

LAMOILLE NORTH SUPERVISORY UNION
BOARD NEGOTIATION COUNCIL
TEACHER STAFF NEGOTIATIONS MEETING
WEDNESDAY, NOVEMBER 9, 2016
GREEN MOUNTAIN TECHNOLOGY & CAREER CENTER

BNC members present: Mark Nielsen, S. Hamlyn-Prescott, Chasity Fagnant, Bernard Barnes, Katie Orost

Others present: Charleen McFarlane, Catherine Gallagher, S. Dirmaier, 11 teachers.

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 5:39.

2. *Teacher Negotiations*

B. Barnes 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, M. Nielsen seconded and the motion was passed and the BNC entered executive session at 5:39.

The BNC consented out of executive session at 6:00. C. Gallagher left.

3. *Meeting with Teacher Association*

S. Dirmaier and 11 teachers came in at 6:33.

S. Hamlyn-Prescott welcomed everyone and suggested introductions. Everyone introduced themselves.

S. Hamlyn-Prescott invited the association to present their proposals. They handed out their proposals. S. Dirmaier said she accidentally left behind the color copies so they had to make black and white copies here. She can email color copies later.

A. Tatro suggested the BNC read through their proposal and then ask clarifying questions. S. Hamlyn-Prescott suggested that A. Tatro briefly introduce each proposal, then the BNC would introduce its proposals.

A. Tatro introduced each of the association proposals. In 6.8.4-2 they propose that if students do not show up for school sanctioned after school activities (for example, detention), the supervising teacher shall receive the supplemental pay rate for 2 hours, because that is a demand of that professional's time.

In 7.4 Bereavement Leave, they want to add "or close friend" and they want to add in-laws, nieces, nephews, uncles, aunts and cousins to the definition of immediate family

They want to add additional language for professional leave to 5.5.1: "A teacher who provides professional consultation to another school district, teacher or professional organization shall be allowed professional time not to exceed three days per school year."

In 6.8.3 Supplemental Licensed Work they want to add to the description of what qualifies as supplemental licensed work “OR be assigned duties such as substitute coverage for other teachers during time that otherwise would be considered preparation time.” A. Tatro said this actually has been happening in some buildings.

In 6.6.9-3 (CTE horizontal columns) they want to remove “In any event, Teachers may only move across one column per year” and replace it with “Upon completion of their CTE Licensure Program, employees will be placed at the appropriate salary column.” A. Tatro said there have been some issues and confusion at some points and they want clarity.

In 7.6.1 they want to add “Any teacher who qualifies for FMLA/VPFLL and has accumulated leave in excess of six weeks may use up to 12 weeks of accumulated leave as paid leave.” They believe the federal law is the floor, not the ceiling.

In 8.1.3 they want to maintain current language and structure until January 1, 2018. Beginning on January 1, 2018 they propose that the Board pay 95% of the premium for the VEHI Health Insurance Platinum Plan and that, in addition, the Board provide each teacher with an integrated Health Reimbursement Arrangement sufficient to cover all out of pocket expenses not covered by the VEHI plan chosen by the teacher. They propose that the board also offer VEHI Gold, Gold CDHP and Silver CDHP and that the board’s premium contribution shall be no more than the dollar amount for the Platinum Plan.

A. Tatro said they are looking for clarity around the health insurance buyout. In 8.3.2-1 they propose one cash option rate for all teachers: \$4000.

In 9.1 under Purpose, because Highly Qualified Teacher status has gone away they want to strike “achieve and maintain “Highly Qualified Teacher” status under the federal “No Child Left Behind” law.”

They also propose a career change incentive program. They attached a description of the program. S. Dirmaier said this is an option for the board to entice some senior teachers to think about retirement or changing careers. They would have to notify the district by April 1. They would be given 66% of their highest annual teaching salary. They could receive 3 equal installments per year over 3 years or have the district use money from the incentive to purchase “air time” from the Vermont State Teachers’ Retirement System.

S. Hamlyn-Prescott handed out copies of the BNC proposals and briefly discussed them. There are some “nuts and bolts” items: modifying 1.2.3 Agency Fee to reflect legislation and removing outdated references to benefits and dates and references to JES teachers. It may be necessary to change some positions to be in compliance with the Fair Labor Standards Act. This is being looked at statewide.

The BNC wants a 2-year agreement from July 1, 2017 through June 30, 2019.

The BNC proposes contract extensions up to May 15.

The BNC is proposing adding one in-service day the first year, increasing the number of days to 186, and one student contact day the second year, increasing the number of days to 187.

The BNC wants to remove 5.2 Schedule Planning and Notification of Calendar because the calendar is already on the LNSU website well in advance of the June 1 deadline.

The BNC proposes giving teachers the option to take professional days on non-scheduled in-session school days, unpaid. We want to remove the PDU section to increase flexibility.

In Section 5.6 3-1 we propose to increase meetings to 4 times a month and length to 90 minutes.

In Section 6.4.4, we are looking to remove the section on placement based on incumbent teacher status for hiring. This is now being used more as a guideline because we haven't increased steps for existing teachers every time we have done a new salary schedule so steps are not reflective of a person's years of employment.

We are looking to remove the one-time grandfathering in 6.6.10.

We are looking to remove Section 6.8.4 and devise a comparable payment system. It is a lengthy section relating to extra-curricular and co-curricular non-licensed work.

In 7.3.1 we propose to reduce the maximum number of accrued sick days to 100, in line with comparables.

In 7.3.6-4 we propose changing the name of the committee to the Sick Leave Committee and adding the HR Director.

The proposed change in 7.3.7-1 reflects the reduction in maximum sick leave accrual to 100 days. The maximum buyout would be reduced accordingly to \$5,000.

We propose to remove 7.5 Emergency Leave as it is rarely requested and rarely granted and there are personal days that could be used.

In 7.9 we propose to remove the 60% compensation and benefits for those on sabbatical.

In 9.1, we are also looking to remove "achieve and maintain "Highly Qualified Teacher" status under the federal "No Child Left Behind" law" as it is no longer applicable.

We want to remove the PDU section, 9.2.2. Under 9.5 we want to make professional days more flexible, able to be taken on non in-session days, unpaid.

In the last round of negotiations we had a small committee looking at the section on educational benefits. One item that came up was a request to pay materials and access fees for teachers taking online graduate courses. We are looking to include that in 9.3.2.

We are looking to delete what is currently in Appendix D and replace it with new language. Within the section on secondary schools we propose to increase prep periods to be up to 5 in the teacher's area of certification per marking period. If the number of prep periods goes beyond that then there would be compensation according to Article 6.8.3-5(4).

We are looking to increase the average number of students for secondary teachers to 135 per day in courses for which they are the teacher of note, except that the maximum would be 145 for art and PE teachers. The increase in the number of students is to allow flexibility in light of pending educational shifts. This is at the secondary level only.

S. Hamlyn-Prescott suggested caucusing and the association agreed. S. Hamlyn-Prescott suggested that the caucus last 15 minutes. S. Dirmaier and teachers left the room.

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, M. Nielsen seconded, the motion was passed and the BNC entered executive session at 6:57. C. Gallagher joined the BNC at 6:57.

The BNC consented out of executive session at 7:11. S. Dirmaier and the teachers returned at 7:20.

A. Tatro asked what capacity or role the BNC would see the HR Director playing on the Sick Leave Committee. S. Hamlyn-Prescott said it would help keep the HR director in the loop at any point in time where there was a potential FMLA, long term disability or ADA issue. A. Tatro asked, so it is just an informational piece? S. Hamlyn-Prescott said it is to make sure we stay in compliance.

Jacie Kendrew asked if the BNC could explain more about professional days in Section 5.5 – how they envision those working and how that combines with removal of PDU's. S. Hamlyn-Prescott said we want to remove the entire PDU section, as professional days would now be modified to allow for more flexibility and cost sharing if teachers take classes on non-student non-scheduled days. If they take them on those days, it will be unpaid. A. Tatro asked, if she went to a workshop in July, she understands that we won't pay her, but will we pay for the workshop? S. Hamlyn-Prescott said yes. J. Kendrew asked, if there is a workshop on a school day, is that still being covered? S. Hamlyn-Prescott said yes, that is still a paid day. The BNC's proposal provides more flexibility about when teachers could use professional days. The day would be unpaid if it is an unscheduled day but the workshop would be paid for.

Noreen Collyer asked about the proposed change to remove vertical step placement based on incumbent teacher status. Does the BNC have language in mind for how new hires would be placed on the schedule, since district-wide steps aren't connected to years of experience and there are a lot of parity issues related to years of service and where people are on the schedule building to building. Is there something to replace the current language? S. Hamlyn-Prescott said the BNC can get back to them on that.

J. Kendrew asked about Appendix D. It wasn't clear to the association if the language in the contract regarding prep times for elementary schools would be the same or if the new language proposed for secondary schools would replace the elementary school prep time language as well. S. Hamlyn-Prescott said the section that reflects elementary schools is D-II. A. Tatro asked if S. Hamlyn-Prescott is saying that the change proposed to D-III is for secondary schools only. S. Hamlyn-Prescott said yes. S. Dirmaier asked if the board is going to change the language about elementary school prep time in 5.6.2-4. S. Hamlyn-Prescott said the BNC is only addressing secondary prep time. S. Dirmaier asked if there is any intention of changing the high school or elementary school planning prep time. She said there are preps and there is prep time; they are different things. A. Tatro said they want to know if 5.6.2-4 is going to be impacted. S. Hamlyn-Prescott said the BNC will get back to them on that.

S. Hamlyn-Prescott asked what defines school sanctioned after school activities. A. Tatro said the association will get back to the BNC with a list.

S. Hamlyn-Prescott asked how a close friend is defined. A. Tatro said she could give an example. S. Hamlyn-Prescott said an example would be one point in time. A definition is a little broader. A. Tatro said an example would be when Kathy Washburn, who used to be her teaching partner, was killed in Stowe

S. Hamlyn-Prescott asked for specific examples related to the association's proposed change to 5.5.1. J. Kendrew said there is a teacher at Lamoille Union who is a Rowland Fellow and has been asked to consult in other districts and needs to find time to do that and represent our school.

S. Hamlyn-Prescott asked if this is self-directed. J. Kendrew said she believes it is an expectation of the fellowship. She said as we are developing leaders in the district other teachers might run into similar opportunities to further their professional careers.

S. Hamlyn-Prescott said we want to confirm that the next meeting will be Tuesday, November 29 at 6:30. A. Tatro asked if we can set an agenda for the meeting. S. Hamlyn-Prescott said the BNC plans to have a salary and benefits proposal as a package. A. Tatro asked if the BNC envisions a mutual exchange, caucus and clarifying questions similar to tonight. S. Hamlyn-Prescott said we can see how the evening goes. N. Collyer said she thinks it is good that we have a topic in mind for the next meeting. S. Dirmaier and the teachers left at 7:34.

M. Nielsen 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, Bernard seconded, the motion was passed and the BNC entered executive session at 7:35.

The BNC consented out of executive session.

The BNC agreed to send a response to A. Tatro and S. Dirmaier on the two items the BNC said they would get back to the association on.

4.

Adjourn

It was moved and seconded to adjourn at 8:08 and the motion was passed.

UNAPPROVED