Bargaining Minutes_SEIU

September 9, 2026

Present: Michael Vigue, Dena Collins, Dave Richmond, Carly Spicer, Brian Wilson, Ryan Riley, Richard MacDonald, Mary Guy, John DiGreggorio, Tia Blunt, Alexandra Vaporis, Gary Jeppesen

Mr. Vigue welcomed the bargaining team back to the meeting. Introductions were made, including the recognition of a new member joining the SEIU bargaining team.

Mr. Vigue began the discussion by reviewing two Memorandums of Understanding (MOUs) proposed by the Union: Bereavement Leave and Student Transport Driver Assignments.

The parties discussed proposed language related to Student Transport Driver Assignments. The Union requested language providing route preference for Student Transport Drivers based on seniority. The District shared that it had met with Transportation management to discuss the issue and subsequently drafted language for the Union's consideration.

Caucus: 4:14 p.m.
Return from Caucus: 4:38 p.m.

Following caucus, the Union advised that it was not in agreement with the District's proposed Student Transport Driver language. The Union stated that van routes are generally stable and expressed concern that the proposed language did not provide sufficient seniority protections. The Union indicated that if the District was unwilling to support seniority-based route preference, the parties remained too far apart on the issue. The Union requested that classification seniority be incorporated into the MOU.

The Union expressed appreciation for the District's revisions to the Bereavement Leave MOU and stated its agreement with the proposed bereavement leave language.

The Union also sought clarification regarding compensation discussions from the previous bargaining session, noting its understanding that the District's 2.5% salary proposal had been presented as part of a package. The Union submitted a counterproposal requesting a 2.75% salary increase and indicated it would be prepared to reach agreement at that amount.

The District responded that the 2.5% salary increase represented the maximum amount available for bargaining unit compensation and equated to approximately $1.8 million in recurring costs. The District stated that it was not willing to exceed the 2.5% proposal, noting the additional referendum-funded increase being provided and ongoing operating budget pressures. Regarding the Student Transport Driver proposal, the District reiterated its position that the assignment process requires flexibility to meet operational needs and maintained its previously proposed language.

The parties continued discussions regarding the Student Transport Driver MOU and the role of seniority in assignment opportunities.

Caucus: 4:53 p.m.
Return from Caucus: 5:02 p.m.

Upon returning from caucus, the Union advised that the parties remained too far apart on the Student Transport Driver language and formally withdrew its proposal.

The Union then agreed to the District's 2.5% salary increase proposal and the Bereavement Leave MOU providing two days of leave.

A Tentative Agreement (TA) was reached at 5:14 p.m. on all remaining items.

Meeting Adjourned: 5:14 p.m.