



BUDGET COMMITTEE

Town of Hollis

Seven Monument Square
Hollis, New Hampshire 03049
Ph. 465-2209 Fax 465-3701

Minutes of January 9, 2018

Meeting was held in the Community Room, Hollis Town Hall. Tom Gehan called the Budget Committee to order at 7:01 PM.

Members present: Tom Gehan, Mike Harris, Chris Hyde, Tom Jambard, Mike Leavitt, Darlene Mann, and Tammy Fareed - School Board Rep.

Other Officials present: Hollis School Board members: Tom Enright, Rob Mann, Laurie Miller, Michelle St. John, and Kelly Seeley - SAU41 Business Administrator

Pledge of Allegiance was recited.

Review of Agenda:

No changes were made to the agenda

Public Input:

No members of the public were present.

New Business: Discussion of Hollis Education Support Staff Association (HESSA) / NEA-NH proposed contract

Tammy F. gave an overview of the proposed HESSA contract. Highlights of the agreement:

- **TERM**
 - 1 year FY19
- **SALARY**
 - Employees on step table = 1% increase + wage table step awarded
 - Employees off step table = 2.5% increase
- **HEALTH**
 - No increase to health insurance caps
- **INSURANCE**
 - ABSOS plan unchanged
- **MANAGEMENT RIGHTS**
 - Places full responsibility on employees to track professional development hours, category coverage hours, etc., utilizing District technologies
 - Adds more District authorization of overtime
 - Defines specific timelines for maintaining and submitting required documentation for compensation, medical, and professional qualification; establishes timelines for requesting personnel records
 - Gives administration more complete authority over a wide range of conditions and definitions; e.g., naming weather-related skeleton crews, establishing probationary employee status, updating job description records, limiting overtime, defining required PD dates, defining evaluation protocols, requiring staff shirt for public safety, defining evaluations not requiring Association representation, etc.

Budget Committee Minutes January 9, 2018

- Improves risk management; e.g., requires medical documentation for return to work, provides safety footwear for custodians
- NON-WAGE COST ITEMS
 - Paraeducator re-certification reimbursement
 - Skeleton crew hours (limits overtime)
 - Paraeducator access to annual in-house Professional Development (no more than 20 slots)
 - Professional staff coverage rate increase (per cumulative logs)

Mike H. expressed some concern that language added to the agreement that empowered the Union to participate in the definition of the skeleton staff represented a concession of management rights. It was suggested that this language be eliminated in future contracts. Chris H. asked if there were any sidebar agreements – the response was no there are not. Tom G. told the Budget Committee that Tammy F. would provide electronic copies of the agreement, with changes tracked from the current agreement.

Motion to adjourn was made by Mike H. / Tom J. seconded. Meeting was adjourned at 7:53 PM.

Respectfully submitted,

Christina Winsor
Tax Collector