

BVEC Collective Bargaining Minutes - Final

BVEC Conference Room

April 15, 2026

4:00- 5:30

Attendance

Board Member – Scott Stiegler, Victor School Superintendent; Todd Fiske, Florence School Superintendent; Teresa Weems: Lone Rock School Superintendent

Association Members - President Cami Hildebrand, Vice President Liz Pepion, Secretary Karen Gideon

BVEC administration – Director Jenny Rammell, Mental Health Program Supervisor Ashley Gillespie, Business Manager Jill Reynolds

Welcome and Call to Order

Ms. Rammell called the meeting to order at 4:04 PM.

Public Comment or Correspondence

There were no public comments or correspondence.

Minutes

Approved Amended Minutes from March 23, 2026.

Approve Minutes from April 8, 2026 –

Ms. Rammell presented a few edits: clarify item 12 to clarify staff did receive a salary increase in 25-26 school year, there was no base increase, but there were step increases; the notes regarding the maximum salary increases should refer to the final step in each matrix versus using Step 25 because the mental health matrices only go to Step 20.

Ms. Rammell also asked to clarify the notes for base increases “There has been some costs due to CSCT mental health, the Co-op had to tap into the reserves to cover this and not burden the school districts.” Ms. Rammell explained we have been using reserves to cover costs for both Special Education and Mental Health and she recommended removing “There has been some costs due to CSCT mental health,” from the sentence. Mr. Stiegler added this had recently been discussed at the Victor Board meetings that reserves should be used for one-time costs, not recurring items until they run out.

Item 7 Insurance status quo was noted as TA. Since there was no change in the health insurance contribution, this should not be a TA. It was agreed this should change to “dropped by the association.”

Item 9 regard stipends on separate checks – should be dropped by the association versus dropped by agreement.

Process decisions – “Minutes require grammar, numbering, and formatting clean up should be “Agreement requires grammar, numbering, and formatting clean up.”

Liz will amend the minutes for approval at the next meeting.

Negotiations

Reconvene discussion on open items.

Item 1 Dates - based on duration of agreement the Association was not comfortable with the cooperative proposal for a three-year agreement and proposed a two-year agreement. **TA**

Item 5 Sick Leave Termination Calculation – the calculation will be 1/4th of employees accrued sick leave multiplied by the employee current daily salary. For example: 1/4th multiplied by 100 days = 25 days multiplied by \$300 per day = \$7500. **TA**

Item 8 Calendar as part of a bargaining issue - continued discussion regarding calendars being a bargaining item or a policy procedure issue. Cami began by sharing the appreciation for the cooperative staff and the work they do, the collaborative environment, they love their schools, appreciate Ms. Rammell regularly sharing her appreciation of the staff. Cami then shared some of the national rules of bargaining and subjects of bargaining, one being calendars, and some of the results of their staff surveys. Ms. Rammell thanked the Association for sharing specifics and asked that the Association share the survey and results for her review. Ms. Rammell acknowledged that calendars are a “whole thing.” Ms. Rammell clarified that the cooperative providing a calendar template to the staff that have to submit them for approval has always been done. Previously this was done using the BVEC calendar, but as schools began starting school earlier each year, and in some cases extending school year, the BVEC calendar was no longer relevant. Ms. Rammell hears the concerns and has been open to approving changes, has approved changes in her tenure and will continue to approve changes where appropriate. Ms. Rammell also stated that the new process last year of submitting individual templates did rectify a lot of the issues we had in the past. There was more discussion on specific issues some employees had identified and some of the issues the cooperative has with managing calendars for staff working in multiples districts. Mr. Fiske stated he felt it would be impossible to produce language that could support every nuance of managing calendars that would not be an issue for either the association or the cooperative in future years. He also confirmed that in his district it was the Board that had final say

and approval of calendars. Mr. Stiegler thanked everyone for the meaningful and rich conversation regarding calendars.

Item 12 Base Increases – Cami presented the Association counteroffer to the cooperative offer for base increases of 1.5% year one and 1% year two. The Association countered with 2% in year one and 1.5% in year two. Ms. Rammell explained that in her tenure as a teacher and since then she has not seen those percentages of increases. She reiterates her appreciation for the staff and that she has to balance what is fair and what is responsible. Districts cannot assume these increases and leveraging reserves is finite. The cooperative Board requested a caucus at 5:01 PM. The meeting resumed at 5:32 PM. Ms. Rammell proposed a counteroffer of 1.75% year one and 1.25% year two, that the Board members felt showed goodwill, and was financially responsible. These percentages combined with step increases bring the staff closer to 3% salary increases in total. This would be the final offer from the cooperative and the best it can do. The Association went to caucus at 5:37 PM and returned at 5:39 PM. **TA**

Cami will compile a list of bargaining items and share them with Jenny before sharing them with the Association members.

Jill will start the bargaining agreement changes this weekend and try to have them ready for the meeting on Monday, 4/20/26.

Confirm date for final proposals, tentatively agreed on April 15th at the last meeting. **TA**

Confirm next meeting: Monday, April 20, 2026

Adjourn - meeting adjourned at 5:53 PM.

MINUTES APPROVED 4/20/2026.