

April 8, 2026, BVEC Collective Bargaining Minutes Final

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, Mental Health Program Supervisor Ashley Gillespie, Business Manager Jill Reynolds

Welcome and Call to Order

Ms. Rammell called the meeting to order at 4:04pm

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

Minutes - Minutes from March 23, 2026 – amendments will be made and reviewed at next meeting on April 15, 2026. Ms. Reynolds will amend and resend.

New discussion

Ms. Rammell: began continuation of discussion in response to presented Association requests.

Salary schedules for specialist caps at Step 25, Mental Health, and Behavior Consultants caps at Step 20. The Association requested increasing the maximum salary stipends every year, see proposal.

BVEC offers \$1100 to staff whose salaries are over the last step salary of their matrix. Proposal asks for ongoing increases, but it needs to be managed by the Cooperative. The cooperative proposes changing the maximum salary stipend from a fixed dollar amount equal to the final step increase in each matrix to multiplying the employee’s salary by the percentage of the final step increase in the matrix. The stipend dollar amount will change dependent upon the employee salary, employee FTE, and the final step percentage in each matrix. Example: Salary is \$82,125, final step increase is 1.5%, $\$82125 \times 1.5\% =$ maximum salary stipend of \$1,232.

The proposal: Ms. Rammell: The proposal reflects the affordable and sustainable.

General Salary Increases (Item 12)

For 25/26 school year BVEC employees received the monetary step increase. The suggested 4-5% increase is beyond what is realistic for the Cooperative. The Association’s proposal suggests an additional matrix.

- Cooperative counterproposal:
 - Employees move a step each year
 - **2026–27:** 1.5% increase ○ **2027–28:** 1% increase
 - **2028–29:** 1% increase
- Ms. Rammell emphasized that employees move a step each year.

The Co-op has had to tap into the reserves to cover this and not burden the school districts. There is a finite amount of money.

Ms. Rammell: Lastly, our pre-license mental health therapist is impacting recruitment and retention. A small adjustment there would strengthen it would increase by \$900 to help with a stable high quality workforce. When therapist get their license they get a bigger bump. Ms. Rammell invited more discussion if needed.

Agreement Length: Ms. Rammell stated that while we typically do a two-year agreement, we could also consider a three-year agreement. The Association acknowledged the ability to reopen bargaining if needed.

4:58pm Association left to discuss.

5:19 meeting reconvened.

Reconvened Discussion

- **Item 3 (Sick Leave Cap):** Increase from **87 to 100 days** – FULL TA
- **Item 2:** Dropped by Association
- **Item 4:** TA
- **Item 5:** Sick leave payout at termination (currently **25%**); no TA
- **Item 6:** Already TA'd
- **Item 7 (Insurance):** Status quo at **\$800**
- **Item 9 (Stipends in CBA):** Dropped by the Association
- **Item 10:** TA on Cooperative counterproposal

Items Remaining Open

- **Item 1:** Date and agreement duration clarification
- **Item 8** – we'd like to talk about whether the calendar is a bargaining issue. We would like to discuss it further.
- **Item 12** – The Association would like to spend more time looking at the counter proposal. We would consider a three-year agreement. We acknowledge that we can ask to reopen bargaining early. We need to look at the proposed increase.

Insurance (non-bargaining issue) but discussed: The Cooperative has committed to a fiveyear agreement with Bridged Alliance. The \$800 provided by the Cooperative to cover employee only would remain unchanged. Employees will likely receive a lower premium; it is common for employees who are insuring more than just themselves to pay part of that premium. Over the next three years, the \$800 would be viable to cover the single employee.

Process Decisions

- **Next meeting is Wednesday April 15, 2026.**
- **April 15, 2026 is set as the hard stop** for new bargaining items – **All agreed**
- CBA require grammar, numbering, and formatting cleanup
- Prior handbook language omissions were noted

Meeting adjourned at 5:48pm.

MINUTES APPROVED 4/20/26.