

SUPPORT STAFF BNC MINUTES  
THURSDAY, OCTOBER 18, 2018  
GMTCC COMMUNITY EDUCATION CENTER

BNC members present: Sue Hamlyn-Prescott, David Whitcomb, Bill Sander

Others present: Charleen McFarlane, Deb Clark, Darcey Fletcher, Thad Tallman, Yvonne Heath, Santha Dahlin, 3 other support staff members

S. Hamlyn-Prescott called the meeting to order at 5:39.

B. Sander moved to go into executive session to discuss support staff negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, inviting D. Griffiths, D. Clark and C. McFarlane to remain, D. Whitcomb seconded, the motion was passed and the BNC entered executive session at 5:39. The BNC consented out of executive session at 6:31.

Support staff came in at 6:31.

It was agreed to start with the language piece. D. Fletcher said the association agrees to the proposed changes to 7.11.

D. Fletcher asked for clarification on the 457 Retirement Savings Plan. S. Hamlyn-Prescott asked C. McFarlane to speak about it. C. McFarlane said there are two retirement plans we have been offering since the state took over – the 457 and the 403(b). A 457 can't be contributed to by the employer. It has some withdrawal advantages. Withdrawal can be done at a younger age and there are some advantages regarding penalties.

D. Fletcher asked if it is offered through Prudential or VALIC. C. McFarlane said Prudential. She spoke to the VALIC representative about not talking about the 457 when that is not his role.

The association agreed to the proposed changes to Appendix A.

S. Hamlyn-Prescott said in terms of salary proposals both sides are on the same page regarding increasing over time. In reviewing the association proposal it appears as if the association was aiming for about a \$1.70 increase for everyone. Does it make sense to move to talking about a number increase and drop talking about percentages? If we want to give a different proposal should it just be an hourly amount, dropping the percentage increase?

D. Fletcher said her proposal had a percentage and dollar amount. S. Hamlyn-Prescott said the overall effect, though, was that everyone would basically get \$1.70. So does it make sense to drop the percent increase and just go to a dollar amount increase? D. Fletcher said she will talk to her team about that. The association left to caucus at 6:38.

S. Hamlyn-Prescott moved to go into executive session to discuss support staff negotiations because premature general public knowledge would clearly place the school board at a substantial

disadvantage, inviting D. Griffiths, D. Clark and C. McFarlane to remain, D. Whitcomb seconded, the motion was passed and the BNC entered executive session at 6:41.

The BNC consented out of executive session at 6:46.

It was agreed to schedule a BNC meeting for next Wednesday, perhaps at 3:00 depending on whether K. Orost can call in.

The BNC consented back into executive session at 6:50.

The BNC consented out of executive session at 6:53.

Support staff came back in at 6:53. S. Hamlyn-Prescott asked D. Fletcher to explain the association salary proposal. D. Fletcher said she put staff in order from lowest to highest paid. She was trying to get the lowest paid people as close as possible to \$13.50 so with 3% per year increases they would be up to \$15 by 2024. In doing that she still wanted to keep a difference between the lowest paid group and the next group in order to keep it fair. She made sure that after increases each salary group was still lower than the next lowest group. Once she got to \$17/hr or higher she kept the same increase for everyone.

S. Hamlyn-Prescott asked if the association has questions on the BNC proposal.

D. Fletcher asked if those being increased to \$13.20 were also going to be given the 1% plus 30 cents. S. Hamlyn-Prescott said no.

S. Hamlyn-Prescott said the association proposal is more than we feel we can bring forward. She asked what the association's thoughts are on the BNC proposal. D. Fletcher said it is a lot less than they want. S. Hamlyn-Prescott said it appears both sides are looking for a second proposal. D. Fletcher said yes. In her next proposal she will just do a dollar increment. S. Hamlyn-Prescott asked if the association can have something tonight. D. Fletcher asked if the BNC can. S. Hamlyn-Prescott said yes. D. Fletcher said the association can have another proposal tonight as well.

It was agreed to caucus for 15 minutes. Support staff left to caucus at 6:58.

The BNC consented into executive session at 6:58.

The BNC consented out of executive session at 7:20.

Support staff came in at 7:20.

S. Hamlyn-Prescott said the BNC looked at different minimum wages and is trying hard to stay at \$13.20 and not go below that. The BNC is now proposing to increase everyone by 65 cents an hour. No one would get less than a 65 cent per hour increase and the minimum anyone would make would be \$13.20 per hour.

D. Fletcher said there are some employees making \$11.80 an hour. S. Hamlyn-Prescott said those people would be brought up to \$13.20. Someone currently making \$12.90 would not just go up to \$13.20; they would get a 65 cent increase. Employees would get whichever is greater, 65 cents or an increase to \$13.20.

D. Fletcher said they were thinking about more than that. They feel 65 cents is a little low because pay hasn't been increasing. We are losing a lot of middle ground people. Every day we are hearing about people wanting to leave because they can find something better elsewhere. They are proposing an increase of \$1.70 for everyone. She didn't have a chance to see what the overall percentage increase for that is.

D. Fletcher said they need to mull over the BNC proposal. Support staff left to caucus at 7:24.

B. Sander moved to go into executive session to discuss support staff negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, inviting D. Griffiths, D. Clark and C. McFarlane to remain, S. Hamlyn-Prescott seconded, the motion was passed and the BNC entered executive session at 7:25.

D. Fletcher came in at 7:30 to ask a clarifying question.

The BNC consented out of executive session.

D. Fletcher asked if her understanding is correct that for raising everyone to \$13.20 there is a threshold of \$12.47. The person making \$12.47 would get 73 cents and everyone making more than that will be over \$13.20 if they get a 65 cent increase so all those people will get 65 cents. D. Fletcher said that is correct. D. Fletcher left at 7:32.

The BNC consented back into executive session at 7:32.

The BNC consented out of executive session at 7:43.

Support staff came back at 7:43.

D. Fletcher said their dilemma is that if everyone is raised to \$13.20 then new hires will also be at \$13.20. S. Hamlyn-Prescott said no. Our plan is that the new grid would have a difference. It would be lower. But we are not ready to give the association the new grid yet because this sets what we would discuss for that.

D. Fletcher said their proposal is to have the grid start at \$13.20, to raise all existing employees to \$13.50 and to give 90 cents an hour to the others.

It was agreed to caucus. Support staff left at 7:45.

The BNC consented into executive session at 7:46.

The BNC consented out of executive session at 8:02.

Support staff came in at 8:02.

S. Hamlyn-Prescott said the BNC is offering \$13.40 as a minimum for existing employees with \$13.20 at the beginning of the hiring grid, and an 85 cent an hour increase and they are willing to settle tonight.

Support staff left to caucus about that at 8:03. They came back at 8:13. Three additional support staff members in addition to the negotiating team came in. D. Fletcher said they want to accept the proposal.

An agreement was signed stating \$13.20 is the new hire base, existing employees below \$13.50 are all moved to \$13.40 and everyone else gets an 85 cent per hour increase.

S. Hamlyn-Prescott said we will have to develop the new grid. C. McFarlane can do a full red line version of the master agreement. S. Hamlyn-Prescott said she doesn't think the two groups have to meet face-to-face again. The BNC will bring the agreement to the full board. Support staff will bring it to their full group.

The meeting was adjourned at 8:18.

*Minutes submitted by Donna Griffiths*