

Addison Northwest School District

Negotiations Subcommittee Meeting

January 12, 2017

6:00 PM

VUHS Library

PRESENT:

ANWSD Board: Mark Koenig, George Gardner, Sue Rakowski

Addison Northwest Teachers' Association (ANTA): Beth Ekroos, Lynda Hutchins, Rose Wenzel, Susan Oliveira, Beth Adreon, Nancy Ambrose, Sheryl Thurber

Public: JoAn Canning, Superintendent of Schools, Martha Kenfield

CALL TO ORDER:

The meeting was called to order at 6:01 p.m. by M. Koenig.

PUBLIC COMMENT:

None this evening.

MARCH MEETING DATES:

ANTA proposed meeting on March 13 and 30, 2017. The Board agreed to March 13 and tentatively agreed to March 30, depending on a school concert that evening.

DISCUSSION OF ARTICLES:

16.1 – This was already complete and agreed upon at the previous meeting.

10.11 – (Retirement Plan Provider): M. Koenig explained there is an IRS rule that there can be only one provider. Human Resources is looking into a new provider with the best deal. ANTA requested written documentation to this rule. Hold until more definite on the rule.

1.2 – (Definition of “teacher”): The Board would like more of a definition of a teacher similar to what is used in the VT Statutes (16 VSA 15 §1691a(10)), the Agency of Vermont Standards Board or the National NEA.

ANTA went into caucus at 6:10 p.m. The returned to Open Session at 6:20 p.m.

ANTA stated the term “teacher” is used throughout the Agreement to define who is covered under the Agreement. Decision was made to table this article at this time.

Dental Clarification – M. Koenig clarified the amount they had distributed on the dental was incorrect. The total amount of the 70% coverage is \$52.04.

8.2 – (Flexibility): ANTA asked if the Board was ready to share a plan as to what a flexible schedule would look like. The Board stated it would mean to be able to offer alternative opportunities for student learning (intervention for students before and after school, availability to have music/art before and after school). ANTA asked how this was equitable. They want clearer language in the contract. They are not in favor of flexible scheduling.

10.2 – (Salary): ANTA asked what “salary schedule” meant stated in the Board’s proposal. The Board stated it would be a list of teacher with salaries. ANTA stated they are only interested in an index salary because it is fair and equitable for all staff. The index salary had been removed in the past and it did not work well (as far as placements).

ANTA stated the focus should be on quality education, with quality teachers. There have been items in the budget that seem to be unnecessary and should be used towards teachers.

The Board stated how they would like to bump up the lowest salary. They feel the multipliers are problematic; columns are problematic and movement should only occur if enrolled in a program.

ANTA went into caucus at 6:57 p.m. They returned to Open Session at 7:19 p.m.

ANTA feels the salary schedule is very transparent as it is. Courses are approved by the Superintendent, not always part of a program but classes of interest and to keep up with relicensing. They want to be able to attract educators to the District, but this plan is not attractive. Almost all schools have a multiplier system (this area is 4.5%).

1.2 – (Definition of “teacher”): ANTA suggested the language in the Agreement is to remove the term “teacher” and add “licensed professional” throughout the Agreement.

11 – (Grievance): The term “teacher” is throughout article. Until the definition is agreed on, this article cannot be discussed.

Motion was made by S. Rakowski, seconded by G. Gardner, that the Board negotiations committee to go into executive session at 7:30 p.m. to discuss matters relating to contract negotiations, the premature disclosure of which to the general public would put the Board at a substantial disadvantage inviting the Superintendent. So voted and motion carried.

The Board returned to Open Session at 7:49 p.m. with no action taken from the executive session.

The Board announced to table 1.2 with their ideas until next meeting.

AGENDA ITEMS FOR NEXT MEETING:

ANTA suggested articles 8.1, 17.7 and 1.2.

The Board suggested articles 4.3/8.2 and tentatively 15.2

Come with dates for April

NEXT MEETING:

Thursday, January 26, 2017 6:00 – 8:00 PM VUHS Library

ADJOURNMENT:

The meeting was adjourned at 7:57 p.m. by M. Koenig.

Respectfully submitted,

Glory Martin

Recording Secretary