

**BARRE UNIFIED UNION SCHOOL DISTRICT  
SPECIAL BOARD MEETING**

**June 28, 2022 at 6:00 p.m.**

**In-Person:** BUUSD Central Office, 120 Ayers St, Barre

**Virtual Options:** Click this link to join the meeting remotely:

Meeting ID: [meet.google.com/vej-amee-ec](https://meet.google.com/vej-amee-ec)

Phone Number: (US)+1 929-251-8465 PIN: 332 420 765#

Please Note: If you attend the meeting remotely you must state your name for the record to satisfy the Open Meeting Law

**AGENDA**

- 6:00 1. Call to Order
- 6:02 2. Additions or Deletions with Motion to Approve the Agenda
- 6:05 3. Comments for Items Not on the Agenda
  - 3.1. Public Comment
  - 3.2. Student Voice
- 6:15 4. Current Business
  - 4.1. Ratification of AFSCME Agreement [**ACTION**]
- 6:30 5. Adjourn

**MEETING NORMS**

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

AGREEMENT BETWEEN

THE BARRE UNIFIED UNION SCHOOL DISTRICT

AND

THE AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES - AFL-CIO

LOCAL 1369, COUNCIL 93

July 1, ~~2020~~ 2022 – June 30, ~~2022~~ 2026

**Memorandum of Agreement June 6, 2022**

The Parties agree that the collective bargaining agreement shall be amended as follows:

**ARTICLE III: DEDUCTION OF DUES AND AGENCY FEE (change title only)**

**ARTICLE VII: JOB POSTING AND BIDDING**

When a position covered by this agreement within bargaining unit becomes vacant, such vacancy shall be made known to all EMPLOYEES of the bargaining unit by the EMPLOYER, and shall be posted within five (5) working days of the vacancy. The posting shall include the job description, the work schedule, the rate of pay, date posting is made and date posting announcement expires.

This vacancy shall remain open for five (5) working days from the time of posting by the EMPLOYER. All interested EMPLOYEES shall apply, in writing, within the five (5) working day posting period, to Human Resources. Within five (5) working days following the expiration of the posting, the EMPLOYER shall reply, in writing, to all written EMPLOYEE requests for the position. The EMPLOYER shall award the position to the most senior applicant qualified. Actual duty transfers shall become effective when the transferee's replacement has been hired and reasonably trained. Time limitations specified herein may be extended by mutual agreement between the EMPLOYER and the UNION. When an EMPLOYEE is awarded a position of higher pay they shall receive the base rate for that position. **Recognizing that it is in the mutual interest of the Union and the District to rapidly fill vacant positions, Union members shall not be allowed to bid on more than one open position at once.**

If it is mutually agreeable between the EMPLOYER and the UNION that there is no qualified EMPLOYEE, the EMPLOYER may seek to fill the vacancy outside the UNION roster. If the position is not filled within forty (40) calendar days, the temporary replacement EMPLOYEE who has been filling this position shall be covered by this Agreement until such time as a permanent EMPLOYEE is hired.

**ARTICLE VIII: HOURS OF WORK AND OVERTIME**

**8. Night Shift – Summer Hours**

**Bargaining unit employees assigned to second or third shift who are authorized or directed by their supervisor to work on first shift during school breaks when students and other employees are absent shall receive their normal shift differential in addition to their regular rate of pay. The Administration retains the right to require some or all employees normally assigned to second or third shift to revert to their former shift as circumstances may dictate. When employees are needed to**

**work second or third shift they shall be assigned in reverse seniority order unless an employee with special skills is needed to fulfill the assignment.**

**ARTICLE XII: SICK LEAVE, DEATH BENEFITS, AND PERSONAL LEAVE**

5. An EMPLOYEE who retires **after at least twenty-five (25) years of service to the BUUSD or who retires and begins drawing their pension** shall receive the amount of twenty dollars (\$20) **twenty-five dollars (\$25)** per day of severance pay for accumulated unused sick leave up to a maximum of one hundred (100) days.

**ARTICLE XVIII: INSURANCE**

The Parties will incorporate the Statewide Memorandum relating to group health insurance benefits and attach as Appendices D-1 and D-2.

**ARTICLE XXII: CLOTHING ALLOWANCE AND VISION MATERIALS REIMBURSEMENT**

1. **Effective in the first full pay period following July 1 of each school year** the EMPLOYER agrees to ~~reimburse pay~~ **pay** EMPLOYEES ~~up to \$300~~ **the following amounts** per year for the purchase of shoes, tee shirts, shorts, jackets and similar uniform items and eye glass frames and lenses: **July 1, 2022: \$325; July 1, 2023: \$350; July 1, 2024: \$375; July 1, 2025: \$400.**

**APPENDIX A**  
**WAGES**

*Base Rate of Pay Schedule*

	<u>Base rate of pay</u>	<u>Base rate of pay</u>	<u>Base rate of pay</u>	<u>Base rate of pay</u>	<u>Base rate of pay</u>
<u>Position</u>	2021-2022	<u>2022-2023</u>	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
<u>Receptionist</u>	<u>\$17.32</u>	<u>18.47</u>	<u>19.32</u>	<u>20.07</u>	<u>20.82</u>
<del><u>Copy/Supply Clerk</u></del>	<del><u>\$14.83</u></del>				
<u>Custodian</u>	<u>\$17.49</u>	<u>\$18.64</u>	<u>19.49</u>	<u>20.24</u>	<u>20.99</u>
<u>Grounds Keeper</u>	<u>\$17.49</u>	<u>\$18.64</u>	<u>19.49</u>	<u>20.24</u>	<u>20.99</u>
<u>Maintenance</u>	<u>\$19.35</u>	<u>\$20.50</u>	<u>21.35</u>	<u>22.10</u>	<u>22.85</u>
<u>Night Facilities Lead</u>	<u>\$20.43</u>	<u>\$21.58</u>	<u>22.43</u>	<u>23.18</u>	<u>23.93</u>
<u>Building Facilities Coordinator (Day)</u>	<u>\$22.17</u>	<u>\$23.32</u>	<u>24.17</u>	<u>24.92</u>	<u>25.67</u>

An employee whose work is a mix of two positions (i.e.; Grounds Keeper/Maintenance) shall have a base rate of pay equal to the average base rate of pay for those two positions.

**Effective in the first full pay period following July 1, 2022**, all employees shall receive **a one dollar and fifteen cent (\$1.15)** raise to their previous year's base rate of pay or move to the base rate of pay above, whichever is higher, plus the longevity pay of ~~ten~~ **fifteen cents (\$.15)** per hour for each full year of continuous service, plus any shift differential.

**Effective in the first full pay period following July 1, 2023**, all employees shall receive **a eighty-five cent (\$.85)** raise to their previous year's base rate of pay or move to the base rate of pay above, whichever is higher, plus the longevity pay of **fifteen cents (\$.15)** per hour for each full year of continuous service, plus any shift differential.

**Effective in the first full pay period following July 1, 2024**, all employees shall receive **a seventy-five cent (\$.75)** raise to their previous year's base rate of pay, plus the longevity pay of **fifteen cents (\$.15)** per hour for each full year of continuous service, plus any shift differential.

**Effective in the first full pay period following July 1, 2025**, all employees shall receive **a seventy-five cent (\$.75)** raise to their previous year's base rate of pay, plus the longevity pay of **fifteen cents (\$.15)** per hour for each full year of continuous service, plus any shift differential.

**The longevity pay increase shall be implemented in the first full pay period following July 1 of each school year.**

#### Shift Differential

EMPLOYEES, whose hourly rate is calculated from the base rate of pay indicated above, and moving to or from one regularly scheduled shift to another, shall have their pay adjusted with the following shift differentials:

- First shift to second shift shall receive a shift differential pay increase of fifty cents (\$.50) per hour. Second shift is defined as starting and ending between the hours of two p.m. (2:00) and twelve midnight (12:00)
- Second shift to first shift shall receive a shift differential pay decrease of fifty cents (\$.50) per hour.
- Second shift to third shift shall receive a shift differential pay increase of twenty-five cents (\$.25) per hour. Third shift is defined as hours extending hours beyond twelve midnight (12:00) of the day following the start of the shift.
- Third shift to second shift shall receive a shift differential pay decrease of twenty-five cents (\$.25) per hour.

- First shift to third shift shall receive a shift differential pay increase of seventy-five cents (\$.75) per hour.
- Third shift to first shift shall receive a shift differential pay decrease of seventy-five cents (\$.75) per hour.

Overtime Rate

EMPLOYEES asked to work overtime beyond their assigned shift shall be paid at the overtime rate of their assigned shift.

**APPENDIX C**

**VMERS AND 403(b) PLAN**

All eligible persons hired under this agreement shall become members of VMERS Plan C. The District will contribute its recommended share (currently ~~7.5%~~ **8.25% as of 7/1/22**) and the employee will contribute his or her statutorily required share (currently ~~10.25%~~ **11% as of July 1, 2022**) to the cost of participation in VMERS Plan C.

Employees of Barre City/Spaulding who elected prior to January 31, 2018 not to enroll in VMERS shall continue to participate in the employer’s 403(b) Plan and shall receive an EMPLOYER contribution to their 403(b) Plan of ~~six and one quarter percent (6.25%)~~ **equal to the percentage the employer contributes to an employee participating in VMERS Plan C, currently 8.25% of the employee’s wages as of 7/1/22.** ~~of the Employee’s wages.~~

An employee who participates in VMERS Plan C is not eligible to receive employer contributions to his/her 403(b) Plan, but may contribute his or her own funds to the 403(b) Plan in addition to his/her contributions to VMERS.

The parties agree that the content and requirements of the 403(b) Plan document, or subsequent amendments to the Plan document, are not subject to negotiation. All employee contributions to a 403(b) Plan shall be through payroll deduction, and the Administration is authorized to implement appropriate payroll forms and procedures for this purpose.

Employee Voluntary 403(b) Contributions

Employees may contribute to any existing 403(b) Plans established by the Board for its Employees in accordance with Plan requirements.

For: AFSCME

Date

For: BUUSD

Date

---