

Addison Northwest School District

Negotiations Subcommittee Meeting

November 7, 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: Barbara FitzPatrick (Vergennes), Kristina MacKulin (Ferrisburgh), Martha Kenfield (Vergennes), Darren Donovan (Vergennes), Cheryl Brinkman (Vergennes), JoAn Canning, Superintendent of Schools

CALL TO ORDER:

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

PUBLIC COMMENT:

S. Rakowski read an email received from Alex McGuire, Vergennes parent, who was unable to attend the meeting and wanted to express some of her concerns about half-day in-service days and teachers being pulled out of classes to attend trainings. These should be scheduled outside of the school calendar.

B. FitzPatrick quoted the definition of negotiations, "to talk over and arrange terms to negotiate for peace." She feels this process should be between the Board and the Teacher's Association, not public comment.

ANTA asked for clarification of this meeting being warned, according to the Open Meeting law. The meeting was warned and posted on the ANWSU website, Town Clerk offices, schools and in the Addison Independent.

DISCUSSION OF GROUND RULES:

ANTA stated that they did not believe the parties would come to an agreement regarding ground rules. The Board agreed and negotiations will move forward without established ground rules.

SET DATES FOR FOUR (4) NEGOTIATIONS MEETINGS:

ANTA offered November 29 or December 19. They cannot commit to more at this time with holidays and other events.

The Board offered the following dates: November 14, 21, 28, December 1, 8, 12, and 14.

ANTA called for caucus at 6:11 p.m. They returned to the meeting at 6:19 p.m.

ANTA agreed to December 8. Agreement was made for two meetings on December 8 and 19, 2016 from 6-8 p.m. in the VUHS Library.

M. Koenig asked ANTA if they had their salary figures that were stated in their proposal as forthcoming. ANTA replied they did not have that ready yet. M. Koenig asked when they could expect it, since that is one of the biggest aspects of negotiations. ANTA responded it would be brought when they reached that Article. M. Koenig stated no other financial aspects would be discussed until a salary proposal was presented.

DISCUSSION OF ARTICLE 4 SECTION 3:

Board - added the following:

- 4.3 c License renewal. ANTA felt this had too harsh of language, other conflicts involving the Agency of Education with the process, how is an extenuating circumstance determined.
- 4.3 b Not ratified agreement. ANTA would like to change the wording of individual contracts and contracts to Letters of Intent.
- 4.3 a Non-renewal. ANTA asked for clarification if it was a non-renewal contract or a reduction in force. They would like to have the years removed and include the dates at the beginning of the agreement. And would like to have a month to return the signed contract.

ANTA – added “building assignments”. The Board would like to add “tentative” to increase flexibility. Concerns of the specials in the elementary schools (PE, Music, Art, etc.)

- 4.3 d Agreed by both sides.

ANTA called for caucus at 6:44 p.m. They returned to the meeting at 7:15 p.m.

S. Rakowski made the motion to go into executive session at 6:44 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 Superintendent Canning. Seconded by G. Gardner. So voted and motion carried. The Board returned to the Open Session at 6:54 p.m. with no action taken.

ANTA requested to have a month to return signed contracts (4.3 a).

Board requested to keep 4.3 c (license renewal), given 5-10% each year of teachers not completing the process on time. ANTA asked what would be considered satisfying documentation to support extenuating circumstance. Does the Superintendent have the right to not allow a teacher back is not renewed? Superintendent Canning stated how a non-licensed teacher puts her contract in jeopardy.

ANTA called for caucus at 7:30 p.m. They returned to the meeting at 7:35 p.m.

ANTA would like to add language to individual contracts about renewals and include the teacher's expiration date. The Board agreed to remove 4.3 c from the Agreement and add to individual contracts. The Board agreed to change 4.3 b from individual contracts and contracts to Letter of Intents. ANTA asked to remove the years from 4.3 a. The Board stated discussion of the term of the agreement would happen at a future meeting and this could be discussed then.

4.3 a The Board asked to include "tentative building assignments". ANTA wants to keep as it is so teachers know where they are at from year to year. The Board suggested the following change:

"A teacher receiving a contract offer, which include teachers' salaries, building assignments, and tentative teaching assignments, shall indicate acceptance by signing and returning said contract no later than April 30, 2018." The date range will be from April 1 -30.

DISCUSSION OF ARTICLE 4 SECTION 8:

The Board would like to use the Board's first sentence with ANTA's second sentence proposed to read:

"All teachers whose employment is transferred to the consolidated ANWSU school district as a result of ACT 46 shall retain all accumulated leaves, benefits and seniority earned in their previous school within the ANWSU district. Teachers who have previously completed their probationary period with ANWSU shall not be required to serve another probationary period."

DISCUSSION OF ARTICLE 9 SECTION 3:

The Board was trying to get rid of the micromanage language and provide the teachers more flexibility with regard to scheduling parent - teacher conferences. ANTA gave the history of parent conference arrangements and the reason for the detailed language. Article was tabled until the next meeting to work on clearer language.

DISCUSSION ON “HOUSECLEANING” SECTIONS:

Clarification was made that this was the yellow highlighted pieces on the Board’s proposal. Each section was reviewed between the two parties. ANTA agreed and tabled the following as listed.

<u>AGREED</u>	<u>TABLED</u>
Cover	Acknowledgement page
4.5	Preamble
4.9	1.4
9.1	1.5
9.2 c	1.7
10.5	5.1
11.4	5.2
12.8	7.1
12.9	8.3
13.4	8.4
13.5	10.9
13.6	11.2
16.1	12.5
16.2	12.7
17.2	13.1
17.3	13.3
17.4	13.7
20.1	13.9
21.1	14
21.2	15.1
	15.2
	15.3
	17.1
	17.5
	17.6
	20.2

ANTA called for caucus at 8:22 p.m. They returned to the meeting at 8:24 p.m.

SET NEXT AGENDA:

- Approval of Minutes
- Public Comment
- Articles 4.3, 4.8 and agreed highlighted as tentative agreements
- Dates for January and/or February meetings

ANTA called for caucus at 8:49 p.m. They returned to the meeting at 8:54 p.m.

ANTA proposed to review Articles 1.2, 7.1, 10.11, 15. The Board agreed to all but 10.11 because this includes dealing with financials. The Board also proposed 15.2 & 15.3, to cover the entire article and to discuss Article 9.3. ANTA wants to table Article 9.3 further.

ADJOURNMENT:

With no further business to be discussed at this time, M. Koenig adjourned the meeting at 9:04 p.m.

Respectfully submitted,

Glory Martin
Recording Secretary

DRAFT