

**Lamoille North Supervisory Union and
Lamoille North Modified Unified Union District Board
Special Board Meeting
Minutes of Meeting
December 4, 2017**

Members Present: Bill Sander, David Whitcomb, Mark Nielsen, Lisa Barry, Andrew Beaupre, Amanda Tilton-Martin, Katie Orost, Bobbi Moulton, Mark Stebbins, Jeff Hunsberger, Patti Hayford (6:10 p.m.)

Members On Phone: Sue Prescott, Angie Evans, Mark Stebbins, Laura Miller, Jan Sander, Bernard Barnes, Heather Hobart

Others Present: Catherine Gallagher, Michele Aumand, Melinda Mascolino, Charleen McFarlane, David Manning

Minute Taker: Sue Trainor

Call to Order, Approval of Agenda and Public Comment: The Chair called the meeting to order at 6:01 p.m. Moulton made a motion to approve the agenda, seconded by Tilton-Martin. The motion passed unanimously. There were no public comments.

LNSU Teacher Master Agreement: Nielsen made a motion to approve the teacher contract, seconded by Moulton. Prescott began by announcing that the Board Negotiation Council was pleased to report a contract that the teachers and the Board Negotiation Council were in agreement with which was based on the Fact Finder Report. The BNC recognized that the process had been lengthy but the Fact Finder was unable to complete the process as initially promised, and in fact, due to Mr. Ryan's workload, the process from start to finish took four months. The date the Fact Finder Report would be complete was put off three times. Prescott recognized this had caused both frustration and uncertainty for both the Board Negotiating Council and the teachers. However, teachers and Board members had been on the same page in wanting to settle the contract.

The following were the main points of the negotiation: The salary schedule base for FY18 would increase 1.15% and incumbent teachers would advance one step capped at the highest step on the schedule. In the second year of the contract, the base of the salary schedule would increase 1.15% and incumbent teachers would advance one step capped at the highest step on the schedule.

In regards to health care, from July 1, 2017 to December 31, 2017 the Board would provide the current VEHI Blue Cross/Blue Shield dual option plan covering 85% of the cost. From January 1, 2018 until June 30, 2019, the coverage will be based on the new VEHI Gold-CDH Plan. Levels of coverage would be single, two-person, parent/child(ren), or family.

The Board would offer an accompanying health reimbursement arrangement for each employee enrolled in the VEHI-qualified plan based on the Gold-CDH Plan. Employees would pay the first \$400 of the out-of-pocket deductible and co-insurance expenses for a single plan, and the first \$800 of out-of-pocket deductible and co-insurance expenses for two person, parent/child(ren), or family plan for the first year. The second year, employees would pay the first \$400 of the out-of-pocket deductible and co-insurance expenses for a single plan, and the first \$800 of the out-of-pocket deductible and co-insurance expenses for two person or parent/child(ren), and the first \$1,200 of the out-of-pocket deductible and co-insurance expenses for a family plan. Any eligible covered employee who elected not to participate in the health insurance plan would receive \$3,000 as cash in lieu of insurance.

B. Sander asked what the cost share would be on the Gold plan. Prescott stated the Board would pay 80% of the VEHI Gold-CDH Plan. Sander then asked about steps and what increase a typical teacher

would receive under this agreement. Prescott stated that combining the step increase with the base increase would amount to a cumulative 3.14% increase.

Those members present and those individually polled on the phone then voted unanimously to ratify the LNSU Master Teacher Agreement.

Adjourn: B. Sander made a motion, seconded by Nielsen to adjourn the meeting at 6:16 p.m.