

BVEC COLLECTIVE BARGAINING

MINUTES – FINAL

Monday, March 4, 2024

4:00 PM – 5:30 PM

BVEC Conference Room

In Attendance:

BVEC Director Jenny Rammell

BVEC Board Chair Dr. Robert DoBell, Lone Rock School Superintendent

BVEC Board Member Mr. Todd Fiske, Florence Carlton Schools Superintendent

BVEC Administration Ashley Gillespie, Clinical Supervisor

BVEC Association Members:

Karen Gideon, Treasurer

Cami Hildebrand, President

Liz Pepion, Vice-President

Rocky Moresi, Member (via phone)

BVEC Business Manager, Jill Reynolds – taking notes.

I. Welcome and Call to Order – The meeting started at 4:02 PM.

Ms. Rammell welcomed the group and asked if anyone had any time constraints. There were no time constraints. Ms. Rammell and Dr. DoBell both discussed the bargaining process, working together collaboratively and professionally, doing what is best for our kids, and what is best for our employees, within the financial ability of the Cooperative.

II. Public Comment or Correspondence – None.

III. Ground Rules and Procedures -

Ms. Rammell discussed the meeting with Bea Kaleva, where Ms. Kaleva stated we had a good bargaining agreement, but there were areas where language was antiquated and needed to be updated. These changes were just in language, no changes in provisions for employees. She also reminded everyone the Bargaining Agreement can be found on the BVEC website.

Ground rules:

Accept opinions of others.

Be respectful of the process and others.

Bargain in good faith.

There must be two (2) Board members and three (3) association members, as well as the Director, must be in attendance for agreement to be made.

Participants should provide advance notice when they will be unable to attend.

Participants should be on time.

Dr. DoBell expressed his interest in interest-based bargaining versus traditional bargaining and asked for clarification on how the participants wanted to approach this bargaining.

Ms. Rammell agreed this would be a good discussion topic and reminded the group of the history for bargaining:

The group that requested opening bargaining would bring their interest to the table at the first meeting. Those topics would be discussed and finished before the other group would bring their list to the table.

Ms. Rammell also explained the importance of time as the Cooperative needs to distribute contracts to CSCT staff as early as possible to know what staff will be available for summer programs.

Ms. Rammell also spoke about the fact that the major issue will be Wages and Benefits, with minor clean up to other language.

There was further discussion on interest-based bargaining versus traditional bargaining. The group agreed to proceed with interest-based bargaining and going through the bargaining agreement item by item, finishing each item before going to the next. It was agreed that it would be acceptable to change the process if the group felt it was necessary and Dr. DoBell added it was acceptable if it did not bog down the process.

Ms. Rammell also explained that she and Jill had started a draft agreement with the verbiage changes recommended by Ms. Kaleva.

Dr. DoBell recommended the second meeting consist of a 23-24 BVEC budget presentation. The group approved this. Ms. Rammell and Jill will present a budget overview at the next meeting.

The group agreed to alternating note takers at meetings. There will be one official version of the minutes that Management and Association approve.

Ms. Gideon informed the group there were other Association members that might join meetings to observe and understand the process. Dr. DoBell and Mr. Fiske reinforced these were public meetings and they were welcome to join and observe, but not actively participate in the meetings.

Mr. Fiske reinforced the message of trust and working together to ensure we do the best we can for our employees, not for just one year, but for as long as possible. He also reinforced the importance of good notes, the importance of agreeing on topics, and that we might not be able to hammer everything out in one meeting.

IV. Future Dates –

March 13, 2024, at 4:00 PM in the BVEC Conference Room – Budget Overview

March 18, 2024, at 4:00 PM in the BVEC Conference Room – Bargaining Agreement review begins.

V. Adjourn – Meeting adjourned at 5:05 PM.