

1. **Call to Order:** 2/29/12, 3:49PM
 2. **Attendance:** S. Tulli, B. LaPointe, P. Lynch, M. Ford, M. Saucier, L. Marino, L. Copeland, B. Warren
 3. **President's Report**
 - a. Question: Can staff members still join? Yes, but have to pay full yearly dues, unless they are a new hire.
 - b. Plan for Ratification Meeting 3/5/12
 - i. Introduction of EBoard, Negotiations Committee, and contract process that led to the contract to be ratified (that this wasn't a quick process, that there was no "holding back" of information)
 - c. Encouraging staff members to become more active in Committees (and the Association as a whole), especially as the contract to be voted on is only for the next two years. (6 members per committee, one from each school, all different)
 - i. Schedule C, Curriculum Development, Mentoring ("Study Committees" pg. 44)
 - ii. Contract can't go through unless we man these committees ("breaking the contract")
 1. Ask people to sign up then and there
 2. Provide information regarding purpose, times, and dates when these committees will meet (approximately 7 meetings, probably evening)
 - d. Freeze on Steps
 - e. Years of Service
 - f. "Ayer Got Nothing" sentiment
 - g. Explanation of "years of service" to new teachers
 - h. Salary
 - i. "Retro" pay
 1. Option of two checks (26- or 22-pays)
 - a. 26: 12 checks left (14 distributed)
 - b. 22: 8 checks left (14 distributed)
 2. Offset money: \$2500
 3. Separate check of "retro" & offset, along with the regular pay, beginning 3/22
 4. Will we get a statement of Step/Lane from B. Plunkett? Yes
 - ii. "The Pool" (page 44)
 1. Yes, there are some staff members who are getting a substantial increase in pay. Nobody lost anything, and there is no "step freeze."
 2. Staff will be able to move steps and lanes this year; horizontally only next year.
 3. Side letter regarding Shirley staff will be given to **all** Associations members on 3/5
 4. Offset: "Wage adjustment", not "wages", because it is NOT part of the salary.
 - a. Steve has requested Insurance rates from Carl Mock and Evan Katz. It is not a "double digit" increase, at most 9%.
 - b. Form a committee to address Insurance concerns
 - c. Insurance: "The Case of the Missing Period" (p. 44)
 - i. Where is the 75/25? (Old Contract p. 34)
 5. Next year: there is a Step freeze
 - a. XXXVI, Section 3: Applies to Ayer and Shirley, to keep salaries equitable
 - b. Former Shirley teachers are currently working the job for less money
 6. We need strong association members to fight for our next contract, but this is the best we could do in the situation.
4. **Concerns/Questions**
 - a. L. Copeland: (Page 36) "biweekly" vs. "bimonthly"
 - i. Should read consistently as "biweekly"

- b. Page 46: “At no point in the future will a teacher be entitled to a year of step advancement credit as a result of their service during 2012-2013.” Shirley teachers have had steps frozen many times in the past
 - c. Sick Days:
 - d. Be vigilant about your contract!
 - e. Senior members are not getting rewarded for their years of service.
 - f. Article IV, Section 6 (p. 5): “Prior mutual agreement”
 - i. But, earlier on in Article III, Section 3 (p. 4): “Nothing that occurred...will be regarded as a past practice that will bind the Committee or the District.”
 - g. Article VIII (3): Refers to Article VI, but it should be Article V
 - h. Article XXX, Section 12: Refers to “Department Liaisons” but they don’t refer to Team Leaders (MS/PH/LAW)
 - i. Article VI, B6 (p. 9): “Minimum of thirty minutes of duties per week.” Old language explained it as “thirty minutes per week.” Should read without “minimum” or use “maximum.”
 - j. Agency Fee: Another bargaining unit got one, but not us.
5. **Next Contract**
- a. Survey members to see what the top ten contract items are, and then consolidate to a top five.
6. Brian to create school-specific sign-in sheets for Monday’s meeting
7. Brian to create sign-up sheets for the Schedule C, Mentor, and Curriculum Committees