

Chariho School Committee Meeting  
Executive Session Minutes – October 25, 2022  
**NEA ESP Negotiation Update - Minutes sealed until an agreement has been reached.**  
**Minutes unsealed December 13, 2022**

Committee Members Attendance: Chair Linda Lyall, Vice Chair Catherine Giusti, Donna Chambers, William Day (exited at 6:28 PM), Gary Liguori, Lisa Macaruso and Karen Reynolds. Absent: George Abbott, Ryan Callahan and endawnis Spears. Recused: Craig Louzon and Andrew McQuaide.

Administrators and Others Attendance: Superintendent Gina Picard, Assistant Superintendent Michael Comella, Director of Administration and Finance Ned Draper, Attorney Jon Anderson and School Committee Clerk Donna Sieczkiewicz.

II-7. NEA ESP Negotiation Update

Gina noted that the subcommittee met with NEA ESP on October 19<sup>th</sup>. NEA ESP Subcommittee Member Gary Liguori stated that we asked them for documents around language and they did not provide them which was OK. They just want to focus on money. They wanted \$2.20 an hour for each employee for two years which would have been @ \$650,000 per year. We only have \$150,000. We countered with a one-year contract and we would meet them half way on salary but this would result in lay-offs so we offered a couple more proposals. Ned prepared a spreadsheet with three different Models. One model was what NEA ESP's last ask was. Another option, Model 1 would tighten the gap between Schedule I and Schedule II employees. Their spokesperson liked it but he was speaking only for himself. We asked if their membership was interested in closing the gap. They seemed to be in favor of this so we proposed that everyone on Schedule I would get a 2% increase while those in Schedule II would have varied increases with the lowest percentage being 2.5%. The spreadsheet was shared with them. We were clear that we were not going backwards. They rattled off a number of emails about negotiations but the contract states we were to receive a registered letter which we didn't get. We do not have one for this contract so he is not sure where that leaves them. NEA ESP wanted to meet again quickly so another meeting was scheduled for 4:00 PM today but an email was received from them this past Sunday saying they were canceling today's meeting. We didn't say anything in the meeting about the fact that they did not request to negotiate the proper way. Jon stated he will punt on this issue. He has been very busy with RGB and the certified staff contract. He is aware of this issue but does not have an answer this evening. However, the District is under no obligation to negotiate prior years whether or not you received notification. No other districts go retroactive and most mandate that they must have a contract by the deadline date. Gary asked if they had the same language to which Jon replied that it is not language; you just don't go back. Gary noted that they claim that the District "intentionally" stalled to which Jon stated that this is factually inaccurate. We have to settle the teachers' contract which makes up 80% of the budget so we know where we stand. Donna asked if they should look at whether or not we have officially opened this negotiate to which Jon responded that he will get back to them with an answer.

Bill Day exited the meeting at 6:28 PM and the Committee moved to NEA Certified Staff Negotiations.

---

Donna J. Sieczkiewicz, Clerk