

*Barre City Elementary & Middle School  
Spaulding High School*

*Lisa Perreault, SFO*  
Business Manager

*Jessica Barewicz*  
Director of Curriculum, Instruction,  
and Assessment

*Donald E. McMahon, M.Ed.*  
Co-Director of Special Services

*Stacy Anderson, M.Ed.*  
Co-Director of Special Services

*Annette Rhoades*  
Assistant Director of Special Services



**Barre Unified Union School District**

**120 Ayers Street, Barre, VT 05641**

Phone: 802-476-5011

Fax: 802-476-4944 or 802-477-1132

[www.buUSD.org](http://www.buUSD.org)

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**John Pandolfo**  
Superintendent of Schools  
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*Doing whatever it takes to ensure success for every child.*

*Barre Town Middle & Elementary School  
Central Vermont Career Center*

*Carol Marold*  
Director of Human Resources

*Emmanuel Ajanma*  
Director of Technology

*Lauren May*  
Director of Early Education

*Jamie Evans*  
Director of Facilities

*Josh Allen*  
Communications Specialist

## **MEMORANDUM**

**TO:** **Barre Unified Union School District Negotiations Committee**  
Gina Akely - Chair, Sonya Spaulding – V. Chair, Tim Boltin, Paul Malone

**DATE:** October 30, 2019

**RE:** BUUSD Negotiations Committee Meeting  
November 5, 2019 @ 4:30-6:30 pm  
BUUSD Central Office, Upstairs Conference Area

## **AGENDA**

1. Call to Order
2. Organization of Committee
3. Additions to Agenda
4. Review/Approve Meeting Minutes
5. Committee Business
  - 5.1. Plan for 2019-2020 Negotiations (Executive Session)
6. Other Business
7. Items for future agenda
8. Next Meeting Date: TBD
9. Adjournment

## BOARD MEETING NORMS

- Keep the best interest of the school and children in mind, while balancing the needs of the taxpayers
- Make decisions based on clear information
- Honor the board's decisions
- Keep meetings short and on time
- Stick to the agenda
- Keep remarks short and to the point
- Everyone gets a chance to talk before people take a second turn
- Respect others and their ideas

# DRAFT

**BARRE UNIFIED UNION SCHOOL DISTRICT  
NEGOTIATIONS COMMITTEE MEETING**  
BUUSD Central Office – Second Floor Conference Area  
September 11, 2019 - 7:30 a.m.

## MINUTES

### COMMITTEE MEMBERS PRESENT:

Gina Akley (BT)  
Paul Malone (BT)  
Sonya Spaulding - (BC)

### COMMITTEE MEMBERS ABSENT:

Tim Boltin (BC)

### ADMINISTRATORS PRESENT:

Carol Marold, HR Director  
John Pandolfo, Superintendent

### GUESTS PRESENT:

None

#### **1. Call to Order**

**Paul Malone called the Wednesday, September 11, 2019 BUUSD Negotiations Committee meeting to order at 7:35 a.m., which was held at the BUUSD Central Office in the Second Floor Conference Area.**

#### **2. Organization of Committee**

**Mr. Malone nominated Ms. Akley for the position of Committee Chair. Ms. Spaulding seconded the motion. There were no additional nominations.**

**On a motion by Mr. Malone, seconded by Mrs. Spaulding, the Committee unanimously voted to elect Ms. Akley as Chair of the BUUSD Negotiations Committee.**

**Mr. Malone nominated Ms. Spaulding for the position of Committee Vice-Chair. Ms. Akley seconded the motion. There were no additional nominations.**

**On a motion by Mr. Malone, seconded by Mrs. Akley, the Committee unanimously voted to elect Ms. Spaulding as Vice-Chair of the BUUSD Communications Committee.**

#### **3. Additions and/or Deletions to the Agenda**

There were no changes to the agenda.

#### **4. Approval of Minutes – March 22, 2019 BSU Negotiations Committee Meeting**

**The Committee reviewed the Minutes of the March 22, 2019 BSU Negotiations Committee Meeting, and accepted them as written. It is possible that these minutes may have been approved previously.**

#### **5. Committee Business**

##### **5.1 Committee Goals and Objectives**

The Committee identified three broad goals, and will keep this agenda on upcoming agendas for further discussion:

- Explore Interest-Based-Bargaining with the BEA (para-educators and teachers) and possibly with AFSCME (custodians) as well.
- Set an alternating settlement schedule for master agreements
- Follow the statewide health-care bargaining as it impacts local bargaining

##### **5.2 Debrief from 2018-2019 Negotiations**

The Committee discussed the merits and drawbacks of concurrent bargaining with para-educators and teachers, as well as other aspects of the recent bargaining cycle.

# DRAFT

## 5.3 Plan for 2019-2020 Negotiations

On a motion by Mr. Malone, seconded by Ms. Spaulding, the Committee unanimously found that premature general public knowledge of the items proposed for discussion (deliberation re: planning and strategy related to Labor Relations Agreements) would clearly place the Barre Unified Union School District at a substantial disadvantage should the discussion be public.

On a motion by Mr. Malone, seconded by Ms. Spaulding, the Committee unanimously voted to enter into Executive Session, with the Superintendent and HR Coordinator in attendance, at 8:07 a.m. under the provisions of 1 VSA section 313 to discuss the items proposed for negotiation.

The committee held a planning and strategy session to deliberate with regard to issues related to teacher and para-educator negotiations.

On a motion by Mrs. Spaulding, seconded by Mr. Malone, the Committee unanimously voted to exit Executive Session at 8:24 a.m.

## 7. Other Business

There was no other business discussed

## 8. Items For Future Agendas

- Goals and Objectives
- Interest-Based Bargaining
- Plan for 2019-2020 Negotiations

## 9. Next Meeting Date

The next meeting is currently TBD.

## 10. Adjournment

On a motion by Ms. Spaulding, seconded by Mr. Malone, the Committee unanimously voted to adjourn at 8:25 a.m.

Respectfully submitted,  
*John Pandolfo*