

LAMOILLE NORTH SUPERVISORY UNION
BOARD NEGOTIATION COUNCIL
TEACHER NEGOTIATIONS MEETING
MONDAY, MAY 4, 2017
GREEN MOUNTAIN TECHNOLOGY & CAREER CENTER

BNC members present: Bernard Barnes, Mark Nielsen, David Whitcomb, Katie Orost, Sue Hamlyn-Prescott, Chasity Fagnant, Marshall Pahl

Others present: Catherine Gallagher, Deborah Clark Charleen McFarlane, Pietro Lynn, Ira Lobel (mediator), Suzanne Dirmaier and teacher representatives (in a separate room)

Note: All votes taken are unanimous unless otherwise noted.

1. *Call to Order and Approval of Agenda*

S. Hamlyn-Prescott called the meeting to order at 4:34.

2. *Teacher Negotiation Mediation*

P. Lynn told I. Lobel that he thinks we have hit a wall. Lack of progress around health insurance is the reason we are here. We are a little stuck around money. We have room to move. So far the BNC has proposed salary increases of 1.64% and 1.9%.

I. Lobel explained that the issue of a flat dollar amount employer healthcare contribution is very important to the NEA. VSBA has recommended that school boards pay a flat dollar amount and teachers absorb any increases. From what union reps have told him and based on history, that is a non starter. Vermont NEA also strongly favors an HRA rather than an HSA. Another issue for them is whether they will get dollar one coverage or back dollar coverage and how much. There have been a couple of settlements in the state where the employee paid the back end. That can mean the employee doesn't have to pay anything. In some settlements the employee has to pay the first X dollars.

I. Lobel asked what we currently pay towards health. C. McFarlane said we pay 85% and the employees pay 15%. D. Clark said we want an 80% employer contribution, expressed as a dollar amount. I. Lobel urged the BNC to talk about that. He said most contracts in the state have employee contributions in the 10-20% range. Most are in the 14-20% range. P. Lynn said he feels 14% is on the low end.

I. Lobel left at 4:43.

S. Hamlyn-Prescott moved to go into executive session at 4:43 to discuss teacher negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, K. Orost seconded and the motion was passed. During the executive session, C. Fagnant arrived at 4:49. M. Pahl arrived at 6:09. I. Lobel moved back and forth between the teachers and the BNC. C. Gallagher left at 7:29. The BNC consented out of executive session at 7:48.

3. *Adjourn*

The meeting was adjourned by consent at 7:48.

Minutes submitted by Donna Griffiths