

**Addison Northwest School District**

**Negotiations Subcommittee Meeting**

**December 8, 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

**Public:** Elizabeth Armstrong (Addison), Kristina MacKulin (Ferrisburgh), Darren Donovan (Vergennes), Kevin Rooney (Ferrisburgh), Elaine Chiarillo (Ferrisburgh), John Stroup (Vergennes), Susan Holson, Communications Consultant, JoAn Canning, Superintendent of Schools

**CALL TO ORDER:**

The meeting was called to order at 6:00 p.m. by M. Koenig.

M. Koenig asked if there were adjustments to the agenda. Hearing none.

**PUBLIC COMMENT:**

E. Armstrong stated she has collected 78 signatures on a petition to lower taxes and have a 25% decrease in the budget. She suggested the possibility of Saturday meetings for public to attend. She expressed her appreciation to the teachers and all that they do.

**SET MEETING DATES:**

ANTA offered the dates of January 12 and 26, 2017. The Board suggested thinking about the possibility of a Saturday meeting. ANTA stated they want to focus on December and a January at this time. The Board also asked of the possibility of meeting earlier on December 19 since there will be no after school activities scheduled.

**REVIEW OF "HOUSE CLEANING" REVISIONS:**

Exchange of revisions from the previous meeting was reviewed.

ANTA went into caucus at 6:09 p.m. Returned to the meeting at 6:22 p.m.

**REVIEW OF ARTICLE 4.8:**

ANTA agreed to changes made in 4.8. Both parties signed approval.

Revisions from previous meeting that were signed and approved include: 4.9, 9.1, 9.2c, 10.5, 12.8, 12.9, 13.4, 13.5, 13.6, 16.1, 16.2, 17.2, 17.3, 17.4, 20.1 and 21.2. Missing were 11.4, 21.1 and the cover page. 4.3 was tabled for more discussion about flexibility language.

M. Koenig asked if the Association had a salary proposal to present. The Association stated they would like to have that as part of the next meeting on December 19. M. Koenig read a formal statement to the Association stating the number of attempts of meeting and exchanging a full comprehensive proposal, and the Association being unprepared to present a salary proposal. The School Board is considering this to be a lack of good faith bargaining and requests that the Association provide a detailed proposal concerning salary at the start of the next scheduled session on December 19. (Statement is attached).

ANTA agreed to meeting earlier on December 19 from 5:00 – 7:00 p.m. They will also bring February dates to that meeting. They are not ruling out Saturday meetings, but will need to have further discussions.

**DISCUSSION OF ARTICLE 1.2:**

ANTA: Changing definition of a teacher. Not interested in changing, leave as status quo.

Board: Language that was used in proposal exists in statute and with the Local Standards Board. There seems to be some conflicting language between the Agency of Education and the Local Standards Board about the teacher definition.

ANTA: Will work on a counter proposal.

Article tabled until next time.

**DISCUSSION OF ARTICLE 7.1:**

ANTA: Would like to add the sentence about room temperatures and when the heat should be turned on.

Board: Spoken with building maintenance supervisors and was told it is not effective to turn the heat on and off throughout the building on a given day. This is more of a facility issue, not something that should be addressed in the Agreement.

In regards to safety procedures, to include as all schools on procedures and protocols with weapons.

ANTA: Asked for a revised proposal from the Board with the address of concern of heating issues.

**DISCUSSION OF ARTICLE 15:**

ANTA: Add Regular Education Pre-K, Regular Education K-6 and Regular Education 7-12 (according to endorsement area) along with other categories listed for the seniority list.

Board: Keep categories by grade endorsement and content area.

ANTA: In paragraph 2, why was Superintendent and/or Board added. Board: to give more options.

Remove Association and add ANTA building representative to who shall be notified in writing.

ANTA: In paragraph 3, remove “performance” due to lack of evaluations. It is the responsibility of the Superintendent, and not a part of the decision of reduction of force. It is part of the supervision and evaluation process.

ANTA went into caucus at 7:17 p.m. Returned to the meeting at 7:45 p.m.

The Board went into executive session at 7:17 p.m. and returned at 7:35 p.m.

S. Oliveira returned with a copy of a past seniority list for the Board to review.

ANTA is asking for the Board to take note of Middle School endorsement is grades 5-9, that current seniority statuses are held not harmless due to categorizing and preserve them where they are at.

Superintendent Canning offered to meet with ANTA to help clarify questions about the seniority list, categories and endorsements.

Recap of changes to Article 15:

15.1 – change in Association to building representative, remove “performance”

15.2 – tabled – discussion with Superintendent

15.3 – change first sentence to read “Annually, the Superintendent and the Association...”, remove the year, change ANWSU website to the District website, evidence of inaccuracies deadline date (October 30).

**SET AGENDA FOR DECEMBER 19 MEETING:**

Call to Order

Approve Minutes

Public Comment

Salary Proposal from ANTA

Articles 5, 6, 11, 15

ANTA went into caucus at 8:10 p.m. Returned to the meeting at 8:17 p.m.

ANTA agreed to the review of Article 1.2 (definition of teacher) and Article 11—if time allows. They will also come with dates for February meetings.

**PUBLIC COMMENT:**

K. Rooney asked about the removal of the word “performance” in Article 15.1 and the Board’s reasoning for adding it to begin with and now being removed. M. Koenig explained performance is the overall responsibility of being a teacher. But as the Association pointed out, there is another section on performance with supervision and evaluation in the Agreement. Having an effective performance structure in place, will make it not necessary to have it in the section of 15.1. K. Rooney stated it is not beneficial or at the best interest of the students if poor performance of a teacher to stay. He suggests keeping “performance” in this section.

**ADJOURNMENT:**

M. Koenig declared the meeting adjourned at 8:25 p.m.

Respectfully submitted,

*Glory Martin*  
Recording Secretary



## ADDISON NORTHWEST SUPERVISORY UNION

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December 8, 2016

Addison Northwest Teachers' Association

Vergennes, VT 05491

Dear Association Council:

The School Board reached out to the Union approximately seven months ago to start the negotiation process. Four months later, we met for the first time at which point the School Board was prepared to exchange a full comprehensive proposal to exchange with the Union bargaining team. The Union did not have its proposal prepared. As a result, we agreed to exchange proposals at the October 13 meeting, except that the Union failed to attend that next meeting. Proposals were exchanged on October 25. However, instead of exchanging a comprehensive proposal, the Union gave the School Board a proposal that stated "Salary increases forthcoming." During the next bargaining session on November 7, the School Board asked the Union whether it was ready to present its salary proposal to the Board; it was not. Again in the most recent bargaining session on December 8 -- six weeks since the board presented its full proposal and seven months since the board initiated its request to begin negotiations -- the Union maintains that it is unprepared to discuss salaries and failed to present a salary proposal, the single largest expense of the School District and most critical financial aspect of the contract negotiations. The School Board considers this to be a lack of good faith bargaining. The School Board requests that the Union provide the Board a detailed proposal concerning salary at the start of the next scheduled bargaining session on December 19.

Sincerely,

Mark Koenig

Addison Northwest School District Board - Negotiations Subcommittee

George Gardner

Sue Rakowski