

April 20, 2026 BVEC Collective Bargaining Minutes – DRAFT

BVEC Conference Room

ATTENDANCE:

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

Association members – President Cami Hildebrand, Vice President Liz Pepion, Secretary Karen Gideon

BVEC administration – Director Jenny Rammell, Business Manager Jill Reynolds

Welcome and Call to Order

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

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

Received draft bargaining agreement from Jill Reynolds with highlights of new, agreed-upon information.

There were some clarifications on the April 8 board meeting minutes. Jill made changes to the official meeting notes and everyone approved the change.

Minutes from meeting on 4/15/2026 approved.



Discussion:

Review and verify drafted language for CBA.

Ms. Rammell: Bea is almost done reviewing but there are two questions outstanding. She has not yet given feedback to Ms. Rammell. The current CBA functional and there is no desire to wait on information from Bea. Bea should be done with her review sometime in June or July. Ms. Rammell will take notes and save any changes until the next time we bargain.

Mr. Stiegler noted that if something comes up that needs to be changed right away, we could reopen bargaining with constraints.

Mr. Fiske: This would come under an MOA to repair language presented by the Kaleva Law, (if it was something against the law, for example). This will not change the numbers that have been agreed upon.

The next step was looking at the CBA draft to ensure everything was added as agreed upon so the Association can take it to the members for ratification.

Note: Keep the NEA, AFT, AFL-CIO language on the CBA - The Cooperative Employees' Bargaining Unit MFPE, NEA, AFT, AFL-CIO, is the correct heading because the Cooperative is a sub-local of MFPE, and MFPE is affiliated with the NEA, AFT and the AFL-CIO. All members are also members of the NEA, the AFT & AFL-CIO.

Page 2, correct date from June 30, 2027 to end date of June 30, 2028.

Page 4, sick leave updated from 87 days to 100 days.

Page 5, change his/hers to "their".

Page 6, confirming 2. Language regarding absences. Discussion of whether the highlighted portion needed to be included. The yellow highlighted portion will remain in the CBA.

Page 7 - D. Emergency leave – change to "Unpaid emergency leave may be granted by the director's discretion."

Page 7 - H. language changes from his/her to "their".

Page 16. Addendum Salary Schedules. Language changed to provide clarification for employees who have reached beyond Step 25 on the Special Education Specialist (Masters + 45) matrix and beyond Step 20 on the Mental Health Therapist (Masters +45) and the Salary Behavior Consultant matrices. All agreed to the language change.

Pg 17, blank page. Will take out.

Page 18, same language change in blue box as on page 16.

A draft copy will be taken to the Association members for review and ratification.

Ms. Reynolds will have changes by the morning of April 21, 2026 and will distribute to the bargaining committee.

Ms. Rammell will put this on the agenda for April 28th Board Meeting.

All agreed there is no need for another bargaining team meeting.

Meeting adjourned at 4:31 pm.

MINUTES APPROVED BASED ON NO REPLIES TO EMAIL REGARDING ANY CHANGES NEEDED AND NOT HAVING ANY FUTURE MEETINGS.