

**Collective Bargaining**

**March 31, 2022**

**4:00 PM**

**Bitterroot Valley Education Cooperative**

**And**

**The Cooperative Employees' Bargaining Unit 4403, MFPE, NEA, AFT, AFL-CIO**

**Attendance for Union:** Karen Gideon, Lindsay Davis, Erin Bauer

**Attendance for Management:** Dr. Moore, Diane Woodard, Jenny Rammell

**Other Attendees:** Jill Reynolds, Chris Hughes

**Start Time:** 4:00 PM

**Time Constraints:** None

**Minute Taker:** Jill Reynolds

**Review/Approve prior meeting minutes:** Minutes approved

**Agenda Items for today:** Management and Union will present the issues they would like to address in bargaining.

**Jenny presented the list of Management bargaining issues to be addressed**

1. Salary matrices for all positions covered by the 2021-2022 bargaining agreement. We need to look at matrices to ensure they are fair and equitable, ensure cooperative sustainability and allow us to hire and retain high quality staff. We need to review the starting pay, the maximum pay, the number of steps, and the value of each step.
  - a. Special Education Specialists (Speech Therapist, OT/PT, and School Psychologist)
  - b. Preschool Teacher
  - c. Mental Health Therapist
  - d. Salaried Behavior Consultants
2. Management would like to bargain a two-year agreement that would be in effect July 1, 2022-June 30, 2024.
3. Correct the language in Article 4.3 where it says, "under the Classified Behavior Consultant...." The Classified should be the "salaried."
4. Change the retirement incentive as it is currently written (Article 4.B.4).

Karen asked to clarify 4/5/22 was the third meeting. Prior meeting notes were reviewed that confirmed 4/5/22 was the third meeting.

**Karen presented the list of Union bargaining issues to be address**

1. The Union agrees we need to look at matrices to ensure recruitment, retention, quality of staff and sustainability. They would like to look at increasing the base pay and steps. Their goals are to address how employees are placed on step and options for employees that are topped out.
2. Language changes based on prior experience and honoring 7 years of experience with the step changes so that a new person is not placed on a step with higher pay than someone with more experience.
3. Union agrees they would like to bargain a 2-year contract also. Depending on where the 2022-23 matrices end up, the Union would like to look at a base % increase in the second year.
4. The current health insurance contribution is \$800 which is generous, but the Union would like to open this pending the new rates from MUST. Jenny confirmed we just received the new rates and would be getting the Insurance Committee to discuss them ASAP.
5. The Union would like language to clarify how benefits apply when an employee resigns or is terminated.
6. Regarding retention, the Union would like to amend Sick Leave Bank Article 3.B, to allow access the sick leave bank for maternity leave.
7. The Union would also like to amend the Retirement Incentive.
8. Add language to the bargaining agreement regarding the workday and the work year, not just in policy.
9. More flex time regarding retention.
10. Add language regarding transfers and assignments.
11. Follow up on the evaluation process committee as discussed last year.
12. How does mental health leave fall into sick leave or personal leave? Erin mentioned is all leave just leave versus separating it in sick and personal. Dr. Moore asked if they were looking for straight PTO, Karen and Lindsay replied no.

**Next meeting** is scheduled for Tuesday, April 5<sup>th</sup>, 2022, at 4PM in the BVEC Conference Room.

Karen asked how we would move through both lists of topics. Dr. Moore asked if the Union had priorities? Dr. Moore asked for back stories on FMLA, retirement, work- day and work year. The Union did not have that for today. Dr. Moore then suggested the Union start with the “big” topics and their back story.

Dr. Moore also reminded us that if a topic does not impact the CBA language it should not be a CBA discussion. These topics should be addressed in separate meetings.

**Meeting adjourned: 4:41 PM**

## Jill Reynolds

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**From:** Karen Gideon  
**Sent:** Saturday, April 2, 2022 8:56 PM  
**To:** Jill Reynolds; Jenny Rammell; Rachella Moresi; Lindsay Davis; Erin Bauer; Diane Woodard; Robert DoBell; Bob Moore  
**Subject:** Edits to notes from 3/31

Hi Team,

I have a few edits highlighted in yellow (and some strikethroughs) that I feel better represent some points that I made in the meeting last week.

Thanks!  
--Karen

Karen asked to clarify 4/5/22 was the third meeting ~~for bringing up topics, as historically the first meeting in which ground rules are discussed does not count as a meeting in which topics are presented.~~ Prior meeting notes were reviewed that confirmed 4/5/22 was the third meeting.

**Karen presented the list of Union bargaining issues to be address**

1. The Union agrees we need to look at matrices to ensure recruitment, retention, quality of staff and sustainability. They would like to look at increasing the base pay and steps. Their goals are to address how employees are placed on step and options for employees that are topped out.
2. ~~Language changes should be made in relation to honoring based on prior experience and honoring 7 years of experience since steps on the matrices will not represent years of experience. We with the step changes so need to ensure~~ that a new person is not placed on a step with higher pay than ~~someone a~~ current employee with more experience.
3. Union agrees they would like to bargain a 2-year contract also. Depending on where the 2022-23 matrices end up, the Union would like to look at a base % increase in the second year.
4. The current health insurance contribution is \$800 which is generous, but the Union would like to open this pending the new rates from MUST ~~and look toward possible increases for the second year of the new contract.~~ Jenny confirmed we just received the new rates and would be getting the Insurance Committee to discuss them ASAP.
5. The Union would like language to clarify how benefits apply when an employee resigns or is terminated.
6. Regarding retention, the Union would like to amend Sick Leave Bank Article 3.B, to allow access the sick leave bank for maternity leave.
7. The Union would also like to amend the Retirement Incentive.
8. Add language to the bargaining agreement regarding the workday and the work year, not just in policy, ~~and include options for earning flex time, which may help with retention issues.~~
- ~~9. More flex time regarding retention.~~
10. Add language regarding transfers and assignments.
11. Follow up on the evaluation process committee as discussed last year.
12. How does mental health leave fall into sick leave or personal leave? Erin mentioned is all leave just leave versus separating it in sick and personal. Dr. Moore asked if they were looking for straight PTO, Karen and Lindsay replied no.