

CESU Negotiations Committee Meeting Minutes February 15, 2010

Present: Robert Letovsky, Chair, Jessica Dion, Peter Geiss, Liseanne Hegman, Judie Jones, Michael Marks, Jon Milazzo, Yasmine Ziesler, Stephen Znamierowski, Dennis Wells, John Alberghini, James Massingham, Laura Nassau.

For Vermont NEA: Jon Harris, Eric Krull and Ronda Curry

Absent: Michael Dooling.

Chairman Robert Letovsky called the meeting to order at 4:05 p.m.

The committee went into Executive Session to discuss negotiations strategy at 4:07 p.m.

The committee came out of Executive Session at 4:30 p.m. No action was taken.

The parties resumed negotiations at 4:30 p.m. Wells provided a written proposal for the CESU and tentative agreements. The CESU proposal is a package. The Board proposed to agree with teacher proposals with specific language, provided that the teachers withdraw certain proposals as specified in the written "School Board Counter Proposal," dated 2/15/10. Wells explained that the Board needs to maintain flexibility over the work day. Wells also proposed a package related to "extra compensation" issues. Wells also proposed a Severance Incentive Program. Harris asked which Boards were willing to do the Incentive Program this year. Wells said if this is agreed by we would ask the individual Boards. Harris asks why the Board will not agree to a provision allowing teacher to ask for time to deal with IEP, with administration retaining discretion to reject proposal. Wells explained there was no need to change the contract for this provision. Harris said they prefer to have notice of this option in the contract.

Harris asked why the Board was presenting a package instead of discussing each individual proposal. Wells explained that the Board was willing to discuss each union proposal, but that many of the proposals restricted administrative discretion and the best way to move through the proposals would be through a package agreement. Harris asked on item 10. Why does the Administration at the High School not have a plan for using the teachers at graduation? Their proposal is that it be scheduled during a work day to attend. Wells replied that the Administration believes teachers should attend and participate in graduation; their exact roles will be determined close to the event. Wells explained that the community expects teachers to attend the graduation to show the interest in the students. Harris asked whether those who already provided notice to retire could participate in the incentive program? Wells said we are open to talking about this.

Harris provided responses to the Board proposal. On 6.1, they reject the proposal. Steps have been in the contract, and it is an incentive for the Board to settle. 6.3, they will agree to moving paychecks from June 30 to July 1. Sick Leave, 8.1, which is also tied to LTD. They want more information and a presentation from an insurer. This is a philosophical change that they need to understand. Concerned about whether you get the cumulative time. 8.3, change in personal leave: they oppose this change. 10.1, co-payment, they reject. We are the highest in Chittenden County. 10.1 b, they have had the buyback, and this is a good investment. 16.1, contract duration: they are also interested in a two-year contract if the numbers work. 16.2, they disagree with our position on step increments. Fixed step movement is not in the best interest of senior teachers and they want to maintain an index. They are open to changing the indices to get a number that makes sense. They understand that the 5 by 7 index is not sustainable. On Appendix A-2, the teachers accept the Board proposal. But should they be called lead teachers or coordinators? The parties will discuss the name further.

The Committee went into executive session at 5:15.p.m to discuss legal strategy with counsel.

The union caucused at 5:15 p.m. The union reported at 6:00 p.m. that they would need more time to respond, and they will reply at the next session.

The Committee came out of executive session at 6:10 p.m. No action was taken.

The meeting was adjourned at 6:10 p.m.