

BVEC Collective Bargaining Minutes – Amended Final

BVEC Conference Room

March 23, 2026

4:00 PM – 4:48 PM

Attendance

Board member – Scott Stiegler, Victor School Superintendent; Teresa Weems, Lone Rock 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

Other: Madison Yerian, Observer

Welcome and Call to Order

Ms. Rammell called the meeting to order at 4:00 PM.

Public Comment or Correspondence No public comment or correspondence.

Minutes

Minutes for 3/16/26 were approved.

Negotiations – Administration Discussion in response to the presented Association Requests

Ms. Rammell began the meeting stating that BVEC employees are central to cooperative success and at the same time the cooperative is responsible to member districts. In regard to funding for 2026-27, all indicators regarding IDEA funding are that it will be the same as last year as far as dollars. The cooperative is committed to supporting our employees and our fiscal responsibility.

Ms. Rammell discussed and clarified policies and procedures versus bargaining items. Policies are based on rules set forth by state and federal governments, and our cooperative board. Procedures are the documentation of the way to conduct those policies. Policies and procedures are not bargaining issues. Bargaining issues are related to terms and conditions of employment.

The cooperative has to be able to flex and adjust policies and procedures as needed without reopening bargaining. Our handbook is a general guide to policies and procedures and if there is a discrepancy between the handbook and the policies, the policies will prevail.

The cooperative has not received the legal review summary from Kaleva law. There is a meeting scheduled for Friday, March 27th.

The association proposed three additional language changes:

- Item 2** Director shall meet and confer with Association regarding changes to policy or procedure.
- Item 8** Director shall confer with employees on calendars required for part-time and itinerant staff prior to finalizing calendars.
- Item 9** Employees will receive stipends on separate checks from the monthly payroll check.

In response to the Associations three requests for additional language in the bargaining agreement:

Ms. Rammell explained that all three requests were regarding policies and procedures and therefore not bargaining items. She acknowledged that she wants to have conversations regarding all three and that there have been discussions with employees regarding all three, and where appropriate changes have been made based on employee input, but future discussions would be separate from the bargaining meetings.

Bargaining Item 3 – the Association would like to increase the maximum number of allowable accrued sick leave from 87 days to 100 days. Ms. Rammell stated that this was something with minimal impact and could be considered. She did ask if the Association had discussed the impact this might have on other members that might have exceeded the 87 days in the next school year and now would not if changed to 100 days. Cami stated they did not, but they would reach out to the association for input. Karen asked for a list of certified staff sick leave balances, without names. Jill will send the list out. **TA? Pending follow up from the Association.**

Bargaining Items 4 & 6 – the Association would like to increase the end of year sick leave and personal leave payout from \$75 per day to \$100 per day. Ms. Rammell stated that this has minimal financial impact, and the cooperative can agree to this change. **TA**

Bargaining Item 5 – the Association requested a change in the formula for the termination/retirement calculation of sick leave payout from 1/4th of available sick leave accrued multiplied by salary rate at time of termination/retirement to 1/3rd of available sick leave payout. Ms. Rammell explained the impact of this change would be a 51.7% increase in cost and therefore not financially viable. With the agreed bargaining item increasing to a 100-day maximum, the new calculation will be 1/4th of accrued sick leave days multiplied by current daily salary rate. **TA?**

Transition to insurance committee meeting at 4:48 PM – Due to time constraints to meet the Wednesday deadline to commit to Bridged Health Alliance, Ms. Rammell concluded the bargaining meeting and transitioned to an insurance committee meeting. Ms. Rammell explained the insurance plan decision is not a bargaining item. The final choice is the decision of the board. The cooperative does want committee input as per the bargaining agreement. Jill will send insurance comparison file to the committee as requested. The committee will provide employee feedback no later than noon on Wednesday, 3/25/26. Final decision is due to Bridged Health Alliance by end of day 3/25/26.

Schedule for Future Meetings

The next meeting is scheduled for Wednesday, 4/8/26, 4:00-5:30 PM, in the BVEC conference room.

Adjourn - Meeting adjourned at 4:48 PM.

MINUTES APPROVED AT 4/15/26 MEETING.