

Raymond School Board Meeting
January 8, 2016
Raymond High School Media Center
Minutes
Approved February 3, 2016

Call to Order: The meeting was called to order at 6:00 pm

Present: School Board Members Diane Naoum, John Harmon, Jaclyn Serrine, and Superintendent Ellen Small. Not present: Steve Reardon, Steve Wallerstein

Proof of Posting: It was noted the meeting was properly posted.

Pledge of Allegiance: All those in attendance stood and recited the Pledge of Allegiance.

REA Contract Ratification: There was a review of the collective bargaining agreement. Highlighting points include language changes in Article VIII, which allows schedule changes at both the middle and high schools, employees who are not teachers will not work over 40 hours a week without permission and REA members are liable for \$1,000 damages if contract is signed and then the member resigned after June 30th; Article X highlights a change in insurance premiums for all to School Care. The District will contribute 97% of premium cost in 2016/17 school year and 94% in 2017/18, a Flexible Spending Account will be established of which the District will contribute \$500 per year for each spouse of married couples that both work for the District; in Article XIV the contract is a two year agreement for July 1, 2016 thru June 30, 2018, each member salaries advance one step at the beginning of the school year, in 2016/17 the schedule increases 3.25%, with an overall combined increase of an average of 5.2% and in 2017/18 the schedule increases 1.7% with an overall average increase of 3.6% which includes the step and the 1.7% increase. In Article XVII members that have 15 or more years of service who submit resignation by Oct 1st, submit a final resignation by May 1st will receive a severance.

An estimated cost summary of the agreement for the 132 Members of the REA for 2016/17 include Salary increases \$331,269, Longevity Increases \$5,850, Social Security increases \$25,790, Retirement increases of \$52,827 for a total of salary related increases of \$415,736, Savings from changes in health insurance in the amount of \$183,563 and FSA Contributions and Costs in the amount of \$9,960 for a total of estimated cost for the 16/17 year in the amount of \$242,133. This represents an estimated \$0.29 per \$1000 tax impact. For the 2017/18 year the estimates costs include Salary increases \$244,647, Longevity Increases \$3,900, Social Security increases \$19,014, Retirement increases of \$38,947 for a total of salary related increases of \$306,508, Savings from changes in health insurance in the amount of \$50,698 for a total of estimated cost for the 17/18 year in the amount of \$255,810. This represents an estimated \$0.30 per \$1000 tax impact.

Mr. Harmon expressed that he felt the agreement was a great agreement. It is a two year agreement, brings insurance changes to save money and bring salary increases and will hopefully keep teachers in the District and he thanked the REA for working collaboratively.

Motion: John Harmon made a motion, seconded by Jaclyn Serrine to ratify the collective bargaining agreement as outlined tonight for a two year agreement between the Raymond Education Association and the Raymond School Board. The motion passed with Mr. Harmon, Ms. Serrine and Ms. Naoum voting in the affirmative.

Warrant Articles: Warrant Articles Four and Five were read. It was discussed that warrant Article Four should have added to it Recommended by the School Board Yes 3, No 0.

Motion: John Harmon made a motion, seconded by Jaclyn Serrine, to approve the Warrant Articles 4 and 5 on the warrant that was previously established Wed Night. The motion passes with Mr. Harmon, Ms. Serrine and Ms. Naoum voting in the affirmative.

It was reviewed by Superintendent Small that the attorney was able to answer the school board's question if there could be a revote on a motion that was already voted on. The short answer was that we could vote to change the recommendation by the school board on the warrant article recommendations. This would have to be an agenda item, and that is why it could not be done during a previous meeting.

Mr. Harmon also asked if there was any clarification if the School Board was required to put the tax impact on the warrant articles and the answer was that we do not have to. Mr. Harmon confirmed we did not have to and mentioned he did not have an issue with it, but wanted to understand if it could be done by a board vote or the legislative body.

Mrs. Small also mentioned that it was brought to her attention that there may be a citizen's petition. She asked the attorney if the budget committee could include it in their public hearing and vote on it before the school board because it would not come to the school board until later. The answer was yes, they can. If there is a petition then it will be on the next agenda as well for the School Board. Mr. Harmon requested clarification and Ms. Small mentioned that the question was if the School Board and Budget Committee made recommendations on citizen's petitions and the answer was yes.

Adjournment: Mr. Harmon made a motion, seconded by Ms. Serrine to adjourn the meeting. The motion passed with all voting in favor. The meeting was adjourned at 6:15pm

Respectfully Submitted

Jaclyn Serrine
School Board Secretary