

Addison Northwest School District

Negotiations Subcommittee Meeting

October 25, 2016

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, Jackie Russett

Public: Emma Husk (Ferrisburgh), Jacob LaFleche (Vergennes), Elizabeth Armstrong (Addison), Barbara FitzPatrick (Vergennes), Tom Borchert (Waltham), Laurie Childers (Addison), Kristina MacKulin (Ferrisburgh), Martha Kenfield (Vergennes), Lou McLaren (North Ferrisburgh), Breanna DeSmit (Vergennes), JoAn Canning, Superintendent of Schools

CALL TO ORDER:

The meeting was called to order at 6:02 p.m. by M. Koenig.

APPROVAL OF MINUTES:

Motion was made by S. Rakowski, seconded by G. Gardner, to approve the minutes of the October 13, 2016 meeting. So voted and motion carried.

PUBLIC COMMENT:

E. Armstrong, resident from Addison, stated she had read the Letter to the Editor from the Board in the Addison Independent and wished to express her concerns of the high costs of living in this District. She has a high appreciation for education, but feels it needs to be re-evaluated, cut back on taxes and bring more people to this area.

L. Childers wished both sides good luck in this process.

B. FitzPatrick asked that the public not listen to rumors about negotiations, nothing has been agreed on yet.

R. Wenzel stated that ANTA was surprised about the agenda and they should have an equal voice as far as setting a date, time and place.

REVIEW OF OPEN MEETING LAW:

M. Koenig explained the responsibilities of the Board with Open Meeting Laws and putting out an agenda. The intent is to provide actual notice of the specific topics to be addressed and the actions that may be taken at that meeting.

ANTA called for caucus at 6:18 p.m. They returned to the meeting at 6:46 p.m.

ANTA stated they came into this with good faith and to work collaboratively, but feel the Board is not. M. Koenig explained the agenda items came from the September 19, 2016 meeting to be held on October 13, but ANTA was not available to meet on that day. As a Board, they are legally responsible for warning the meeting. S. Oliveira stated they have come with a proposal and ready to exchange.

EXCHANGE OF PROPOSALS:

Proposals were exchanged between the two groups.

ANTA called for caucus at 6:52 p.m. to review the Board's proposal. They returned to the meeting at 7:38 p.m.

CLARIFICATION OF PROPOSALS:

R. Wenzel stated ANTA has reviewed the proposal and has a few clarification questions.

- Are you getting rid of the salary scale?
- Are you getting rid of the current supervision and evaluation process?
- It seems like the majority of the grievance procedures have been removed.

ANWSD Board replied with:

- Salary scale – restructuring the current confusing columns and rows
- Supervision and evaluation – the idea of evaluation should be in the contract but the actual process is a policy.
- Grievance procedure – changes made to language and number of days to calendar days

ANTA would like to discuss the following articles at the next meeting on November 7:

- Article 4.3
- Article 4.8
- Article 9.3

The ANWSD Board stated they would also like to cover the “housecleaning” of spelling and clearer language, as to be more transparent (per Act 46). R. Wenzel stated the “housecleaning” items can be put on hold and dig into the bigger items.

ANTA called for caucus at 7:53 p.m. They returned to the meeting at 7:54 p.m.

ANTA agreed to review the three articles previously stated and review the “housecleaning” items at the meeting on November 7.

The ANWSD Board asked a clarification question to ANTA’s proposal on Article 10.1 it states “salaries are forthcoming.” ANTA stated they have not discussed at this point.

EXCHANGE OF NAMES OF THREE (3) FACT FINDING MEDIATORS:

ANTA stated this is part of the Ground Rules and they have not agreed to the Ground Rules yet.

DISCUSS POSSIBLE AGENDA ITEMS FOR NOVEMBER 7, 2016 MEETING:

- Approval of Minutes
- Public Comment
- Discussion of Ground Rules
- Other Meeting Dates
- Discussion of Articles 4.3, 4.8 and 9.3
- Discussion of language clean-up

ADJOURNMENT:

With no further business to be discussed at this time, M. Koenig adjourned the meeting at 8:03 p.m.

Respectfully submitted,

GLORY MARTIN
Recording Secretary