



**North River Collaborative Board of Directors Executive Session Minutes**  
**Friday, June 8, 2018**

**Present:** : Stephen Donovan, Mike Laliberte, Patty Oakley, Matt Ferron, Liz Legault, Ruth Gilbert-Whitner, Clarice Doliber, Alan Cron, Paul Zinni, Derek Swenson, Peter Schafer

**Absent:** Maggie Rizzi,

**Motion:** Matt Ferron made a motion to adjourn to executive session for the purpose of discussing strategy with respect to collective bargaining for Drivers/Monitors and an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares and to conduct contract negotiations with non-union personnel and to then reconvene in open session. Peter Schafer seconded the motion. Motion carried with a roll call vote: Alan Cron- Yes, Liz Legault-Yes, Patty Oakley-Yes, Derek Swenson- Yes, Matt Ferron- Yes, Peter Schafer-Yes, Ruth Gilbert-Whitner-Yes, Paul Zinni- Yes.

**I. Executive Session**

1. To discuss strategy with respect to collective bargaining (Drivers/Monitors) and an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares.

Attorney Geoff Wermuth updated the Board on the current negotiations with the Teamsters union.

- Geoff summarized the history of the union negotiations, there has been one negotiation to date and had tentative agreements from prior negotiations. The Union sent back changes and there is nothing currently scheduled until mid-July.
- The goal is to get management flexibility and incorporate the NRC handbook
- Issue: agency service fees / union security clauses in the public sector contracts as a condition of employment. Case currently before the Supreme court with the employer has the lawful right to take fees but if the employer is not doing the administrative work check off for union. How does the Board feel? If no check off the employee will have to pay the dues directly.
- Salary raises for transportation employees for FY19- Must move employees up their steps
- Board wants to negotiate in good faith. Performance measurement. Do not want any impact to the children we transport. Thoughtful professional handled negotiations- any agreement is tentative until ratification by the Board.

**Motion:** Peter Schafer made a motion that there will be no raises afforded to the van drivers and van monitors until the contract comes to fruition. Alan Cron seconded the motion. Motion carried unanimously. Roll Call Alan Cron-Yes, Liz Legault-Yes, Patty Oakley-Yes, Derek Swenson- Yes, Matt Ferron- Yes, Peter Schafer-Yes, Ruth Gilbert-Whitner-Yes, Paul Zinni- Yes

2. To conduct contract negotiations with non-union personnel (Executive Director) and to re-convene in open session.

Contract proposal presented to the Board by Dr. Donovan. Proposed changes:

- Changes to notice language, 25 days' vacation, \$5,000 for professional development salary increase to \$155,000.
- Discussion as to comparison of salaries of others who do the same job. This Board had no input in previous contract. Matt Ferron suggested the sub-committee research the possibilities. Sub Commute meeting in July to compare to other collaborative directors with a decision and Board vote in September with a retroactive increase after the board decision.

Steve will so send comparative salary tables to the subcommittee.

**Motion:** Peter Schafer made a motion to close executive session and reconvene into open session. Liz Legault seconded the motion. Motion carried unanimously. Roll Call Alan Cron-Yes, Liz Legault-Yes, Patty Oakley-Yes, Derek Swenson- Yes, Matt Ferron- Yes, Peter Schafer-Yes, Ruth Gilbert-Whitner-Yes, Paul Zinni- Yes

**Motion:** Liz Legault made a motion to close open session. Matt Ferron seconded the motion. Motion carried unanimously. Roll Call Alan Cron-Yes, Liz Legault-Yes, Patty Oakley-Yes, Derek Swenson- Yes, Matt Ferron- Yes, Peter Schafer-Yes, Ruth Gilbert-Whitner-Yes, Paul Zinni- Yes

Respectfully Submitted by:

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Peter Schafer, Board Secretary