

## NEW SALEM/WENDELL SCHOOL COMMITTEE

Thursday, December 7, 2017 Swift River School – 7:00 p.m.

Present: Johanna Bartlett, Jack Radner, Carla Halpern, Carl Seppala, Karyn Briand, David Briand, Amy Palmer, Anna Wetherby (minutes), Bruce Turner (treasurer), Kelley Sullivan (principal)

Public: Danika Tyminski, teacher/union

Special Guest: Joe Shea, HCGIT representative

### AGENDA

Call Meeting to Order (?)

#### A. Public Hearings

- a. Joe Shea- admin for HCGIT (Group insurance trust) (provided documents)- they hire Blue Cross for the member groups. The trust is currently looking at the following issues:
  - i. 70 groups, 11,000 individuals
  - ii. 2014 – unrestricted reserve 27mil- current 18mil – anticipate another 2mil in claims to cover.
  - iii. Pharmaceuticals -100% increase in 4 years (6mil – 12mil)
  - iv. ACA – increase in taxes 1.2 mil (absorbed by trust)
  - v. Rate increases
  - vi. 2 years ago- discussion of benefit changes
  - vii. State GIC plan- higher premium, deductible, co-pays
  - viii. Benefit changes (July 2018)
    1. Co-pays
    2. Save on premium 5.5% (increase 4.5-5%)
    3. Repeat specialist visits \$20 co-pay
  - ix. Comparison GIC \$39,000 to the school, even more to the individual

#### B. Warrants – Record in minutes with numbers

Voucher No. 4024  
Voucher No. 2810  
Voucher No. 4023  
Voucher No. 2809  
Voucher No. 4020  
Voucher No. 4021  
Voucher No. 4022  
Voucher No. 8005  
Voucher No. 8110  
Voucher No. 8111  
Warrant Batch #411  
Warrant Batch #811

#### C. Superintendent's Report – submitted, no discussions

#### D. Director of Finance and Operations Report \*

- Draft U28 FY19 Budget (submitted)
  - 1- will change as result of superintendent contract
  - 24- set expense budget
  - 27- data evaluation specialist to analyze the data recorded
  - 28- cover what is not meet due to capping
  - 29- “
  - 30- internal teachers complete training for other teachers- set union budget for stipend
  - 31 – PD for office staff
  - ❖ Concerns of budget addressed to Johanna before 12.13

#### Draft NS/W FY19 Budget

- 2- New for FY19 (money used, but not in budget before)
- Salaries are based on 2% and steps
- Health insurance 10% (high estimate)

#### From Kelley (FY18 updates)

- Anticipated retirements
- Looking at preschool “bubble” – next 3 year-old group looks small
- Enrolment down 10 students- less demand on supplies
- New toilets = 40% reduction in water use (2/3 replaced)
- 29% reduction in wattage use from new bulbs

#### Auditors

- Auditor increasing cost to complete end of year report (not done, but charged regardless)
- Motion to accept rates from auditor for FY2017 (David, Carl 2<sup>nd</sup>) – passes unanimously

Submitted letter and photographs to repair windows

Would like to apply to MSBA will fund up to 80% of repair

- Carla moves, David 2<sup>nd</sup> (unanimously)

#### E. Principal’s Report –

- a. Submitted article on salt – no decision on making this a low-salt area.  
Next town meeting December 15<sup>th</sup>, 5pm at Stoll Building – contact Nancy to make public notice. Kelley will email Nina, Amy will notify Wendell Board of Health
- b. Carla- for the record- even if we disagree with the effects of using salt on the roads, everyone wants the health and safety of students at primary importance. Despite the results of the salt discussion, we all want the kids to be safe and have safe water to drink
- c. Liability- - less salt, more sand, educate drivers of 20mph, low salt zone
- d. Request to take samples following a snowstorm

## G. December Items

### 1. Municipal Health Insurance – M.G.L. c 32B, §§21-23 – discussion and vote \*

- What happens if we do not vote for this change?
  - If we do not agree to new terms, we *can* leave the trust- the school district would be absorbing the increase in fees from the trust
  - We will need to get quotes from other groups
  - Premium deposit- 11,000 – any incurred claims 18 months past June would be settled through the deposit and towns would be responsible for paying claims
  - There is a mitigation fund (25%) to help offset hardships
  - Teachers are unhappy about the lack of communication on this subject – the decisions were made without the consult of the teachers
  - Requests from school committee to discuss started in May and went unanswered
  - Prescription drug costs a large concern- federal government sets the prescription drug plan – this plan has no “Medicare doughnut hole”
- Request for motion to adopt benefit change – Carl motions, Jack seconds
  - What are we voting on? Allows municipal group to join state GIC plan. 21 & 22 allows municipal group to make changes to benefits and share the savings (difference between what the premiums would have been and what they are) with the union in the first year – 25% with the union, 75% with
  - Why can't we have this vote in June after the union contracts
  - SC and Union have a long tradition of working very well together
  - Union will meet again tomorrow with more information from this meeting
  - Some schools are looking at MIA as an alternative trust- will match plan requests but can raise premiums after first year
  - HCGIT has re-insurance to cover exceedingly large claims
  - Union members may contact Joe directly
  - Can we meet the requirements through negotiation without triggering Mass Law?
- Motion to table – Carla moves, Amy 2<sup>nd</sup> – passes unanimously
- Copies of HCGIC financials will be made available to all members

### 2. Family Handbook – motion to vote Jack- David 2<sup>nd</sup> with the following amendments – passes unanimously

- Amendment for p. 27 X School Committee members (holdover from by-laws)
- Amend gender specific to “they”

### 3. MASCC Conference Information

- Great conference

4. Vote for CES Representative

- Carla nominates Melissa, Jack 2<sup>nd</sup> – passes unanimously

5. Policy Update and Review: motion to delete Karyn, Carla 2<sup>nd</sup> – passes unanimously

**First Vote to Delete:**

GDB – Non-Professional Hourly Benefit \*

GDBA – Part-Time Teachers’ Step Increase Policy \*

GDK – Part-Time Teachers Leave Benefits\*

H. Committee Reports

- Report from Mahar Representatives – close to state average in standardized testing- need to move more students to “partially meeting” to “meeting”
- Glimpse into Maker Space
- Continuation on E-learning discussion- continue the pilot- looking for feedback from parents and student (give to Johanna or Carla)
- New classes- civics, math and physics, model UN, test-prep for mathematics (name change needed),
- Approved 8<sup>th</sup> grade trip to D.C.
- Getting rid of late buses, sharing bus service

• Collaborative for Educational Services

- Budget and Personnel – Next meeting- Wednesday, December 13, 2017 – parameters of negotiation with superintendent

Supt. Office – Time: TBD

- Joint Supervisory – Next Meeting – Wednesday, January 10, 2018 at Leverett Elementary School – 7:00 p.m.

Other:

- Voting on reps for negotiating at next meeting
- Celebration of Dick Baldwin- move to spring for planting

I. Future Business

- Next Meeting Date – January 4, 2018 – 7:00 p.m.
- New Salem/Wendell Policy Committee – January 4, 2018 6:30 p.m.

J. Approval of the Minutes of October 5, 2017\* Carla moved, Jack 2<sup>nd</sup>

Amend Carl’s last name, Chris Wings, Susannah Whipps

K. Adjournment Carla moved, David 2<sup>nd</sup> unanimously 9:03pm