

Concord School District Board of Education  
**Special Board Meeting**  
**February 12, 2018**

**Board members present:** Clint Cogswell, *President*, Tom Croteau, Chuck Crush, Jennifer Patterson, Maureen Redmond-Scura, Pam Wicks, Liza Poinier, Nathan Fennessy

**Board member absent:** Jim Richards

**Administration:** *Business Administrator* Jack Dunn, *Director of Human Resources* Larry Prince

Board President Jennifer Patterson called the meeting to order at 5:15 p.m., noting that it was a Special Board meeting to consider ratifying a new three-year agreement with the Maintenance Transportation Association. Business Administrator Jack Dunn and Director of Human Resources, Larry Prince presented the proposed agreement.

**3 Year Term:** July 1, 2018 – June 30, 2021

**Salary Increase as a percentage to the base:** (*includes FICA (7.65%) and NHRS (11.38%)*)

Year 1: 1.5% - \$11,388.81  
Year 2: 2.0% - \$14,879.68  
Year 3: 2.0% - \$13,740.83  
**Total: 5.5% - \$40,009.32**

**Stipends:**

Increase Bus Mechanic stipend by \$250/year to \$750

- Year 1: (2) - \$500
- Year 2: (2) - \$500
- Year 3: (2) - \$500
- **Total: \$1,500**

Increase annual longevity stipends by \$100 each as noted (*projected costs*):

10-14 years    From \$600 to \$700/year

- Year 1: (1) - \$100
- Year 2: (1) - \$100
- Year 3: (2) - \$200
- **Total: \$400**

15-19 years    From \$750 to \$850/year

- Year 1: (1) - \$100
- Year 2: (1) - \$100

- Year 3: (0) - \$0
- **Total: \$200**

20+ years      From \$1,100 to \$1,200/year

- Year 1: (5) - \$500
- Year 2: (5) - \$500
- Year 3: (6) - \$600
- **Total: \$1,600**

**Health Insurance**

District agrees to keep employer/employee contribution percentages at 2017-2018 levels for all 3 years of the agreement:

Single, 2-Person, Family Plans:      District: 90%; Employee: 10%

Those hired after July 1, 2015:      District: 80%; Employee: 20%

**Retiree Health Insurance**

Eliminate this benefit for those hired on or after July 1, 2018

**Sick Bank:**

Association agrees to eliminate this benefit and agrees to allow the Superintendent of Schools to consider payment of sick leave to those with no sick leave accrual at her sole discretion – on a case-by-case basis.

**Sick Leave Maximum Accrual:**

For all employees, reduce maximum accrual from 175 days to 100 days.

**Sick Leave One-Time Buy-Out:**

The District will provide a one-time “buy-out” in July 2018 any sick days accrued over 100. Formula: 55% of days over 100 x 17-18 per diem rate.

**Projected one-time cost: \$55,896.64**

**Separation Payout of Unused Sick Leave:**

Eliminate current separation payout for sick leave (55% of unused sick leave @ per diem for those with 10+ continuous years of service) and replace it with a “Career Longevity Payout.”

Career Longevity Factor:\*

- 10-14 years of service = .5%
- 14-19 years of service = .75%
- 20+ years of service = 1.0%

**Vacation Day Accruals:**

The District agrees to front-load the annual vacation day accrual (for those with two or more years of service), with availability on July 1 of each year (maximum accrual remains at 45 days).

Should an employee leave the employ of the District prior to June of any year, the accrued vacation days for that year, for purposes of the calculation of the vacation day payout (if applicable), will be pro-rated.

**Existing Language:**

After completion of probationary period: 11 vacation days per year  
 1-14 years of service: 16 vacation days per year  
 15+ years of service: 20 vacation days per year

**Those hired on or after July 1, 2015:**

1 year of service: 7 vacation days per year  
 2-14 years of service: 12 vacation days per year  
 15+ years of service: 17 vacation days per year

**Work Boots and Uniforms –**

1. Bus Mechanics will receive an annual allowance of \$175 for work boots or other appropriate footwear approved in writing by the employee’s supervisor prior to purchase. The District will provide one (1) winter jacket, three (3) sweatshirts, eleven (11) uniforms consisting of eleven (11) shirts and eleven (11) work pants that will be maintained by the District. Uniforms and boots shall be replaced as needed.
2. Employees who work in the Transportation Office shall be allowed to purchase footwear in the amount of \$120 or less, once during this 3-year agreement.
3. Employees who work in the Maintenance/Facilities location shall be allowed an annual allotment of up to \$250 to purchase footwear and/or appropriate work-related clothing. In addition, if needed, on an annual basis, the District will supply each employee in this group up to three (3) tee shirts, two (2) collared (polo) shirts and three (3) sweatshirts. Once during the three-year term of this agreement, and if needed, the District agrees to provide one (1) winter jacket.

**Bonus Pay:**

Bonus pay equal to their current daily rate will be paid to any employee who uses fewer than thirty-two (32) sick hours in each six (6)-month period between July 1 December 31, and January 1 June 30 . Bonus pay will be at the following rates:

If only use...sick hours	then earn...days pay
00.00 – 11.75	2.0
12.00 – 19.75	1.5
20.00 – 27.75	1.0
28.00 – 32.00	0.5

**Cadillac Tax:**

Agreed to open-ended Cadillac Tax language

**Tax Sheltered Annuity:**

Changes language to give the District the authority to bid out Tax Sheltered Annuity Provider

**Reformat Contract**

Agreed to new reformatted contract that is clickable and searchable.

**The Board 8-0 to approve the new three-year collective bargaining agreement (moved by Mr. Fennessy, seconded by Mr. Croteau).**

Mr. Croteau thanked the group for the work in keeping the facilities in good shape.

**The Board 8-0 to adjourn (moved by Mr. Fennessy, seconded by Mr. Cogswell).**

The meeting adjourned at 5:26 p.m.

Respectfully submitted,

Maureen Redmond-Scura, *Secretary*