



**North River Collaborative Board of Directors**  
**Friday, April 14, 2023, 9:00 AM**  
**Minutes**

**Present: Clarice Doliber, Peter Schafer, Chris Godino, Alan Cron, Jeff Szymaniak, Mark Bodwell, Sarah Spatafore, Julie Hamilton, Matt Ferron, Liz Legault, Tom Raab**

**Absent: Derek Swenson**

**I. Call to Order:** The executive session was called to order at 9:05 AM with a motion to open by Jeff Szymaniak, seconded by Chris Godino and carried by a unanimous roll call vote.

**II. Executive Session**

**“To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel.”**

**Motion:** Alan Cron made a motion to adjourn executive session and convene into open session. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

Open Meeting convened at 9:37 AM

**III. Discussion/Action Items**

**A. Vote of Acceptance for the MOU with Teamsters Local 653-July 1, 2022, through June 30, 2025**

Attorney Sarah Spatafore reviewed the new Teamsters MOU. The changes include:

**Article 2-** language added with communication regarding students or routes.

**Article 5-** language added to define meal breaks and restroom breaks.

**Article 9-** added a seniority list be made available to stewards annually, as well as additional language to seniority for route bidding.

**Article 10-** a change to hours of work and overtime.

**Article 26-** work and safety language added with regards to restrooms, walking surface safety and necessary cleaning equipment supplies.

**Article 28-**Wage increases: 7/1/22-2%, 7/1/23-2.5%, 7/1/24-2.75% -additional 1 hour of pay for ethics training. One-time bonuses of \$100 on June 15, 2023, for members on payroll as well as a one-time bonus of \$100 on the first day of school for the 2023-2024 school year.

**Motion:** Alan Cron made a motion to accept the MOU with Teamsters Local 653 for July 1, 2022, through June 30, 2025. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

**IV. Other Matters of Interest to Board Members**

**Motion:** Jeff Szymaniak made a motion to adjourn the meeting. Alan Cron seconded the motion. Motion carried unanimously by roll call vote.

**Meeting adjourned at 9:50 AM**

Respectfully submitted by,  
Tom Raab, Board Secretary