

LAMOILLE NORTH SUPERVISORY UNION
BOARD NEGOTIATION COUNCIL
TEACHER NEGOTIATIONS MEETING
TUESDAY, NOVEMBER 29, 2016
GREEN MOUNTAIN TECHNOLOGY & CAREER CENTER

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

Others present: Charleen McFarlane, Catherine Gallagher, Deborah Clark, Pietro Lynn, Suzanne 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 5:35.

2. *Teacher Negotiations*

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, B. Barnes seconded, the motion was passed and the BNC entered executive session at 5:35. The BNC consented out of executive session at 6:30.

3. *Meeting with Teacher Association*

Suzanne Dirmaier and 11 teachers joined the BNC and C. McFarlane at 6:34. S. Hamlyn-Prescott welcomed everyone and started the meeting at 6:39. She reviewed the agenda.

S. Hamlyn-Prescott gave the BNC's responses to the association questions from the last meeting.

In 7.3.6-4 the BNC proposal is to change the name of the committee to the Sick Leave Committee. It shall include the HR director. The BNC wanted to clarify that the HR role is as an active member, which is consistent with the support staff contract.

The BNC proposes removing just 6.4.4 from 6.4. Currently for new hires we use the salary schedule as a guideline. We have not increased steps for every teacher with every salary schedule and we have consolidated contracts so steps are not aligned with years of experience. Removal of 6.4.4 would allow us more flexibility in terms of new hiring. P. Lynn said the board is not looking to hire people at substantially more than people already here with the same experience but they want discretion to consider various factors and they plan to work on language that captures the concerns.

S. Hamlyn-Prescott said with our proposal regarding Appendix D, we had no intention of changing the 30 minute elementary prep period specified in 5.6.2-4. We can add the language from 5.6.2-4 under D-II.

S. Hamlyn-Prescott asked if the association had any new questions about BNC proposals. They had none.

S. Hamlyn-Prescott said the BNC had asked about what are considered school sanctioned after school activities and they had indicated they would get back to us with a list. Amy Tatro said that list didn't get generated. They will have to get back to the BNC with that in the future.

S. Hamlyn-Prescott asked for the association's proposals. They handed out their proposals.

Jacie Kendrew said they propose adding language to 6.6.5 allowing credits that may be recognized to include those that are relevant to a potential future assignment or endorsement.

Melissa Greenwood said in the previous negotiations it was agreed to take out the language that allowed credits earned prior to a master's to be used for horizontal movement. They thought at the time that the situations where that would apply had all been taken care of. But more situations are cropping up. They want to make sure credits don't expire and that if they are post-degree credits they can be used as such. They propose adding clear language outlining 3 criteria that must be met for pre-degree graduate credits to be used for movement past a master's degree: (1) credits were not applied to a master's degree; (2) credits would qualify for horizontal placement if earned after a master's degree; and (3) credits may have previously been applied to horizontal movement in the B columns. One horizontal movement per year will occur until all credits are applied. This language would be added to 6.6.9-1.

Amy Tatro said they liked the language the BNC proposed about online materials and access fees. In 9.3.2 they would like course fees to be paid for "recognized" credits, not just graduate credits.

J. Kendrew read the language they propose for 9.3.3-2 stating that if the constraints for the approved graduate degree program require teachers to take more than 9 credits per year a teacher shall be eligible for a credit advance of an additional 3 credits (for a total of 12 credits per year.) If a teacher leaves district employment before working long enough to "earn back" the advance any outstanding advance shall be deducted from the teacher's salary or repaid by the teacher. The VMI program, for example, is a 3-year graduate program that requires teachers to take 12 credits a year. If it were a 4-year program a teacher could take 9 credits per year and have them all paid for. It has been approved in the past for teachers to take an advance on credits because of the way that program is structured.

Noreen Collyer discussed the 2-year salary proposal she had put together. It gives a 4% base increase, resulting in a base salary of \$37,567 in the first year and it reflects a 3x4 index. Vertical steps are 3% and horizontal steps are 4%. Their proposal includes a master's incentive. Once a master's has been obtained, in just that column the increase would be 5% instead of 4%. After that increases would go back to 4%. The 5% would be just when a teacher moved from the bachelor's to the master's column. The percent new money for their proposal, based on the 4% increase to the base, the 3x4 index, the

master's incentive, and a step, is 6.44%. The following year everything would be the same but added to FY18's base. That would be 6.36% new money.

S. Hamlyn-Prescott asked, and the association's healthcare proposal is what was presented last time? Teachers said yes.

S. Hamlyn-Prescott said the BNC has no new language proposals. She handed out the BNC proposals.

S. Hamlyn-Prescott said the BNC's proposal is a comprehensive package including healthcare and changes to the salary schedule. For healthcare, for the first half of the year (until December 31, 2017) we would maintain 85% of the VEHI Dual Option plan for single, 2 person or family. As of January 1, 2018, we would pay 80% of the Gold CDHP and contribute \$500 to an HSA for each employee. For the second year we would pay 75% of Gold CDHP and contribute an additional match of up to \$500 provided employees contribute up to \$500 to their HSA. We would provide a healthcare buyout (cash-in-lieu-of-benefit) of \$2250.

S. Hamlyn-Prescott said our goal with the salary grid was to address issues of attracting and retaining new employees to the district as well as continuing to recognize by steps people's years of commitment and continuing our commitment to our students. We increased the base by compressing steps 1 and 2 into what is now the new step 1. The new base is \$37,990. Each step is a dollar increment of \$784. The horizontal amount is \$1084. The new schedule reflects 186 teacher days per year. The schedule is compressed to 24 steps. People who are off the grid get a \$784 increase in the first year.

S. Hamlyn-Prescott said in 2019 we are trying to again move the base salary up. We are using the same dollar increment. We compressed the prior step 1 with step 2. Our starting salary becomes \$39,858. Each vertical step will still be worth \$784, and horizontal steps will be \$1084. The schedule reflects 187 days. People who fall off the top of the grid will get \$784.

N. Collyer asked, on the FY18 grid, she can see that row 26 is moved off the grid but where is row 25. Is that what is labeled "Off Grid FY18." BNC members said yes.

J. Kendrew asked, eventually those "Off Grids" would go away? Are they a way of grandfathering people? Sue said we have reduced the number of steps and discussed how we would pay those off.

It was agreed to caucus for 25 minutes, until 7:30. The BNC consented into executive session to discuss teacher negotiations at 7:08. The BNC consented out of executive session at 7:35. The session with teachers resumed at 7:38.

A. Tatro asked what percent new money the BNC salary proposal represents. S. Hamlyn-Prescott said 1.64% for FY18 and for 1.9% for FY 19.

S. Hamlyn-Prescott asked the association to explain how they arrived at the percent increases they proposed. N. Collyer said C. McFarlane had emailed a spreadsheet of all the teachers in the district – what school they are at, their FTE, their column, step and index, and their salary for this year. In order to figure out the new money she totaled the current cost of everyone's salary and the dollar amount increase from the proposal and divided them to get the percent new money.

S. Hamlyn-Prescott said the question was also, how did you arrive at 6.4? N. Collyer said she didn't have control over that number. She can only change the increase and the base. A. Tatro asked to talk to N. Collyer for a minute and she and N. Collyer left the room briefly.

S. Hamlyn-Prescott said the BNC will defer further explanation of salary until next session when we can give examples and explanation. We know it is hard to understand compression and where each person falls. The numbers on the side don't correlate to where a person would be going. The vertical numbers don't correspond to where a person is now.

S. Hamlyn-Prescott said she had sent out possible meeting dates to S. Dirmaier. A. Tatro said two of those dates work for the association: February 15 and March 22. S. Hamlyn-Prescott asked, we are set for January 26? Teachers said yes.

J. Kendrew asked if we are going to set an agenda for the next meeting. A. Tatro asked, the BNC would like an opportunity to give examples of placement on the new salary schedule? S. Hamlyn-Prescott said yes. She said we will be looking for the association to respond to the proposals we already sent out and we will respond to association proposals. S. Dirmaier and A. Tatro asked, in total? Sue said yes. A. Tatro said they will get the BNC a list of after school activities.

The session with teachers ended at 7:48.

The BNC consented into executive session at 7:51. The BNC consented out of executive session at 8:17.

4. Adjourn

The meeting was adjourned by consent at 8:17.

Minutes submitted by Donna Griffiths