

BVEC Collective Bargaining Minutes

BVEC Conference Room

March 16, 2026, 4:00pm to 4:47pm

ATTENDANCE:

BVEC Administration: Jenny Rammell, Ashely Gillespie, Business Manager Jill Reynolds

Board Member: Scott Stiegler, Victor School Superintendent

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

Absent: Todd Fiske, Florence School Superintendent, John Konen (substitute/stand in) - Stevensville School Superintendent

Public comment or correspondence - No public comment or correspondence has been received.

Minutes - Minutes from March 10 – approved.

Negotiations - Today was set aside for association to present topics. Association presented requests for discussion. File will be forwarded to all members of Bargaining team and attached herein. Please see attached document for specifics – Document: Union Proposal 25-26.

Next meeting BVEC Administration and Board will provide feedback and discussion of topics will be held.

Association asked for clarification on policy and procedures - when do they go through the board and when are they updated by BVEC administration.

Insurance contribution – want it to be an item for discussion until we know what the premium for next year would cost. Is there a possibility of increasing contribution if employee is covering the family instead of just the employee? Second highest concern in the employee survey.

Jill: We are one of the few to allow health insurance to cover dental, vision, and HSA coverage.

Reminder of cleaning up language in CBA. Ms. Rammell is waiting to hear back from Bea Kaleva on her feedback after reviewing the CBA.

Cami will share the Union Proposal document with bargaining team.

BVEC Admin stated that one of the practices is to identify a hard stop on adding new information. Association stated that we do not think there will be anything else to add but wanted to see if the Administration/Board feedback at the next meeting may require determination if things need to be added at that point. There was a proposal that there be a hard stop on new items at the April 8th meeting.

There was discussion about the Employee Handbook previously containing language about caseload and workload, exceptions and workday language that was inadvertently left out of subsequent versions.

BVEC administration noted that was an inadvertent omission. In the handbook, it does indicate that the handbook is a tool to guide the policy; it is not meant to be all encompassing or a contract.

Schedule for future meetings: A soft target of the April board meeting April 28th and if possible it would be ideal to have the bargaining done by then due to the need to offer contracts, renewals for CSCT folks and get an idea of available staff for summer programming. It is understood that this is a soft target date; negotiations will continue as needed to complete to satisfaction.

Next meeting will be scheduled for March 23rd; will work on getting a second superintendent and will work through as much as we can but cannot vote on anything until there is a second superintendent present.

Following meetings are scheduled for April 8th, April 15th, April 20th, and April 27th from 4:00-5:30.

Meeting adjourned at 4:47pm.

MINUTES APPROVED AT THE 6/23/26 MEETING.