

LAMOILLE NORTH SUPERVISORY UNION  
BOARD NEGOTIATION COUNCIL  
SUPPORT STAFF NEGOTIATIONS MEETING  
THURSDAY, MARCH 23, 2017  
GREEN MOUNTAIN TECHNOLOGY & CAREER CENTER

BNC members present: Bernard Barnes, Mark Nielsen, Katie Orost, Marshall Pahl

Others present: Charleen McFarlane, Catherine Gallagher, Deborah Clark, Suzanne Dirmaier, Kim Gorton, Joan Aither, Cheryl Michaud, Santha Dahlin, Yvonne Heath, Darcey Fletcher, Linda St. Cyr, Nicole Chauvin, Ray Archbold, Thad Tallman, Deej Meegan

**Note: All votes taken are unanimous unless otherwise noted.**

**1. *Call to Order and Approval of Agenda***

Katie Orost called the meeting to order at 6:04.

**2. *Support Staff Negotiations***

M. Nielsen moved to go into executive session at 6:04 to discuss support staff negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, K. Orost seconded and the motion was passed

C. Gallagher and D. Clark left at 6:20.

The BNC consented out of executive session.

Support staff and Suzanne arrived at 6:34.

**3. *Meeting with Support Staff Association***

K. Orost said the BNC is interested in hearing what support staff have to say first. Darcey Fletcher said the association wants to do some counter proposals.

For 4.6, they had proposed that paras should be given breaks. The BNC counter proposal was that the BNC would entertain language about breaks with supervisor approval. The association's counter proposal is adding language that says, "Paras shall be given two 10-minute breaks per day. The scheduling will be approved by the supervisor."

Regarding 4.11, they had asked that employees be held at no fault for 2 hour delays. The BNC's counter was that employees could report to work at the regular time or use personal time. They are finding it is mostly paras who are affected. They have to have supervisor approval to come in and it is hard to have that approval in place before a delay. They may not be able to make up the time in the same time period as the delayed opening. The support staff counter proposal is to have 6 hours built in to cover 2-hour delays at regular pay. That doesn't affect the budget at all because they are already budgeted to be paid for those 2 hours. Charleen McFarlane had brought up the question of what full year employees get if school year employees get this special provision. That relates to the association's proposal to keep full year employees at 4 personal days.

The BNC had proposed 100 sick leave days across the board. They want to counter with 130 for school year employees and 150 for full year employees. There are 4 employees at Lamoille Union that already have accumulated 150. Suzanne Dirmaier said the association will give up the max accrual of 170 days for Hyde Park employees.

K. Orost handed out the BNC's health insurance proposal with an explanation on the back. It is the same proposal the BNC gave out previously. She said the BNC came out with a generous salary proposal hoping to settle quickly but we haven't seen much movement. We don't want to waste time. If the association can come back with a proposal then we can continue negotiating.

S. Dirmaier said support staff talked about what happened with teacher negotiations. They don't think getting someone to help out is negative. They understand the BNC wants to be equitable between teachers and support staff. They believe perhaps the BNC is at almost the same place with support staff as with teachers. They would like to find out if there are any small things we can get out of the way. Is the BNC interested in any of these things?

K. Orost said the BNC wanted to caucus. The two groups separated to caucus at 6:45.

The BNC consented into executive session at 6:45. The BNC consented out of executive session at 6:58.

S. Dirmaier and support staff came back at 6:59.

K. Orost said our proposal was to give all support staff 3 personal days, consistent with teachers and administrators. The additional day would allow paras to get paid for four 2-hour delays. That is the only counter proposal the BNC has a response for.

S. Dirmaier said the association considered what K. Orost said. Probably we are in the boat of getting assistance to see if we can break the log jam. It might mean we are done.

S. Dirmaier said she will talk to Pietro Lynn about the possibility of combining support staff and teacher mediation.

S. Dirmaier and support staff left at 7:02.

The BNC consented into executive session.

#### **4. Adjourn**

The BNC consented out of executive session and adjourned by consent at 7:05.