

**New Milford Board of Education
Special Meeting Minutes
December 6, 2018
Sarah Noble Intermediate School Library Media Center**

Present:	Mr. David A. Lawson, Chairman Mr. Bill Dahl Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan Mr. J.T. Schemm
Absent:	Mrs. Angela C. Chastain

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Also Present:	Dr. Stephen Tracy, Interim Superintendent of Schools Mr. Anthony Giovannone, Director of Operations and Fiscal Services Ms. Ellamae Baldelli, Director of Human Resources Attorney William Connon, Pullman & Comley Members of the New Milford Town Council and Board of Finance
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1.	Call to Order A. Pledge of Allegiance The meeting was called to order at 7:00 p.m. by Mayor Bass. Mr. Lawson led the Pledge of Allegiance immediately following the call to order. Mayor Bass asked for a moment of silence in honor of President George H. W. Bush.	Call to Order A. Pledge of Allegiance
2.	Special Joint Meeting of the Town Council, Board of Education and the Board of Finance A. Presentation and discussion regarding town and school district health insurance** For details see Town of New Milford December 6, 2018 Minutes for Special Joint Meeting of the Town Council, Board of Education, and the Board of Finance.	Special Joint Meeting of the Town Council, Board of Education and the Board of Finance A. Presentation and discussion regarding town and school district health insurance**
3.	Discussion and Possible Action by the Town Council	Discussion and Possible Action by the Town Council

A.	Discussion and possible action regarding adoption of a Memorandum of Understanding For details see Town of New Milford December 6, 2018 Minutes for Special Joint Meeting of the Town Council, Board of Education, and the Board of Finance.	A. Discussion and possible action regarding adoption of a Memorandum of Understanding
4.	Recess and Relocation to SNIS LMC Room 123D The Board of Education recessed at 7:35 p.m. to relocate to SNIS LMC Room 123D and reconvened at 7:38 p.m.	Recess and Relocation to SNIS LMC Room 123D
5.	Public Comment - Kim Lavalley, President of the New Milford Educational Secretaries Association, and Kathleen Lewis, Vice President, were present to speak on behalf of the Association. - Mrs. Lavalley said the union currently participates in the district's HSA high deductible insurance plan through Cigna and they have just finished negotiations on their contract, which reflects an increase in their yearly deductible. She said the Secretaries Union's "insurance year" runs from January to December, whereas the other groups run July 1 to June 30. If the new state insurance is to start July of 2019, this means their unit works under the current plan to meet their deductible until July 1 and then is back to "square one" for the State insurance plan. She asked that the Board take this impact on the comparatively lower paid secretarial union into consideration and phase the unit into the new plan while not compromising them monetarily.	Public Comment
6.	Discussion and Possible Action by the Board of Education	Discussion and Possible Action by the Board of Education
A.	Discussion and possible action, by the Board of Education, regarding negotiations with respect to collective bargaining health insurance**	A. Discussion and possible action, by the Board of Education, regarding negotiations with

	Mr. McCauley moved to authorize the Board's negotiating team to offer union exclusive bargaining agents the option of executing an MOU to change insurance plans to the State Partnership Plan 2.0 (SPP 2.0), seconded by Mrs. Faulenbach. • Mr. Dahl said he has a concern with the HSP portion of the state plan. He is concerned that people will not understand the penalties they will face if they do not meet the requirements. He said it will be important to make sure people are aware. • Mrs. McInerney said she was in a similar plan previously and the insurance company sends notifications if you are close to the deadline. • Mr. Failla said it would be important for the district to educate employees on the requirements and for the insurance company to do so as well. He said he would like to see the Board work with the Secretaries Union for equity. • Mr. Lawson said the MOU would cover those types of conversations. • Mr. Schemm asked if the MOU applies to all seven bargaining units. Mr. Lawson said yes, individually, with the exception of the teamsters. Mr. Schemm asked if that was the same for the Town side and Mr. Lawson said it was. • Mr. Schemm asked if, for the six units involved, this was a reopener for all insurance or just health insurance. Attorney Cannon said the MOU is in regards to the State Partnership Plan only, and what it supplants that covers the same ground in the contract. • Mr. Schemm asked what the "sufficient number" is for change to the SPP. Mr. Lawson said it is 75%. The motion passed unanimously.	respect to collective bargaining health insurance** Motion made and passed unanimously to authorize the Board's negotiating team to offer union exclusive bargaining agents the option of executing an MOU to change insurance plans to the State Partnership Plan 2.0 (SPP 2.0).
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Page 4

7.	Adjourn Mr. Dahl moved to adjourn the meeting at 7:50 p.m., seconded by Mrs. Monaghan and passed unanimously. The Board rejoined the Special Joint meeting in the Library Media Center. • For details see Town of New Milford December 6, 2018 Minutes for Special Joint Meeting of the Town Council, Board of Education, and the Board of Finance.	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:50 p.m.
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Respectfully submitted:



David A. Lawson
Chairperson
New Milford Board of Education