

TEACHER/SUPPORT STAFF BNC MINUTES
THURSDAY, NOVEMBER 29, 2018
GMTCC COMMUNITY EDUCATION CENTER

BNC members present: Sue Hamlyn-Prescott, Bill Sander, Katie Orost, Mark Nielsen
Others present: Charleen McFarlane, Deb Clark, Cat Gallagher, Melissa Greenwood, Jen Myers, Patrick LaClair, Brad Parker, Matt Alden, Gail Whitten, Betzi Goodman

K. Orost called the meeting to order at 5:38.

C. McFarlane showed the BNC the proposed new hire schedule. With Darcey Fletcher's agreement, one cafeteria position was moved from column 2 to column 3 and columns 1 and 2 were eliminated. (*S. Hamlyn-Prescott arrived at 5:39.*)

B. Sander asked if there is any significant fiscal impact. C. McFarlane said no.

B. Sander moved to approve the proposed new hire schedule and to bring forward the entire support staff agreement to the full board for recommended ratification if support staff are in agreement. The motion was seconded and passed.

B. Sander moved to go into executive session to discuss teacher negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, inviting C. Gallagher, D. Clark, C. McFarlane and D. Griffiths to remain, M. Nielsen seconded, the motion was passed and the BNC entered executive session at 5:47.

The BNC consented out of executive session at 6:32.

The teachers came in at 6:36.

Melissa Greenwood presented the association's counter proposal regarding Appendix D. Their proposed language calls for a 7.5 hour work day. They want to change "Each full time teacher shall have a 30 minute daily duty free lunch period" to "Each full time teacher shall have at least a 30 minute daily duty free lunch period." They agree to take out "equal in length to the student lunch period." They want to add "pursuant to section 5.6.2" after "Scheduled supervision shall be as assigned by, and at the discretion of, the building administrator." They want to include "See section 5.6.2 regarding prep time." They want to keep language that applied to all schools: "Specific hours per day and per week are to remain flexible with the clear understanding that all teachers agree to such meetings and duties as necessary to fulfill their professional obligations and that these responsibilities may carry beyond the hour limits of the normal school day." They want to retain language applying to LUMS, LUHS and GMTCC giving maximum numbers of students that can be assigned to a teacher. They want to add the music teacher as one of the teachers who can have a larger maximum of 135, at his request.

There is some language that may not still be relevant now that we are all one school district – the language stating that scheduling and work day start and end shall be the same as the building to which the teacher is assigned. We might need to check with Jen Stevens on that.

There are two sections of the current Appendix D applying to LUMS, LUHS and GMTCC that they feel need to stay. They have to do with the amount of instruction/direct service and prep time. They propose moving this language to 6.2.2-5 to replace existing language and to 5.6.2-6.

M. Greenwood said she met with Deb Clark and D. Clark shared some of her spreadsheets. The association used one of them to develop its counter proposal. They propose a base of \$40K, which is a \$3,042 increase. They reduced the dollar amount for each vertical or horizontal step to \$1600. After adjusting 6 people who had increases below \$1K, the minimum increase is \$1050, the average increase is \$2161 and the maximum increase is \$3,628. It is a comprehensive 4.02% increase. Their proposed salary schedule has 21 steps.

D. Clark identified something that was done incorrectly in the spreadsheet that she and M. Greenwood agreed will change some numbers.

M. Greenwood suggested that the BNC and association might want to play with the spreadsheet as a group tonight.

S. Hamlyn-Prescott said the BNC is strongly looking at an 8-hour day, including the unpaid lunch.

The teachers left to caucus at 6:49.

S. Hamlyn-Prescott moved to go into executive session to discuss teacher negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, inviting C. Gallagher, D. Clark, C. McFarlane and D. Griffiths to remain, B. Sander seconded, the motion was passed and the BNC entered executive session at 6:49. M. Nielsen left.

The BNC consented out of executive session at 7:50.

The teachers came back in at 7:51.

S. Hamlyn-Prescott said on Appendix D, we will table #1 and #2 right now (the work day language.) On #3, we are looking to say “Each full time teacher shall have a 30 minute daily duty free lunch period.” On #4, we propose “Scheduled supervision shall be as assigned by, and at the discretion of, the building administrator and not impeding prep time.”

M. Greenwood suggested saying “within the limits of this agreement” because they are concerned about prep time being impinged on. If they take out the reference to 5.6.2 that includes all areas, not just prep time. S. Hamlyn-Prescott asked what other areas. M. Greenwood asked the other teachers for an example. Lunch breaks was given as an example. S. Hamlyn-Prescott said #3 covers that. Why not just say “not impeding prep time?” M. Greenwood said they agree to take out “at least” in #3 and to add language about not interfering with prep time in #4.

S. Hamlyn-Prescott asked if #5 (“See section 5.6.2 regarding prep time”) even needs to be there. M. Greenwood said they left it in because it had been part of Appendix D originally. She didn’t want to confuse administrators. They will caucus about it.

S. Hamlyn-Prescott said we like the language in #6. In #7, we understand about the music teacher moving to be one of the exceptions.

M. Greenwood asked if the BNC is okay with changing the language to refer to “LUMS, LUHS, or GMTCC.” S. Hamlyn-Prescott said that sounds okay.

S. Hamlyn-Prescott said we want to clarify that the section relating to meetings remains intact. M. Greenwood said the association hasn’t touched any of that at all.

S. Hamlyn-Prescott said the BNC agrees to move language on instruction and prep time into the main contract as proposed. We just propose removing the date (FY 2011-12) from the first item. The association agreed to that.

S. Hamlyn-Prescott said when we spoke about salary grids it seemed that the association expressed interest in narrowing the gap between the base and the top but that doesn’t seem to be reflected in the current proposal. The base is \$40K and the top is \$81,600 so there is not a narrowing of the gap between the base and the top.

M. Greenwood said the intention was not to narrow the pay gap but to reduce the number of steps it takes to get to the top.

S. Hamlyn-Prescott reminded the association that this is just a one-year contract. The BNC is trying to look at affordability of this grid. We would have to look at it more carefully. Our interest had been in narrowing the gap between the base and the top. This proposal doesn’t address that. There is a lot of work that needs to be done because we don’t seem to be at the same point. Is there any way we can just agree on a one-year contract in terms of a salary increase for next year and then over the next year those tools can be looked at again?

M. Greenwood asked if there are any tools the BNC would be interested in looking at this year, maybe blocking some columns, etc. S. Hamlyn-Prescott asked what kind of base would be proposed. M. Greenwood said that is still up in the air. Is there something in one of those tools that the BNC might be willing to look at and start implementing for next year? S. Hamlyn-Prescott asked, for next year or continuing after that? M. Greenwood said maybe the board would consider doing only one of the possible changes, so there would be a smaller transition for next year. C. Gallagher asked for some examples. M. Greenwood said maybe we would not reposition anyone. Or we could just put a lot of money on the bottom and reposition people. Or just change the base and do blackouts but not reposition anyone.

S. Hamlyn-Prescott said she is hearing the \$40K base is not a drop-dead base. M. Greenwood said possibly.

S. Hamlyn-Prescott asked, what is the most important piece? M. Greenwood said attracting new teachers and retaining the ones we have. The teachers know that isn't going to mean everyone having the same dollar amount raise.

M. Greenwood said the association wants to reiterate that an 8-hour work day adds 30 to 45 minutes to the work day for the majority of staff. In essence, even if the BNC took the association salary proposal as it is, it would end up being a pay cut for teachers. For a Hyde Park teacher an extra 131.25 hours would be added to the total number of work hours for the year. Even if teachers only made \$15/hr that would require an additional \$2K to compensate for the extra hours. The extra half hour or 45 minutes won't increase student instruction time. Every teacher works way beyond what is written in the contract. The BNC proposal would hinder their ability to coach, work in the after school program, or take courses outside of Lamoille County. The start time for those courses is often 4:00 pm.

The teachers left to caucus at 8:08.

B. Sander moved to go into executive session to discuss teacher negotiations because premature general public knowledge would clearly place the school board at a substantial disadvantage, inviting C. Gallagher, D. Clark, C. McFarlane and D. Griffiths to remain, the motion was seconded and passed and the BNC entered executive session at 8:09.

The BNC consented out of executive session at 8:27.

The teachers came back in at 8:27.

M. Greenwood said the association is willing to strike #5 in Appendix D and strike out the "FY 2011-12" date reference.

S. Hamlyn-Prescott said we don't have a salary proposal to give across tonight but we would like to send one in the next week. We are working from the last BNC proposal from the last round of negotiations. The association has the tool based on that. Our goal is a minimum base of \$39K but we need a little more time to work through it. We have taken into account what the association said about raising the base to something that is attractive to new teachers and will retain teachers. The association should feel free to send something before the due date for the next meeting. That would give the BNC an idea what the association is thinking of.

M. Greenwood said we agreed last time that the January meeting would be meeting #4, so both sides have to have any other proposals in by then. S. Hamlyn-Prescott said that is correct. M. Greenwood said the agenda will be further discussion on salary proposals and any new proposals. S. Hamlyn-Prescott said yes and also the tabled parts of Appendix D. It will be helpful to get feedback before that meeting. That could impact what proposals we feel we need to put across.

D. Clark said it helps when she and M. Greenwood sit together, but they have to be careful they are not negotiating. M. Greenwood said she can do that if D. Clark needs her to. It was agreed that M. Greenwood can go to D. Clark with questions. S. Hamlyn-Prescott said M. Greenwood should cc C. McFarlane. C. Gallagher said asking clarifying questions is not negotiating. It is helpful for all to

have clear understanding before the meeting. M. Greenwood said she will be sure to schedule time to look at the salary grid with D. Clark. She will send any clarifying questions to C. McFarlane and D. Clark and either D. Clark can write back or they can sit down face to face.

The meeting was adjourned at 8:33.

Minutes submitted by Donna Griffiths

UNAPPROVED