

TEACHER BNC MINUTES
THURSDAY, SEPTEMBER 20, 2018
GMTCC COMMUNITY EDUCATION CENTER

BNC members present: Sue Hamlyn-Prescott, David Whitcomb, Bill Sander

Others present: Charleen McFarlane, Deb Clark, Melissa Greenwood, Carol-Lynn Willean, Jen Myers, Gail Whitten, Brad Parker, Matt Alden, Betzi Goodman

S. Hamlyn-Prescott called the meeting to order at 5:46.

D. Whitcomb 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. Sander seconded, the motion was passed and the BNC entered executive session at 5:47. The BNC consented out of executive session at 6:27.

The teachers came in at 6:33.

S. Hamlyn-Prescott asked how they wanted to start. Melissa Greenwood suggested that the BNC start by asking any questions they have.

S. Hamlyn-Prescott said both groups are okay with a one-year contract so that can be a tentative agreement. M. Greenwood agreed.

S. Hamlyn-Prescott said in terms of Appendix D changes we are in the process of doing more research across all school districts. We will be prepared to discuss it further at the next meeting. We are looking at equity of on site teacher time in all districts.

S. Hamlyn-Prescott said the BNC's first question is about the sub pay proposal. In the master agreement Section 6.8.4-2 refers to Lamoille Union. Is that the association's interpretations. Also, what are "additional scheduled 'duties?'"

M. Greenwood said the association would have to get back to the BNC on the first question. Additional scheduled duties could be such things as additional recess duties beyond what the teacher had already been asked to do. For instance, a teacher could be scheduled to do recess duty on Tuesday and Thursday and then be asked to do it on Wednesday as well because someone was out sick. M. Greenwood said it is hard to get subs so teachers are having to give away their prep time to cover a block because no sub has been found to cover for a teacher who is out sick.

S. Hamlyn-Prescott said the way M. Greenwood described the situation she didn't seem to be referring just to LUSD. M. Greenwood said she thinks the association was thinking of everyone. They can answer that question later tonight.

S. Hamlyn-Prescott said the BNC read through the rationale behind the teacher mentoring proposal and will give an answer on that after caucusing.

M. Greenwood said the association's question about the proposal for 5.6.3-1 is what the rationale is for extending the teacher meeting time and adding a fourth meeting time in a month.

S. Hamlyn-Prescott said what has been said by teachers across different schools is that there is not enough time to meet and plan with colleagues. The increased meeting time could provide more time for effective implementation and practice of restorative work and for curriculum team meetings at one school or across the district. It might allow for grade level teams across the SU. It could allow time for problem solving teamwork around multi-tiered systems. It could allow more time for reviewing assessments.

M. Greenwood said the association has a counter to the proposal to add "or sabbatical leave" to 7.8.7. They like that addition. They wonder if the BNC would entertain adding the last line of 7.9: "The Superintendent may extend this deadline under extenuating circumstances."

M. Greenwood said the association wonders if section 8.1.1 about health insurance could include "at the elected plan level of coverage" so teachers know they can select whatever level of coverage is appropriate for them. Only the word "elected" would need to be added.

The two groups separated to caucus at 6:42, agreeing on 20 minutes to do so.

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, D. Whitcomb seconded, the motion was passed and the BNC entered executive session at 6:43. The teachers came back at 7:02. The BNC consented out of executive session at 7:03.

S. Hamlyn-Prescott said we are in agreement about adding the proposed language about the superintendent being able to extend the deadline for those on unpaid or sabbatical leave.

On health insurance the BNC proposes changing wording to "at the elected level of coverage" as proposed and then adding a sentence: "If employee chooses a plan other than Gold CDHP, the above Gold CDHP equivalent applies." That is language pulled from the HRA section.

The association agreed to that.

S. Hamlyn-Prescott said the BNC will get back to the association on the proposal regarding Appendix D. We are still researching that.

S. Hamlyn-Prescott said the BNC is in total agreement with increasing the teacher mentoring stipend to \$1000. A lot of work goes into mentoring and it is very valuable. The BNC is asking for that to remain in the LNSU mentoring agreement.

M. Greenwood said the teachers want it in the contract because they have found that the stipend hasn't been equally applied in every building to every mentor. Some mentors have not gotten the stipend. A person who is not here tonight said that has happened before. C. Gallagher said that should not happen. M. Greenwood said she is not sure how recent that is. She can ask the person on their team who brought it up for clarification. C. Gallagher said she is not aware of that situation

and if she were aware she would remedy it by paying the mentor. M. Greenwood said she will find out if it happened before the current mentoring program was established. M. Greenwood said it has not been happening at the middle school or high school. C. Gallagher asked why she has not heard that. M. Greenwood said that is a good question. If it is in the contract then both sides have better legal standing and if someone falls through the cracks it doesn't continue. S. Hamlyn-Prescott said she feels the mentoring agreement already has its own legal standing. Carol-Lynn Willean said mentors aren't even being used at the middle school or high school. The opportunity has never been given to middle school or high school teachers. S. Hamlyn-Prescott said that is different from not being paid for doing it. M. Greenwood asked if she should give information she gets on this issue to C. Gallagher or report it at the next meeting. Sue said both.

M. Greenwood said regarding their sub pay proposal their intention is that it would apply to all schools across the SU.

S. Hamlyn-Prescott said obviously this has financial implications and we would have to research this whole section. So will table this piece until next time when we would plan to have some type of counter proposal.

M. Greenwood said the association will agree to a one-year contract, to the proposal for 7.87 with the additional line discussed, and to the BNC's updated health insurance proposal.

Regarding the proposal on 5.6.3-1, PLC time is already built into current building schedules so within buildings there is already time to meet with colleagues. The issue they have around increasing teacher meeting time to 90 minutes and bringing the professional development time out of individual buildings is that 90 minutes won't be enough time for all parties to get to one location and have a productive discussion. They feel the current professional development time, also known as in service, hasn't been that well planned out. Initiatives are started but teachers don't get enough to implement them well or fully. They are seeing some good professional development this year with Gayle Moskowitz going to each building to work with teachers on writing and teachers going to other buildings to watch other teachers. They would rather see current professional development days planned out and implemented for a better, more efficient use of time.

C. Gallagher said that begs further discussion but she hears what they are saying. S. Hamlyn-Prescott said she thinks we will have to get more information on that. C. Gallagher said much of this proposal is based on teachers saying they don't have enough time to meet with their colleagues. She needs clarification.

M. Greenwood said she can only speak about the Johnson schedule but teachers there can meet with grade level teams for PLC work one hour a week and they have an additional 75 minute meeting a month. Specialists have time to meet with other specialists as well. Others said they already have PLC time within their buildings.

C. Gallagher said she has heard that it was constructive to be able to go to other buildings to share professional development time, to have time to collaborate. She wonders if this begs further discussion.

M. Greenwood suggested tabling this. They will come up with some counter proposal.

One of the teachers said at her school teachers don't have others teaching the same grade. They would love the time to talk to another teacher of their grade but 90 minutes isn't enough time. They tried that a couple of years ago with Eden teachers but it didn't work because they didn't have enough time.

S. Hamlyn-Prescott suggested wage proposals for the next meeting.

M. Greenwood said they were thinking they would like to present their salary proposals on November 1. There is only 3 weeks until the next meeting. They were hoping the next meeting could be for any language changes and November 1 could just be about salary.

S. Hamlyn-Prescott said she thinks the BNC will have to caucus on that. The BNC was hoping to have at least first proposals on wages because it impacts budgets. M. Greenwood said the association will caucus as well.

Both sides signed the tentative agreements, agreeing to sign a clean copy later at central office.

The teachers left to caucus at 7:20.

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, D. Whitcomb seconded, the motion was passed and the BNC entered executive session at 7:20. The BNC consented out of executive session at 7:27.

M. Greenwood came in and said the association will have a salary proposal for the October meeting, as well as counter proposals and any new language they want to propose. She doesn't think the two groups need to come back together tonight.

M. Greenwood and C. Gallagher left at 7:28.

The BNC consented back into executive session at 7:28.

C. Gallagher came back at 7:32.

The BNC consented out of executive session at 7:56.

Bill moved to adjourn and the motion was seconded and passed at 7:57.

Minutes submitted by Donna Griffiths