

**BARRE SUPERVISORY UNION
NEGOTIATIONS COMMITTEE MEETING**

**Spaulding High School Room 6
155 Ayers St., Barre, VT**

**September 25, 2017
4:00 p.m.**

AGENDA

- 1. Call to Order**
- 2. Additions or Deletions to the Agenda**
- 3. Visitors and Communication**
- 4. Approval of Previous Minutes**
- 5. Para-Educator Negotiations**
- 6. Adjourn**

BARRE SUPERVISORY UNION NEGOTIATIONS COMMITTEE

**April 14, 2017 Meeting Minutes
7:30 AM Meeting**

Committee members present:

Joe Blakely, representing Spaulding Union High School District
Sonya Spaulding, representing Barre City School District
Jay Paterson, representing Barre Town School District

Committee members absent:

None

Administrators present:

John Pandolfo, Superintendent of Schools

Guests present:

Scott Cameron, Counsel for the School Board

1. Call to Order

The meeting was called to order at 7:37 a.m. in the BSU Conference Room.

2. Revisions to Agenda

There were no revisions to the agenda.

3. Visitors and Communication

There were no visitors or communication.

4. Approval of Previous Minutes

On a motion by Mr. Paterson, seconded by Mrs. Spaulding, the Committee unanimously agreed to approve the minutes from the March 31, 2017, April 3, 2017, and April 11, 2017 meetings of the committee.

5. Teacher, Para-Educator, and Custodial Negotiation Planning

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (deliberate planning and strategy related to Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent and Counsel in attendance, at 7:40 a.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

The committee held a deliberate planning and strategy session related to the three labor relations agreement negotiations.

On a motion by Mr. Paterson, seconded by Mrs. Spaulding, the Committee unanimously voted to exit Executive Session at 8:56 a.m.

6. Adjourn

On a motion by Mr. Paterson, seconded by Mrs. Spaulding, the Committee unanimously voted to Adjourn at 8:57 a.m.

Respectfully submitted,
John Pandolfo

BARRE SUPERVISORY UNION NEGOTIATIONS COMMITTEE

April 27, 2017 Meeting Minutes

Committee members present:

Joe Blakely, representing Spaulding Union High School District
Jay Paterson, representing Barre Town School District
Sonya Spaulding, representing Barre City School District

Committee members absent:

None

Administrators present:

John Pandolfo, Superintendent of Schools
Carol Marold, Human Resources Coordinator

Guests present:

Scott Cameron – Counsel for the School Board
Patty Turley – Counsel for the School Board
Ira Lobel - Mediator

1. Call to Order

The meeting was called to order at 4:36 p.m. in the SHS Library.

2. Revisions to Agenda

There were no revisions to the agenda.

3. Visitors and Communication

Visitors were noted, there were no communications beyond the listed agenda items.

4. Teacher Negotiations

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (deliberate planning and strategy related to Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent, HR Coordinator, Counsel, and the mediator in attendance, at 4:38 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

The committee held a deliberate planning and strategy session related to teacher negotiations.

On a motion by Mr. Paterson, seconded by Mrs. Spaulding, the Committee unanimously voted to exit Executive Session at 10:13 p.m.

5. Adjourn

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to adjourn at 10:14 p.m.

Respectfully submitted,
John Pandolfo

DRAFT

BARRE SUPERVISORY UNION NEGOTIATIONS COMMITTEE

July 10, 2017 Meeting Minutes
6:00 PM Meeting

Committee members present:

Joe Blakely, representing Spaulding Union High School District
Jay Paterson, representing Barre Town School District
Sonya Spaulding, representing Barre City School District

Committee members absent:

None

Administrators present:

John Pandolfo, Superintendent of Schools
Carol Marold, BSU HR Coordinator

Guests present:

Brandy Lussier – Para Negotiation Team
Pat MacAskill – Para Negotiation Team
Sally Beebe – Para Negotiation Team
Debbie Ausmann – Para Negotiation Team
Stuart Russo-Savage – VT-NEA
Scott Cameron – Counsel for the School Board

Barbara Dalton – BTMES staff

Virginia Padilla – BCEMS staff

1. Call to Order
The meeting was called to order at 4:15 p.m. in the SHS Library.
2. Revisions to Agenda
There were no revisions to the agenda.
3. Visitors and Communication
Visitors were noted at 6:00 p.m., there were no communications beyond the listed agenda items.
4. Negotiations Planning
On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (deliberate planning and strategy related to Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent HR Coordinator and Mr. Cameron in attendance, at 4:16 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 5:51 p.m.

5. Para Negotiations

The parties did introductions, reviewed the status of tentatively agreed items and open proposals, and began a discussion on health care. The board took a caucus.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (deliberate planning and strategy related to Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent HR Coordinator and Mr. Cameron in attendance, at 6:15 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 6:30 p.m.

The parties further discussed health care and other open proposals including wages and equalized pay periods. The Para Negotiation Team took a caucus, then returned again for further discussion. The board took a caucus.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (deliberate planning and strategy related to Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent HR Coordinator and Mr. Cameron in attendance, at 7:57 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 8:57 p.m.

The parties agreed to a next meeting on Monday, July 24 at 4:30 p.m.

6. Adjourn

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to adjourn at 9:09 p.m.

Respectfully submitted,
John Pandolfo

DRAFT

BARRE SUPERVISORY UNION NEGOTIATIONS COMMITTEE

**July 24, 2017 Meeting Minutes
4:30 PM Meeting**

Committee members present:

Joe Blakely, representing Spaulding Union High School District
Jay Paterson, representing Barre Town School District
Sonya Spaulding, representing Barre City School District

Committee members absent:

None

Administrators present:

John Pandolfo, Superintendent of Schools
Carol Marold, BSU HR Coordinator

Guests present:

Brandy Lussier – Para Negotiation Team
Sally Beebe – Para Negotiation Team
Debbie Ausmann – Para Negotiation Team
JoAnn Codling – Para Negotiation Team
Stuart Russo-Savage – VT-NEA
Scott Cameron – Counsel for the School Board

Barbara Dalton – BTMES staff Virginia Padilla – BCEMS staff
Jude Brister – BTMES Staff

1. Call to Order
The meeting was called to order at 4:31 p.m. in the SHS Library.
2. Revisions to Agenda
There were no revisions to the agenda.
3. Visitors and Communication
Visitors were noted at, there were no communications beyond the listed agenda items.
4. Para Negotiations
The parties discussed equalized pay and health insurance. The parties agreed to take a caucus.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (deliberate planning and strategy related to Labor Relations

Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent HR Coordinator and Mr. Cameron in attendance, at 5:13 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 5:47 p.m.

The Para-Educator Team returned at 6:20 p.m. The parties further discussed open proposals. The Para Negotiation Team took a caucus, then returned at 6:46 p.m. for further discussion. The Board took a caucus.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (deliberate planning and strategy related to Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent HR Coordinator and Mr. Cameron in attendance, at 6:49 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Mrs. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 7:08 p.m.

The parties further discussed open proposals. The Para Negotiation Team took a caucus, then returned at 7:26 p.m.

The Para Negotiation Team declared impasse at 7:26 p.m. The parties agreed to search for a mediator.

The board continued discussion on the issues after the Para Negotiation Team left.

5. Adjourn

On a motion by Mr. Paterson, seconded by Ms. Spaulding, the Committee unanimously voted to adjourn at 7:46 p.m.

Respectfully submitted,
John Pandolfo

BARRE SUPERVISORY UNION NEGOTIATIONS COMMITTEE

July 31, 2017 Meeting Minutes
1:00 PM Meeting

Committee members present:

Joe Blakely, representing Spaulding Union High School District
Sonya Spaulding, representing Barre City School District

Committee members absent:

Jay Paterson, representing Barre Town School District

Administrators present:

John Pandolfo, Superintendent of Schools
Carol Marold, Human Resources Coordinator

Guests present:

Don Lessard - AFSCME Negotiation Team
Lloyd MacCormack - AFSCME Negotiation Team
Joe Stridsberg - AFSCME Negotiation Team
Mike Gibbs - AFSCME Negotiation Team
Wendy Thacker - AFSCME
Scott Cameron - Counsel for the School Board

1. Call to Order

The meeting was called to order at 1:15 p.m. in the SHS Library.

2. Revisions to Agenda

There were no revisions to the agenda.

3. Visitors and Communication

Visitors were noted, there were no communications beyond the listed agenda items.

4. AFSCME Negotiations

The board responded to the questions the union emailed following the last meeting in April, and the parties all outstanding items on the TA list. The parties took a caucus.

On a motion by Ms. Spaulding, seconded by Mr. Blakely, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent, HR Coordinator, and Counsel in attendance, at 2:47 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 3:40 p.m.

The parties further discussed the proposals and Tentatively Agreed to five items, will be listed on the TA Summary/Proposal Status Sheet.

The parties will meet again on August 16, 2017 at 6:00 p.m. in the Spaulding High School Library.

5. Adjourn

On a motion by Mrs. Spaulding, seconded by Mr. Blakely, the Committee unanimously voted to adjourn at 5:29 p.m.

Respectfully submitted,
John Pandolfo

BARRE SUPERVISORY UNION NEGOTIATIONS COMMITTEE

**August 14, 2017 Meeting Minutes
1:00 PM Meeting**

Committee members present:

Joe Blakely, representing Spaulding Union High School District
Sonya Spaulding, representing Barre City School District
Jay Paterson, representing Barre Town School District

Committee members absent:

none

Administrators present:

John Pandolfo, Superintendent of Schools
Carol Marold, Human Resources Coordinator

Guests present:

Don Lessard - AFSCME Negotiation Team
Lloyd MacCormack - AFSCME Negotiation Team
Mike Gibbs - AFSCME Negotiation Team
David Van Deusen - AFSCME
Scott Cameron - Counsel for the School Board

1. **Call to Order**

The meeting was called to order at 1:06 p.m. in the SHS Library.

2. **Revisions to Agenda**


There were no revisions to the agenda.

3. **Visitors and Communication**

Visitors were noted, there were no communications beyond the listed agenda items.

4. **AFSCME Negotiations**

The parties discussed all outstanding items on the TA list. The parties took a caucus.

 On a motion by Mr. Paterson, seconded by Ms. Spaulding, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Mr. Paterson, seconded by Ms. Spaulding, the Committee unanimously voted to enter into Executive Session, with the Superintendent, HR Coordinator, and

Counsel in attendance, at 2:05 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 2:36 p.m.

The parties further discussed the proposals.

The parties will meet again on August 29, 2017 at 1:00 p.m, with a tentative location set for CVCC Room 136.

On a motion by Mr. Paterson, seconded by Ms. Spaulding, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Mr. Paterson, seconded by Ms. Spaulding, the Committee unanimously voted to enter into Executive Session, with the Superintendent, HR Coordinator, and Counsel in attendance, at 3:20 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 3:52 p.m.

5. Adjourn

On a motion by Mrs. Spaulding, seconded by Mr. Blakely, the Committee unanimously voted to adjourn at 3:53 p.m.

Respectfully submitted,
John Pandolfo

BARRE SUPERVISORY UNION NEGOTIATIONS COMMITTEE

August 29, 2017 Meeting Minutes
1:00 PM Meeting

Committee members present:

Joe Blakely, representing Spaulding Union High School District
Sonya Spaulding, representing Barre City School District
Jay Paterson, representing Barre Town School District

Committee members absent:

none

Administrators present:

John Pandolfo, Superintendent of Schools
Carol Marold, Human Resources Coordinator

Guests present:

Don Lessard - AFSCME Negotiation Team
Lloyd MacCormack - AFSCME Negotiation Team
Mike Gibbs - AFSCME Negotiation Team
Joe Stridsberg - AFSCME Negotiation Team
David Van Deusen - AFSCME
Scott Cameron - Counsel for the School Board

1. Call to Order
The meeting was called to order at 1:13 p.m. in CVCC Room 136.
2. Revisions to Agenda
There were no revisions to the agenda.
3. Visitors and Communication
Visitors were noted, there were no communications beyond the listed agenda items.
4. AFSCME Negotiations
The AFSCME Team presented a package proposal for remaining outstanding items, and clarified questions from the board. The board took a caucus.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (deliberate strategy and planning related to Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent, HR Coordinator, and Counsel in attendance, at 1:46 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 3:13 p.m.

The board offered a counterproposal to the AFSCME team proposal. The AFSCME Team took a caucus, then returned with a further counterproposal. The board took a caucus.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (deliberate strategy and planning related to Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent, HR Coordinator, and Counsel in attendance, at 3:45 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 4:05 p.m.

The board offered an additional counterproposal to the AFSCME team's latest proposal. The parties conceptually agreed on a tentative agreement. The board will type up the details for review and signature.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously agreed to find that premature general public knowledge of the items proposed for discussion (deliberate strategy and planning related to Labor Relations Agreements) would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to enter into Executive Session, with the Superintendent, HR Coordinator, and Counsel in attendance, at 4:15p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Ms. Spaulding, seconded by Mr. Paterson, the Committee unanimously voted to exit Executive Session at 4:55 p.m.

5. Adjourn

On a motion by Mrs. Spaulding, seconded by Mr. Blakely, the Committee unanimously voted to adjourn at 4:57 p.m.

Respectfully submitted,
John Pandolfo

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