

## Collective Bargaining Meeting 12.7.20 at 3:30 via Zoom

Meeting Started – 3:35 PM

On Call: Board Members – Mr. DoBell, Mr. Rayburn

Union Members – Karen Gideon, Rachella Moresi, Wendy Wanner

BVEC Director – Jenny Rammell

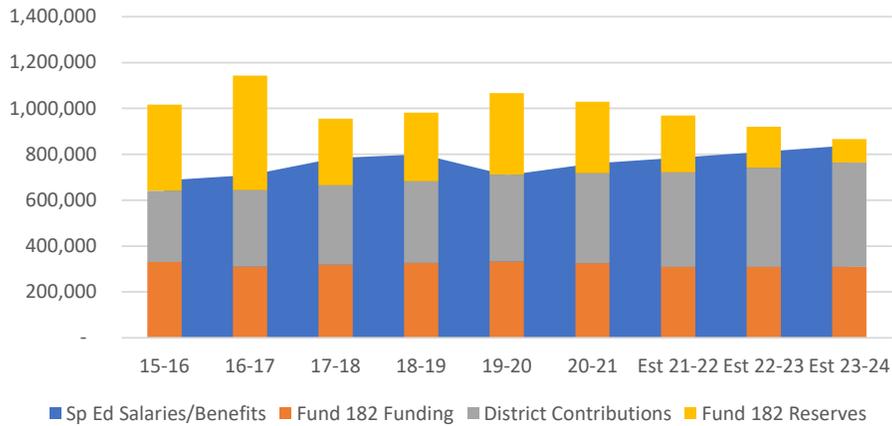
BVEC support staff – Chris Hughes, MH Program Manager, Jill Reynolds, Business Manager

- Meeting began with introductions of all attendees.
- Jenny followed up from an open item from the 11.2.20 meeting to see if Rachella was able to find another CSCT union member to participate in bargaining. Rachella was unable to find another CSCT participant.
- This meeting was intended to provide the opportunity for Union Representatives to bring topics to the table for discussion. Rachella explained she did not get a ton of response from Union members regarding topics. Rachella had heard something regarding Retirement in relation to COVID-19 but did not have details to share at this time. She has identified some language changes she would like to discuss but did not provide details at this time. She also explained that historically the entity that opened bargaining was the first to bring issues to the table.
- Karen confirmed that in the past the first meetings were to establish ground rules for future meetings, setting dates for future meetings, setting a cut off date for new issues to be brought to the table and that the entity opening bargaining has historically been first to identify issues to be bargained.
- Jenny confirmed ground rules for meetings will be the same as in past bargaining:
  - Members should be on time for meetings.
  - Members should provide advance notice if they are unable to attend a scheduled meeting.
  - Members should be respectful of other's opinions.
  - Rules can change if needed.
  - Their must be two Union Members and two Board Members in attendance to vote.
- The group agreed to two additional sessions after today for issues to be brought to the table. The meetings will be monthly, and the next meeting will be 1/18/21 at 3:35.
- Chris confirmed that additional meetings might be needed base on progression of finalizing the new collective bargaining agreement.
- Karen added each side would have a note taker at each meeting. The notes will be distributed and then approved at the next meeting.
- Mr. DoBell asked if bargaining had been traditional or collective in the past. Karen, as the most tenured member of bargaining, confirmed it has historically been collective.
- Jenny restated that Tim had opened bargaining early this time due to issues arising from COVID-19 and school closures in March 2020. Work was done in the summer to create an MOA regarding CSCT structure and pay in a pandemic situation. Jenny explained the situation we will be facing in

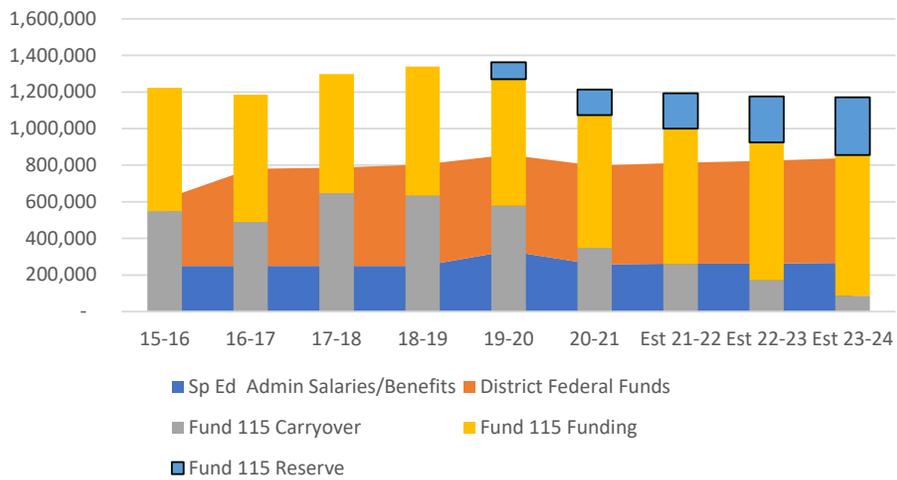
the future if funding remains flat, but salaries, benefits and expenses continue to rise. She asked Jill to share some graphs that would show the situation we face.

- Jill shared three graphs (see attached file) showing the historical trends and estimated future trends for expenses and funding. She explained the assumptions used for expenses and funding used in the graphs and that if no changes are made and assumptions are accurate, the co-op will have used most if not all its IDEA carryover dollars and all reserve dollars. This will require all members input to determine our best options going forward to keep all programs sustainable and build reserves as needed.
- Chris added some CSCT specific detail around the reasoning for reserves being due to the lag in reimbursement for services. He also explained the unknown future of CSCT structure and funding.
- Mr. DoBell asked what the percent of expenditures is for salary and benefits. Jill replied that 93 percent of the BVEC expenses are salary and benefits. The remaining 7 percent is for travel, training, supplies, and overhead.
- Rachella asked Chris what the timing was for the task force working on CSCT structure and funding. Chris replied that they are not scheduled to start until spring of 2021 and there was not a defined date for completion. The task force for case management was a year long process, so it could be that long for CSCT restructure also.
- Mr. DoBell stated that based on what has heard about legislation is that there may be decreasing or flat funding versus any increases.
- Mr. DoBell asked for salary schedule and placement details, and for health benefit details. Jill will send this information by Friday, 12/11/20.
- Chris broached the subject of looking at the CSCT pay differently in the future versus the current school year contract pay and separate summer pay by the hour.
- Mr. Rayburn stated he had a few things he wanted to address after he spoke further with Jenny and Jill.
- Mr. DoBell asked Rachella about the Retirement issue she had mentioned. Rachella replied she did not have details to discuss at this time.
- Mr. DoBell mentioned that in his experience he has seen districts offer an early retirement incentive that would use reserves one year but would be offset by hiring new employees at lower rates of pay.
- Mr. Rayburn stated that the District support that was given this year to help restart CSCT was not something that could be done again. This was a one-time thing due to funding received due to COVID-19. Chris stated that our intention is to build a structure that is sustainable without asking for additional District support.
- Mr. DoBell complimented the Union and BVEC on a well-done collective bargaining agreement.
- Next meeting dates were determined. Jenny will send calendar invite for either on 1/18/21 at 3:35 for next meeting.
- No other questions or comments. Jenny thanked everyone and adjourned the meeting at 4:22.

### Fund 182 Sp Ed Trend



### Fund 115 Sp Ed Trend



### CSCT Trend

