

**HARWOOD UNIFIED UNION SCHOOL DISTRICT
MONDAY, MARCH 6, 2017 7:30-9:30 P.M.
HARWOOD UNION HIGH SCHOOL LIBRARY
(following the HUUSD Annual Meeting)**

Approved Minutes

Attending: Christine Sullivan, Rosemarie White, Heidi Spear, Maureen McCracken, Sam Jackson, Caitlin Hollister, Alex Thomsen, Jim Casey, Jill Ellis, Alycia Biondo, Garrett MacCurtain, Gabe Gilman

Administration: Brigid Nease, Michelle Baker

1. **Call to Order:** Christine called meeting to order at 7:40 P.M.
2. **Additions or Deletions to the Agenda:** None
3. **Discussion Items:**
 - A. **Compensation and Benefit Agreements for Non-Unionized Staff FY 18** (120 min.):
 - Michelle provided a proposal that would bring lead time together for further discussion at Wednesday's meeting for non-unionized staff in the HUUSD - for employment compensation & benefits; proposed leave plan. Adjustment in compensation based on health insurance 80/20 to hold all employees harmless would be \$26,940. This would change the salary or benefits of some of the employees above the average.
 - She also explained options and other possible ideas: grandfather current staff to increase salary to cover increased benefit costs; another option to hold harmless in year #1 given transition to new health insurance plans mid-year and in year 2 provide additional HSA contribution instead of additional salary; or some combination of the above.
 - Also explained differences between various types of plans, and what the employees' responsibility would be in the various types of plans – both for HSA and HRA.
 - Will recommend that everyone hired after July 1 will be on the new market pay grade with 80/20.
 - Develop a policy that is consistent across the board. Have a conversation about what we perceive will be the impact as things go forward. Will at least be putting a foundation down for the future. The \$26,940 to keep everyone happy and hold employees harmless is a small price to pay. Not all administrators have an open contract (some have multiple year contracts). Brigid will have more information for next meeting, including legal issues around multiple contracts.
 - Have to be careful not to make situations worse with the hold harmless issue. Might want to find ways to true up rather than adding to salary – could be very expensive for the future – offer a stipend, money into HSA, or similar.
4. **Public Comment:** None
5. **Other Business:**
6. **Future Agenda/Calendar Planning (5 min.):**
7. **Adjourn:** Rosemarie moved to adjourn, seconded by Maureen. Meeting adjourned at 9:30 P.M.

Submitted by Freya Chaffee