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**SCHOOL DISTRICT 87 J & L BOARD OF TRUSTEES**  
**SPECIAL BOARD MEETING**  
**September 13, 2018 2:00 p.m.**

**Present: Theodore Russette III, Wilma Tyner, Russell Gopher, Voyd St. Pierre, Jan Mitchell, Amanda Lamas, David Russette, Melinda Demontiney, Liz Morsette, and Carol Haverlandt.**

**A. CALL TO ORDER**

1. Roll Call

Present: Theodore Russette III, Wilma Tyner, Russell Gopher.

Absent: Josh Seaton and Billie Jo Coffee.

Meeting called to order @ 2:05 p.m.

**B. NEW BUSINESS**

1. Wage/Salary Scale Discussion.

Board chair notes that this meeting is the result of the RBCEA requesting to discuss concerns over the recently adopted Master Contract with the District. The floor is given to David Russette [RBCEA President]. Mr. Russette opens by stating that there were errors in the Master Contract and RBCEA is here to make their recommendations on how to correct those errors. He adds that RBCEA “was under the impression it [salary scales] would be based upon our old scales. The numbers were changed without the union’s knowledge or consent. We were never aware that the salary scales would be reduced and never received anything.” During additional discussion, Mr. Russette and Ms. Demontiney referenced on a couple of occasions that the salary scales were illegal. Mr. Russette also referenced that RBCEA had everything available for the board’s review, including their notes from the recently completed negotiations. Superintendent St. Pierre responded to the statements, noting that the Master Contract was signed by the union leadership and that document would not have been presented to the board for approval if questions remained between the union and District. Additional statements were exchanged by both RBCEA and District supporting their individual recollection of the negotiations. Carol Haverlandt [MEA-MFT Field Representative] requested to obtain copies of the District’s negotiation documents. Superintendent St. Pierre noted that he could accommodate the request and would get Ms. Haverlandt the items before next Tuesday’s regular board meeting. Superintendent St. Pierre asks if Ms. Haverlandt had visited with Elizabeth Kaleva [District Legal Counsel] regarding this matter and inquires as to the reason why RBCEA continues to use the word illegal, when in fact the Master Contract is a signed, binding document. Ms. Haverlandt noted that she provided no advice to her membership to use any specific language while discussing this matter. The Board Chair makes a statement that RBCEA had several months to address any concerns with negotiations and are just now bringing it up. He added that he had discussed possible solutions with the superintendent and inquired if funds had been identified to address the two or three concerns. Superintendent responds to affirmatively. The Board Chair commented that these 2-3 employees should be entitled to the same 4% step increase as other members when moving down a step on salary scales and that is the focus of today’s meeting. Superintendent St. Pierre explains that with the employees in question, we would take their last year’s hourly wage and multiply it by 4% to get this year’s new hourly rate. This new rate would also be retroactive to when they reported back to work. The board chair presents the matter for action to the remaining board members and asks for a motion. Wilma Tyner makes a motion to approve the 4% hourly increase to the 3 individuals, retroactive to July 1. Russell Gopher seconds the Motion. Vote 3-0-0.

52 The board chair prepares to close the meeting by stating that if RBCEA has any further new issues, the  
53 board will meet on September 18 and those issues can be heard at that time.

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55 The Board Chair asks for a motion to adjourn. Wilma Tyner makes that motion, which is seconded by  
56 Russell Gopher. Vote 3-0-0. Motion carried.

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