

CESU Negotiations Committee Meeting Minutes  
February 4, 2010

Present: Jim Massingham, John Alberghini, Dennis Wells, Rich Miller, Peter Geiss, Michael Dooling, Jessica Dion, Jon Milazzo, Judie Jones, Andrew Davis, Laura Nassau

NEA: Jon Harris, Eric Krull, Rhonda Curry

1) The Union presented the second half of its proposal:

12.1

e. change: attendance at recognition night and graduation will be required **if** events were scheduled during the work day (*Union explanation: open house nights have direct educational impact for students and families; graduation ceremonies are about students and families, teachers' duties are non-academic, most students don't really care which teachers are present. Also, some teachers have schedule conflicts with their own children graduating from MMU or other districts simultaneously, and don't want to save personal time for this use*)

f. change: required attendance at evening events from three to **two** per year

12.2

a. change: ending time for on-site work to be no later than **4pm** (was 5pm)

If alternative work day schedules are not mutually agreed upon, a maximum of two teachers per building per year may be assigned. Notification of alternate schedule must be made by August 1 prior to start of school year. Ending time for alternative schedule shall not be later than 5pm. (*Union's explanation: trying to appreciate the need for flexibility, need August 1 so teachers can make childcare and other schedule arrangements*)

Strike out end sentence: "which may be assigned for use as either individual or group planning activities."

c. "approval" changed to "**notification**" (*Union's explanation for these flextime changes: this reflects current practices, approval is more complex on short notice.. wording has been in contract for .. 8, 10 years before imposition removed it. Haven't heard of any issues .. it is in our best interest for this to work smoothly as well, we are not looking for unlimited flexibility. To us, it doesn't seem to be an issue*)

wording added: The flextime accrued by teachers may, at the teacher's discretion, be used during any non-instructional time during the workday. Teachers may leave the building during these periods of time.

d. event pay changed \$65 changed to **\$85**

12.3 a and b removed – essentially replaced by 12.1 c and d

12.4a. planning time of 1.5 hours should be scheduled **within student day** (*Union explanation: this was changed during imposition – was 75% teaching, 12.5% duty, 12.5% planning, this is current practice*)

12.5 Work day for early child education – teachers should have a minimum of five periods of planning time, 30 consecutive minutes each, on at least 3 days. At least 3 of these will be during the student day, provided when students are in “special classes”. *(Union explanation: Early child educators wanted explicit inclusion – this reflects current practices)*

12.6a wording added, “and Chittenden East teachers working in the Mount Mansfield School District” *(Union explanation: trying to treat CESU special educators like other teachers in building)*

11. **New Article:** teachers will be given release time during student day at discretion of principal/administration, for IEP meetings, testing, educational initiatives, etc. *(Union explanation: provides continuity for new administrators to see that this can be done)*

12. **New Article:** An amount equal to 2% of employee’s salary will be paid into employee selected 403(b) retirement plan quarterly *(Union explanation: contribution has greater impact because it is not taxed)*

13 **New Article:** Teachers who have attained National Board Certification (NBPTS Certification) or National Board for Certified Counselors (NBCC Certification) shall be paid an annual stipend of \$2,000 for as long as they maintain certification *(Union explanation: maintaining certification is a tremendous amount of work, this provides incentive. Essex does something like this)*

14. **New Article:** All teachers who are not members of VT NEA shall pay, as a condition of employment, an Agency Fee *(Union explanation: Burlington does this)*

15. Discuss and modify co-curricular salary schedule and groupings *(Union explanation: difficult to retain coaches when they are getting paid more in other districts)*

16. Propose a 1 year agreement (salary schedule modified to be indexed, see attached) *(Union explanation: aware that 5x7 arrangement that was agreed upon to settle strike is not sustainable. Indices must be changed, reduce step.. Can’t be done quickly in these economic times. Concerned that approx. 22 people or 7% would be at the top, and receive no step, if steps 17 and 18 were removed (done at imposition). We reworked index to get back down.. flat dollar amounts would have a negative impact for experienced teachers, and allow the base to be modified. Total cost, 2.78% base increase, total new money 5%)*

Union closing statement from Eric Krull: *Education is inherently an investment in the future. Local school boards need to be concerned with tax payers. Our view is that pressures on teachers go beyond just local budget and contracts – there is an increased contribution to retirement, heavy demands on reporting, assessment.. we want to eliminate the erosion to working conditions, and maintain quality. The board’s proposal represents a significant loss in net salary. We are trying to be modest, seek to maintain levels of compensation, but not erode them.. designed this proposal with an eye on acknowledging pressures we’re dealing with.*

Executive Session entered at 5:04pm

Peter Geiss moved to come out of Executive Session at 5:55pm, Michael Dooling seconded.

Meeting adjourned at 5:56pm.