

BVEC Collective Bargaining Minutes – Final

BVEC Conference Room

March 10, 2026

4:00 PM – 5:00 PM

Attendance

Board member – Scott Stiegler, Victor 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 4:03 PM.

Public Comment or Correspondence No public comment or correspondence.

Minutes

There are no minutes to review from prior meetings as this is our first meeting.

Negotiations – Expectations and Guidelines Discussion

Ms. Rammell will send copies of the current CBA to Mr. Stiegler and Mr. Fiske. At this time, Ms. Rammell does not anticipate language changes in the agreement based on the time spent on language in the previous bargaining. She has asked Kaleva Law to review the agreement for any recommended changes based on her referral to the agreement reading more like a policy and contained antiquated language. The Association will let us know if they have any language changes to propose.

Ms. Rammell reviewed the guidelines from our previous bargaining and proposes we follow those same guidelines.

Accept and listen to others' thoughts and ideas.

Be respectful of the process and tools.

Bargain in good faith.

Agreements made require two Board members, the Director, and three Association members to vote.

Provide advanced notice if you are unable to attend a meeting and be on time for meetings.

Ms. Gideon asked about revisiting the method of bargaining, interest based versus traditional.

Ms. Rammell explained that the group that requested negotiations to open would be the first to bring their topics to the table and would recommend we continue with that.

Mr. Stiegler asked if after a certain number of meetings, a final date was set to bring items to the table. Ms. Rammell confirmed this has been part of our process in the past and would continue.

Ms. Rammell restated she did not anticipate any language changes in the agreement and asked for input from the Association on their thoughts regarding language changes. Ms. Rammell also asked if the Association would be prepared to bring the bulk of their negotiation topics to the next meeting. Ms. Hildebrand stated it would depend on the date of the next meeting. Ms. Gideon explained they had not yet done a deep and would it be OK to just bring a list? Ms. Rammell explained the issues of timing of bargaining before we have funding dollars, the need to put out contracts in April in order to know who is returning and to allow mental health program time to make summer program plans.

Ms. Gideon explained that there was an Association member that is interested in attending meetings to understand the process and asked if that was acceptable. Ms. Rammell explained these meetings are open public meetings and she would be welcome to attend, but she would not be in a position to vote.

The process of who would be responsible for minutes was discussed, and the group agreed to trading off each meeting between administration and the association. Ms. Reynolds will be responsible for minutes of this meeting, Ms. Pepion will be responsible for minutes at the next meeting.

Ms. Rammell explained that purpose of the minutes is to capture the essence of the discussion, decisions made and any follow-up required. Minutes are not meant to capture every spoken word. Ms. Rammell recommended we review the minutes for outcomes, agreements, and next steps and briefly discuss and reconcile them before the meeting is adjourned in an effort to reduce the need to rewrite them after draft minutes are distributed.

Schedule Future Meetings

Meetings were scheduled for March 16 and March 23, 4:00 PM – 5:30 PM, in the BVEC conference room.

Adjourn

Mr. Stiegler shared how much he appreciates the service the Cooperative provides in our member districts. Ms. Rammell shared how much she appreciates our employees and how proud she is of them.

Meeting adjourned at 4:56 PM.

MINUTES APPROVED AS FINAL ON 3/16/26