by this agreement. When the bank has been depleted, all eligible Staff Members will recontribute. Staff Members can only access the sick leave bank if they have contributed. Sick leave bank contributions will not be required while the balance is above 300 days. Notwithstanding the balance of the sick leave bank, new staff must contribute during their first two years in the District. Sick days donated by a staff member who leaves the district will be removed upon his/her departure.

To become eligible to request extended benefits from the sick leave bank, a Staff Member must:

1. *Have exhausted all accrued sick leave under Section 13.1 of this article;*
2. *Present satisfactory evidence of serious illness, disability, pregnancy, or normal and customary post-partum as defined in 13.1 (excluding work-related illness or injury); and*
3. *Gain the approval of the Sick Bank Committee.*

All Staff Members may draw up to sixty (60) days from the sick leave bank in any one year OR up to such time as Long Term Disability commences, whichever is sooner. The sick leave bank will be administered by the Sick Bank Committee which will consist of two (2) Staff Members appointed by the Brookline Teachers' Association and a person who is the designee of the Superintendent.

The Sick Leave Bank is only intended for the Staff Member and does not cover absences due to illness of a member of his/her immediate family. During the time of the Staff Member's absence, the District will maintain payment of the employer's portion of the Staff Member's medical insurance premiums."

Article 15.1 – Duration; language changed to accurately reflect contract duration.

Total cost of the contract (inclusive of salaries and all benefits) is \$146,163 (FY21), \$170,569 (FY22), and \$163,945 (FY23). Cost of the three years combined is \$480,678 or 9.74%.

Brian Rater, Chairman, Brookline Finance Committee

Questioned, and was informed the recommendation is to sanbornize the contract.

Dana Ketchen, Brookline Finance Committee

Questioned if there were negotiations on the part of the Board or if the tentative agreement represents the requests of the union. She questioned if the Board could reveal what the requests were so that a clearer understanding of the negotiation process could be had.

Chairman Maguire reiterated the goal to focus on the District's costs with regard to health insurance. When comparing costs to those of prior years, what also needs to be considered is the increased number of teachers (not an apples-to-apples comparison).

Ms. Sarris commented on the importance of looking at total compensation rather than focusing on salary because of the significance of healthcare costs.

MOTION CARRIED

4-0-0

MOTION BY MEMBER SARRIS TO SANBORNIZE THE 2020-2023 AGREEMENT BETWEEN THE BROOKLINE SCHOOL BOARD AND THE BROOKLINE TEACHERS' ASSOCIATION NEA/NH

MOTION SECONDED BY MEMBER HOWIE

ON THE QUESTION

Brian Rater

Questioned the rationale for the recommendation to sanbornize. Chairman Maguire stated it to be as a result of the direction the District was able to achieve with regard to healthcare costs.

MOTION CARRIED

3-1-0

Member Marsano voted in opposition

ADJOURNMENT

MOTION BY MEMBER MARSANO TO ADJOURN

MOTION SECONDED BY MEMBER HOWIE

MOTION CARRIED

4-0-0

The January 8, 2020 special meeting of the Brookline School Board was adjourned at 7:01 p.m.

Date _____ Signed _____