

BITTERROOT VALLEY EDUCATION COOPERATIVE

AND

THE COOPERATIVE EMPLOYEES' BARGAINING UNIT # 4403, MFPE, NEA, AFT, AFL-CIO

Date: 2/22/2021

Attendance for Union: Rachella Moresi, Wendy Wanner, Karen Gideon

Attendance for Management: Jenny Rammell, Robert DoBell, Brian Rayburn

Other Attendees: Chris Hughes, Jill Reynolds

Session Began at: 3:45

Time constraints today: None

Minute taker: Wendy Wanner

Review/Approve last minutes: All bargaining team members indicated approval of the minutes from 1/18/2021.

Employee Issues:

Article 4 Part C : Add language on dues deductions, notifications and representation.

Article 6: Add language

Article 7: Add language

Update duration/dates on the Collective Bargaining Agreement

Management Issues/proposals:

Proposed we bargain for 1 year agreement, 2021-2022 school year.

Proposed an increase in insurance contribution, current contribution is \$791.00, proposed increase to \$800.00.

Proposed a 1% increase in wages for all employees.

Discussion topics and decisions:

Both union and management agreed that this would not be the last meeting to present issues. A final meeting to present issues will be determined at a later date.

Both union members and management agreed that proposed language changes would be shared with bargaining members prior to the next meeting so that members are able to review proposals ahead of time.

In discussion around employee issues, the union needs to finalize the language before sharing it. The union will share it with the negotiations team prior to the next meeting. The language proposals are primarily based on language from model CBAs as recommended by MFPE and are intended to clarify and fortify the listed sections.

In discussion around management proposals, it was noted that there is still a lot of uncertainty around CSCT funding. We are at a crucial point to ensure sustainability. Staff Health Contributions data was reviewed. More documents with information around how many staff utilize which insurance plans will be shared with negotiations team members to help the team assess the benefits proposal.

Jenny presented a comparison of wage increases that included a demonstration of funds at a 1% increase for all, a 1% increase on the base with current steps, a 0% increase on the base with current steps, and a 0% increase on the base with no steps. There was discussion around how the mental health matrix in the current CBA is already set at a 1% increase, however the special education matrix varies and increases the longer an employee has been employed from around 1 to 1.6% at various intervals. Robert questioned where the 1% increase for all leave employees on the matrix regarding steps. It was proposed by Brian that a new special education matrix be developed that is set to 1% increases. Jill stated she may already have that and would share it. Union members asked for documents that provide information on where staff are on the matrix. Rocky asked Jenny for clarification that the wage proposal is 1% wage increase for all. Jenny confirmed that was correct.

Chris provided an update on CSCT funding decisions being discussed at the state level.

Next meeting is set for 3/29/2021

Meeting adjourned at 5:15