

**Maple Run Unified School District: Bellows Free Academy
UHSD#48/NWTC, St. Albans Town Educational Center, St. Albans City
School, Fairfield School**

**Maple Run Unified School District Negotiations
October 11, 2016
6:00 p.m. – Central Office Board Room**

Minutes

Board Members Present: James Farr, Michael L'Esperance, Nina Hunsicker, Nilda Gonnella-French

Unable to attend:

Bargaining Unit Members Present: Mike Campbell, Rusty Brannon, Jenn Hill Eileen Nickel, Katie Lovejoy. Grace Borst and Joanne McCoy, ad hoc.

Administration Present: Kevin Dirth, Martha Gagner, Kathy Finck, Michelle Spence ad hoc.

The group shared dinner from 6:00 – 6:30.

1. Call to Order James Farr called the meeting to order at 6:45.

2. Agenda Review – There were no changes to the agenda.

Nina Hunsicker made a motion to approve the agenda; second by Nilda Gonnella-French. The motion passed unanimously.

3. Approval of Minutes of 9/28/16 Minutes

Nina Hunsicker made a motion to approve the 9/28/16 minutes; second by Michael L'Esperance. The motion passed unanimously.

4. Negotiations

4.1 Salary Schedule – This item was moved to after 4.6. Mike Campbell asked the Board to move this to executive session because it compromises their position.

4.2 Insurance Information – Rusty Brannon shared some insurance questions. Stack over Aggregate. Martha Gagner explained a stacked deductible plan versus an aggregate plan. It was determined that there is a need to have someone from VEHI come to the next meeting and explain the details so that we can make informed decisions. Questions should include whether an HSA and an HRA can both be offered, and can the Board offer different amounts depending on the plan. When asked what the Board had in mind, Jim Farr responded that the Board will likely end up giving people the same amount of money no matter what plan they take. Tabled to the next meeting.

- 4.3 FTE list – Martha printed out the full time equivalents (FTE) list stating that we have 310.4 FTEs. It was agreed that this is a working list so that the work is done using these numbers. If there was a mistake on this list once an agreement was made, current employees would be placed where they should be. The list was signed off on.
- 4.4 Fair Labor Standards Act -- compliance issues for December 1st. Kathy Fink reported that research continues. There is a work session next Wednesday with the statewide human resources group and counsel to work out some differences. It appears that any one not teaching for a majority of their day will become non-exempt. These changes do not mean they move out of the master agreement, but that they would need to become an hourly employee. There may need to be some criteria language in the master agreement that addresses this. There are substantial penalties for not being in compliance. There needs to be clear, defensible documentation as to why groups are exempt employees. There are still many gray areas that Kathy Finck and Martha Gagner are trying to get clarity on. Compliance is mandatory by December 1, 2016.
- 4.5 Seniority List discussion – Kathy Finck sent out seniority lists in an excel spreadsheet so it can be sorted in a variety of ways. For the merged district, it should be any years in any of the districts should be counted. This can be a benefit to the employees. She explained that what Chittenden East did, as they are already newly merged. There needs to be agreement on how the seniority list will be determined. Jim Farr suggested that the decision should be made without looking at the list. There was discussion about whether a grade school teacher who was riffed could bump a high school teacher. It was pointed out that this would need to look at endorsements. All of the possible options for bumping should be looked at and come back to it at another meeting. Clarity on the ramifications of the choices are important. It was explained that, if we had five second grade teachers at City, and next year we only need four, the least senior teacher will get riffed. If that teacher has more seniority than someone in another building they could bump that person. Will this remain by building or will it be by the entire district? The seniority list should be developed using all of the years folks have worked at any district. The union representatives will ask their teachers to email Kathy Finck if they have worked in any other school in the SU. Bumping needs to be on a future agenda.
- 4.6 Contract document organization – Kathy Finck took the current {almost} approved master agreement and changed the FCSU to Maple Run, she asked if we could use that as a starting point. Mike Campbell said they don't mind as long as they aren't tying their hands for the final document, because we don't know what we don't know. Kathy said that she could then put it up on the screen and rewrite together. It was determined that we aren't there yet, and staff should not spend time on this at this point.

5. Next Meeting Agenda Items: Insurance presentation, Bumping; Salary Schedule

6. Potential Executive Session

Nina Hunsicker moved to enter executive session at 7:50 to discuss salary schedule because discussion in open session would put the parties at a substantial disadvantage, and the bargaining team was invited to stay; second by Michael L'Esperance.

Discussion included Nilda Gonnella-French stating that it is important to know that this is not precedent setting, because the law requires a finding be made each time. All agreed.

The motion passed unanimously.

Executive Session ended at 9:00

The Bargaining Unit team left.

Nilda Gonnella-French left.

Nina Hunsicker made a motion to enter executive session for strategy at 9:01 p.m.; second by Mike L'Esperance. The motion passed unanimously.

Executive session ended at 9:30 p.m.

7. Adjourn

The meeting adjourned at 9:30 p.m.

Respectfully Submitted

Brenda Comstock