

Concord School District  
**Special Board Meeting**  
November 26, 2018

**School Board members present:** Jennifer Patterson, *President*, Clint Cogswell, Tom Croteau, Chuck Crush, Nathan Fennessy, Liza Poinier, Jim Richards, Pam Wicks

**School Board member absent:** Maureen Redmond Scura

**Administration:** Terri Forsten, *Superintendent*, Jack Dunn, *Business Administrator*, Larry Prince, *Human Resources Director*

Agenda:

1. Public comment
2. Review of new/revised CEA collective bargaining agreement (CBA)
3. Vote to ratify CEA collective bargaining agreement

Board President Jennifer Patterson called the meeting to order, noting that the Board would consider ratification of the new CEA contract. She asked for public comment.

Mrs. Betty Hoadley spoke to the Board in favor of the newly revised CBA for the Concord Education Association. She said that, while she understood the tactics that were encouraged by the CEA this fall, she does not like it when it impacts Concord's students and schools negatively. She reminded Board members that the teachers are not their constituents – they are employees of the District. Mrs. Hoadley noted that Concord students and Concord taxpayers are the Board's constituents. She said she supports bringing in the "best and brightest" to the District's teaching staff and reminded the Board to hold high expectations for their teachers. Mrs. Hoadley asked the Board to review the components of the CBA carefully to understand it, before voting in support. She finished by saying that the Board should vote to pass the CBA and get the District back to calm and back to teaching.

Ms. Patterson turned to Nathan Fennessy for an overview of the new CEA collective bargaining agreement. Mr. Fennessy reviewed the changes to the current agreement by offering the following highlights.

Three Year Contract	Contract will be in force September 1, 2018 to August 30, 2021
Health Contributions (Part I)	Simply changed the dates noted for the medical plan years.
"Cadillac Tax" (Part II)	Removed the year reference to Cadillac Tax
Change of Carrier	Removed reference to BC/BS POS Plan

TB Testing	Removed reference to TB testing as it is no longer required
Co-Curricular Committee	Proposal for a committee to evaluate Appendix D, which outlines the amount of the stipends for coaching, performing arts and other co-curricular stipends
Co-Curricular Base Pay	Agreed to a modified base for co-curricular stipends
Declination Payment Distribution	Timeline change for declination payments related to medical benefits
Salary – Nurses	Modified the Nurses’ salary schedule
Salary – Teachers	Modified the Teachers’ salary schedule
Sick Day Accrual	Offered first-year teachers 20 sick days as the year begins
Co-Curricular, Elementary	Increase elementary afterschool stipends from \$20,000 to \$30,000
Appendix K: Renew	Renew the sidebar related to Teacher Evaluation processes to finalize the mini-observation and teacher rubric processes
Two Spring 2019 Events	Single-year agreement, CEA members will participate in two spring events to engage parents, students and the community in the schools for a total of 5 hours

Ms. Patterson expressed her appreciation to Mr. Fennessy as the chairperson of the Negotiations Committee in this challenging process. She also commended the members of the Negotiations Committee and the District negotiations team.

Nathan Fennessy made a motion, seconded by Tom Croteau, to recommend that the School Board support this contract.

Chuck Crush asked how the proposed agreement would be funded, as there are increases to the salary schedule. Jack Dunn explained that funding had been increased by the Board at its October 29 meeting.

Clint Cogswell said he has been part of prior negotiations and understands that the process can be challenging. He said he was disappointed that teachers thought it was a choice.

Mr. Croteau noted his intent to vote in support of the contract, and said he believed that the District team represented the Board well in the negotiations process. He said that he was disappointed in the teachers who chose not to attend the Back to School Nights in the fall, as this did not represent the schools well in the community. He said that further unprofessional behavior was apparent in staff meetings and at the District Opening Day, at which teachers were unprofessional.

Pam Wicks agreed with Mr. Croteau's comments, noting that she was disappointed that teachers did not attend Back to School Nights at their schools. She said that she will vote to support the new contract.

Mr. Crush commended Mr. Fennessy's work as the Chair of the Negotiations Committee.

Ms. Patterson agreed that the process was challenging for the District and the community.

Mr. Fennessy commented on the decision to move forward with retroactive pay that included an agreement to support two spring 2019 events which CEA members will attend. He spoke to the professional and impressive work by the District negotiations team which sat at the table: Jack Dunn, Donna Palley and Larry Prince.

Jim Richards also offered commendation for Mr. Fennessy for his leadership on the Negotiations Committee.

Ms. Patterson moved the vote forward; Mr. Fennessy requested a roll call vote.

**The Board voted 8-0 by roll call to approve the contract.**

Ms. Patterson called for a motion to adjourn.

**The Board voted 8-0 to adjourn the meeting (motioned by Mr. Cogswell, seconded by Mr. Fennessy).**

The meeting adjourned at 6:15 p.m.

Respectfully submitted,

Tom Croteau, *Vice President*

Terri Forsten, *Recorder*