

April 7, 2020

## **Hamilton Wenham Regional School Committee - Negotiations Working Group**

This meeting was conducted using Zoom.

Present: Michelle Bailey, Michelle Horgan, Julie Kukenberger

Absent: David Polito

Minutes March 3, 2020 are still needed from Mr. Polito

Minutes March 27, need to correct spelling of Bailey. Motion to approve the minutes (Bailey, second Horgan.)

Approval. - Bailey - yes, Horgan - yes

10.3 (A) What does 3 preps mean?

10.3 (D) Clean up the wording to specify when the curriculum leaders get assignments. We need to make a decision on are we going to maximize coaching. Curriculum leaders are also paid stipends. We need to be aware of the total stipend cost about\$400-500K per year.

10.4 We may want to remove class-size from the contract.

XI - Prep-time - there is inequity in times between levels . Look for other contracts. Can we extend the elementary day? Is there another way to schedule. Julie Kukenberger will ask principals.

We want to look at 11.3 again.

12.1.C - the is professional development for the teacher

12.7 - the rate for mileage needs to be clarified.

Article 13 - 13.2 should move to Childrearing - Parental Leave in Article 15

Article 14 - A year of leave it seems unusual to pay them for a year.

Article 15.1(a, c) should be gender neutral

Article 15 may need to have some modernization. Did the age increase from 23 to 26 years old?

17. Why is the Committee referenced? Committee is the employer of record, but it is really handled by administration. Is this really a policy?

There was a discussion about the timing of the notices for lay-off. We discussed a possible need to send a notice regarding lay-offs due to the delay in the holding of town meetings and approving the budget.

Next Meeting: The committee will read articles 18-25.

Next Meeting May 5 @ 4:30

Topics for future meetings- OPEB - We will review this in May.

Adjourned - 5:43 Roll call approved. Michelle Bailey - yes, Michelle Horgan - yes.

Documents Referenced: Agreement between the HWRSC and the HWEA dated 9/1/18.