

# COLCHESTER SCHOOL DISTRICT

Board of Education Meeting  
Colchester High School Media Center

Wednesday, March 22, 2017  
6:00 p.m. (Open Session)

## MINUTES

The Colchester Board of Education held a meeting to discuss contract negotiations with Colchester Education Association on Wednesday March 22, 2017, in the Colchester High School Media Center.

The School Board members in attendance were: Directors: Lincoln White, Craig Kieny, and Curt Taylor. The Colchester Education Association members were: Joe Cheney, MBS Teacher and CEA President; Tara Sharkey, CHS Teacher; and Kate Ellingson, MBS Teacher. Also in attendance was Business and Operations Manager, George Trieb.

### I. Call Meeting to Order

Director Lincoln White called the meeting to order at 6:00 p.m.

### II. Negotiations with the Colchester Education Association

- Reviewed and updated the agenda. Agreed to focus on salary and healthcare items.
- Board presented new salary and healthcare proposal to CEA. They explained and answered questions about the new board healthcare proposal, including potential district premium savings, teacher premium savings, and teachers' out-of-pocket costs in various scenarios.
- Both sides agreed to focus initial healthcare negotiations on Gold CDHP family plan, then will work on other scenarios.
- CEA presented detailed health insurance calculations and both sides did analysis on how to balance cost versus savings versus risk.
- CEA presented new healthcare proposal.
- Discussed new CEA healthcare proposal.
- Discussed updated salary proposals – first work to agree on salary, assuming no other material contract changes, then negotiate changes based on other items.
- Set agenda for next meeting to include: CEA will present new proposal that includes healthcare and salary, Board will be prepared for discussion and potential counter proposals.

### III. Adjournment

Director Lincoln White moved to adjourn at 8:03 pm, seconded by Director Curt Taylor. Motion passed unanimously, 3-0.

Recorder:

Board Clerk:

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Lincoln White  
Board Vice Chair

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Craig Kieny  
Board Clerk