

BVEC COLLECTIVE BARGAINING MINUTES – FINAL

Wednesday, March 18, 2024

4:00 PM – 5:30 PM

BVEC Conference Room.

In Attendance:

- BVEC Director Ms. Rammell
- BVEC Board Chair Dr. DoBell, Lone Rock School Superintendent
- BVEC Board Member Mr. Fiske, Florence Carlton Schools Superintendent
- BVEC Business Manager, Ms. Reynolds

BVEC Association Members:

- Ms. Gideon, Treasurer
- Cami Hildebrand, President – via Zoom
- Liz Pepion, Vice-President, taking notes
- Ms. Moresi, Member

Welcome and Call to Order The meeting started at 4:03 PM.

Ms. Rammell welcomed the group and asked if anyone had any time constraints. There were none.

- I. **Approve Minutes** – Minutes for March 4 and 13 approved.

Ms. Pepion taking notes. Ms. Reynolds updating and tracking changes on CBA.

- II. **Public Comment or Correspondence** - No public comment or correspondence.

III. **BVEC CBA**

Looking to define FMLA and Just Cause language from Bea.

- a. **Length of contract** - Mr. DoBell: Historically, contracts have been two-year agreements but if we're interested in doing something different can talk about it. Discussion held. Ms. Moresi stated that agreements longer than one year are preferable. Ms. Gideon asked how the group feel about bargaining during a legislative year. Mr. DoBell stated it may be difficult due to not knowing if or how things will be funded. It may push negotiations into May. Suggests there could be an addendum during legislative year. Suggested we stick to a two-year contract for now and decide if we want to change it later to a lengthier contract.
- b. **Transfer of BC's to classified** - Discussion on when BCs would transfer to classified. Credit with a year of service if work one day beyond half the time. Discussion on how this affects schools who work only four days per week. See leave section. There is a memorandum of agreement (MOA) that addresses this. Bea suggested that this clarification be in the CBA rather than the MOA.

- c. **Language change** - Discussion on changing the language to reflect the number of hours instead of days per year. The intent was to qualify for a full year of work, employees must work more than half the year. Mr. Fiske: Some language in other schools reads that if someone was hired after March 1 they would continue with the same salary for the next year. Ms. Rammell: There are itinerant employees who work different schedules, which is why she suggests using the hourly measurement instead of days per year. Ms. Gideon suggests using combined language of 187 days and hourly equivalent. Ms. Reynolds: Co-op is based on 187 days or 1402.5 hours. Ms. Reynolds suggest it say “no less than 705 hours of a standard 1402.5 hour contract.
- d. **Absences** - Changed language on definition of the family to be defined as the employee’s spouse, domestic partner, child, parents/guardians/stepparents, mother-in-law, father-in-law, siblings, grandparents, and spouse like relations, or anyone living in the employee’s household. Mr. Fiske: discussion on the phrase “anyone living in the employee’s household.” That language is too broad. Take out that phrase and add “or at the discretion of the Co-operative Director.”
- e. **Combining Sick Leave and Personal Leave** - Ms. Gideon: we are aware of other districts that general leave instead of separate sick and personal leave and what that means for payouts at end of career. Can sick leave be used for mental health days? Discussion held on pros and cons of combining leave and using some leave as mental health days for the employee. Ms. Reynolds: The Co-op allows people to use a sick day for a mental health day already. Ms. Moresi: A survey was put out to other union member employees and they wanted discussion on sick and personal leave. Ms. Gideon: Let that discussion marinate and come back to it later.
- f. **End of year payout for unused leave** - Ms. Gideon: When we get a payout at the end of the year, we would like to have separate checks for those payouts. Ms. Reynolds: Running multiple payrolls is difficult. There is more to it than just running two payrolls, you must turn off deductions, etc. It is a difficult process. There is a lot of cost to running separate paychecks. Ms. Gideon: There are several employees that appreciate receiving the money in separate checks because otherwise it feels that there is no extra even though it is listed on the paystub.
- g. **Flexible start/end times** - Ms. Gideon: some districts allow teachers to leave half an hour early and make it up. Is it possible to take up to half an hour off and make it up in the same week? Ms. Rammell: Call 135 if you’re leaving early and want to make it up the next day. Ms. Reynolds: This could be a part of the policy – call ext. 135 on both ends of the leave, when leaving and when coming back.
- h. **Sick Leave Bank** - Discussion about sick leave bank. Ms. Reynolds states that this is on the annual payroll deductions to opt in every year. Ms. Reynolds: There are currently no employees who have opted out of donating to the sick leave bank because it has not been taken from anyone in the last five years. Ms. Reynolds: Two years ago, the Co-op was notified that employees must opt IN and cannot be

forced to opt in. Mr. DoBell: asked why this is in the contract? Ms. Reynolds: It's more like a policy. There is no language that says if you did not put into the sick leave bank that you cannot use it. Classified employees and administration do not qualify for the sick leave bank because they are not covered by the CBA. The committee can turn down a request for use of the sick leave bank. The committee must approve the request, it is not a given that a request will be approved for those who have donated to the sick leave bank or who have not opted to donate to it. However, the committee may use that information to determine if the person would be approved to use it. Mr. DoBell: Does not agree with using whether or not someone donated to the sick leave bank as a criteria for determining who can use it. Ms. Moresi suggests that if the sick leave bank drops below 200 days in the bank, that the Co-op takes one day of sick leave from ALL employees who have opted in.

- IV. **Next meeting** - Tuesday, March 26, 2024 at 4:00 pm.
- V. **Adjourn** - Meeting adjourned at 5:30pm.