

AGENDA

**Addison Central School District
ACSD Board
Special Meeting
Monday, July 17, 2023, 8:00 am - 8:30 am
Virtual Connection**

Please click the link below to join the webinar:

Link to join Webinar

<https://us06web.zoom.us/j/89659120856>

- A. Call to Order Upon Reaching A Quorum
- B. Public Comment
 - 1. Action: ACSD Behavioral Specialist Petition to join the Association
- C. Other
- D. Adjourn

***Public Comment Guidelines:**

Public comments are encouraged and welcome at each regular board meeting during the period designated for public comment. Comments are limited to three minutes per person. Citizens will be called to make their statement by the board chair. Public comments regarding personnel, students or legal matters will not be heard by the Board.

June 23, 2023

Addison Central School District
c/o Superintendent Peter Burrows
49 Charles Avenue
Middlebury, VT 05753

Dear Superintendent Burrows,

I am writing to you on behalf of the Addison Central Educators' Association (ACEA). Please see the enclosed copy of a petition for bargaining unit certification that was submitted to the Vermont Labor Relations Board (VLRB) on June 23, 2023. Pursuant to 21 V.S.A. § 1724, the petition seeks to incorporate the positions of Behavior Specialist, Behavior Interventionist, and Board-Certified Behavior Analyst into the existing support staff bargaining unit represented by ACEA.

Accompanying that petition is a copy of a showing-of-interest document, signed by all the behaviorists currently employed by the Addison Central School district, authorizing the ACEA to act as their exclusive bargaining agent.

Although the Association is filing for a representation election, the ACSD Board retains the ability to voluntarily recognize the ACEA as the exclusive bargaining representative of employees in the petitioned-for positions. To do so, the Employer should file with the Vermont Labor Relations Board a written letter or document in which it represents that the Addison Central Educators' Association demonstrates the support of the employees it seeks to add to the bargaining unit and represent, that no rival employee organization seeks to represent the employees, and the proposed addition to the bargaining unit is appropriate under the standards set forth in 21 V.S.A. § 724 (c). If the Employer chooses this option, the Board will issue a Certificate of Recognition.

We hope you will consider voluntary recognition to save time and expense for both parties.

If you have any questions, please feel free to contact me.

Sincerely,


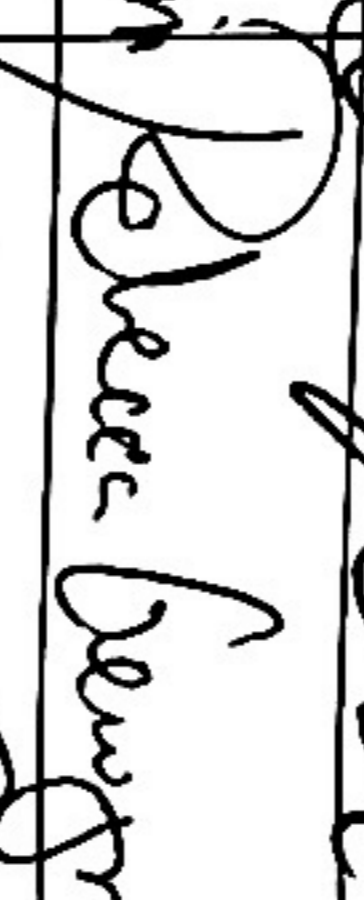





Joseph Moore
Vermont-NEA
802-310-5537
jmoore@vtnea.org

CC: Larry O'Connor & Megan Sears, Co-Presidents, ACEA
Chris Guros, UniServ Director, Vermont-NEA

Authorization for Representation

We, the undersigned employees employed by Addison Central School District, believe that through the collective bargaining process we can have an effective voice in our workplace, ensure fair treatment of our colleagues, and establish job security and decent wages, benefits and working conditions. Accordingly, we authorize Addison Central Educators' Association/ Vermont-NEA/ NEA to represent us as our exclusive bargaining agent in all matters affecting our wages, hours, and other conditions of employment. Signing this petition does not obligate us financially in any way.

Name (please print)	Signature	Date	Home Address	Phone	Personal Email	Job Title
Sarah Stone		6-5-23	247 Creek Rd. Middlebury VT 05753	(802) 275-7488	sstone111b@gmail.com	Behavioral Specialist
Rebecca Benigni		6/5/23	210 Cedar Mill Rd Cornwall, VT 05753	(802) 349-4873	rbenigni@gmail.com	Board Certified Behavior Analyst
Jamika Davis		6/5/23	3 Wilmar Rd Middlebury VT 05753	(802) 398-7032	tomikemarie@gmail.com	Behavior Interventionist
Alex Nicosia		6/13/23	7 Elm St Apt 2 Middlebury VT 05753	(802) 989-8996	anicosia@quesada.org	Behavior Interventionist
Xanthie Kilzer		6-16-23	1207 Lincoln Rd. Ripton, VT 05766	808-534-8597	xanthie@gmail.com	Behavior Specialist

VERMONT LABOR RELATIONS BOARD

PETITION FOR ELECTION OF COLLECTIVE BARGAINING REPRESENTATIVE

Description: *When employees wish to be represented by an employee organization for the purposes of collective bargaining, or wish to change their exclusive bargaining representative, either an employee or group of employees, or any individual or employee organization purporting to act in their behalf, may file a petition for election of collective bargaining representative with the Board. For information on common filing mistakes, the timing of election petitions and the election process, click on the Bargaining Units and Elections link on our home page.*

Instructions: *Submit an original and four copies of this completed petition to the Vermont Labor Relations Board (Mailing address: 133 State Street, Montpelier, Vermont 05633-6101). This petition must be signed and verified before any person authorized to administer an oath. The petition must be accompanied by a supporting petition or authorization cards, signed by not less than 30 percent of the persons in the proposed bargaining unit, requesting representation by a stated collective bargaining representative.*

1. Name and address of petitioning employee(s), individual or employee organization.

Addison Central Educators' Association
c/o Vermont-NEA, 10 Wheelock St., Montpelier, VT 05602

2. Name and address of employer.

Addison Central School District
c/o Superintendent Peter Burrows
49 Charles Avenue
Middlebury, VT 05753

3. General nature of employer's operation (State, municipal, public school or private organization), and approximate total number of employees.

Public School

If the employer is a private employer, please indicate the general nature of the business and whether the business is engaged in intrastate or interstate commerce and a factual basis for the conclusion; including a statement as to the most recent gross annual revenue of the business.

N/A

4. Describe in specific detail the types, classifications or groups of employees which Petitioner claims constitute the appropriate bargaining unit.

This petition seeks to incorporate the positions of Behavioral Specialist, Behavioral Interventionist, and Board Certified Behavior Analyst into an existing education support staff (ESP) unit composed of administrative, student, and buildings and grounds support employees.

Indicate the total number of employees in the bargaining unit.

Five (5)

5. The Petitioner alleges that not less than 30 percent of the employees in the proposed bargaining unit desire to be represented by the Petitioner or, in the event that there is to be another representative, state the name of the representative.

6. In the event that there is a collective bargaining representative which has been certified or currently is being recognized as the bargaining representative, state the date and result of the last election and the name and address of the currently recognized or certified bargaining representative, and attach a copy of any existing collective bargaining contract.

7. The Petitioner requests that the Board determine whether a question of representation exists and, if so, that the Board conduct an election by secret ballot and certify the results to the parties.

I declare that I have read the above petition and that the statements herein are true to the best of my knowledge and belief.

(Petitioner and affiliation, if any)

By _____
(Signature of person filing petition) (Title, if any)

Address _____ Tel: _____

State of _____ County of _____

At _____ in said County on the ____ day of _____, 20__

personally appeared _____ who swore to the truth of the foregoing petition.

_____ Notary Public