



Collective Bargaining
April 14, 2021
4:00 pm

Bitterroot Valley Education Cooperative
And
The Cooperative Employees' Bargaining Unit #4403, MFPE, NEA, AFT, AFL-CIO

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: 4:00pm
Time Constraints today: 5:15pm
Minute taker: Rachella Moresi

Review/Approve last minutes: All bargaining team members indicated approval of the minutes from 3/29/21

- I. Welcome and Call to Order
- II. Public Comment or Correspondence
- III. Negotiations
 - A. Management Issues:
 1. CSCT summer pay agreement – not something typically bargained but rather agreed upon just happened to work out that we can discuss it now; good hourly rate compared to other CSCT programs; looks good; next week could get the document signed; clear agreement in minutes in order to communicate with staff then get the document signed as soon as possible works.
 2. Benefits
 - a. Language clarification* - proposal to increase from \$791 to \$800 moving forward; take a look at the very end when looking at salaries since it's a money issue and are kind of tied together;
 3. Wages – documents we can share if needed but the proposal is everyone moves a step and the step is equal to 1% for all; Clarification of 1% for this year and then a committee to look at salary matrix; discussed funding and overall dollars went down, driven by enrollment and that is down; Union not ready decide on that maybe have a counter proposal; started a deficit due to funding being flat; cost projections with CSCT are not favorable; Superintendents - we value our employees and \$8K+ isn't too much to ask to keep the steps as they are now and then not deviating from steps - 0% on base and steps as they are; want coop employees to feel like district

employees; Union endorses idea of a committee to look at salary schedule and steps; table and wait for a proposal and come back on it next time.

4. Language Clarifications

- a. Update language duration of agreement - already agreed on bargaining for one year
- b. Appropriate unit language clarification - direct language from the CBA - non human service bachelor degree position, proposing the highlighted language for clarity; have to make sure that language lines up; need to be consistent in our documents; address language as Classified Behavior Consultant with a bachelor's degree in a field other than human services take out Behavior Consultant II stuff to eliminate confusion;
- c. Personal Leave clarification - add less than a full days absence be defined in the cooperative policy and employee procedures - fractional leave that was previously agreed upon is in policy 2050; trying to match language; clean up both personal and sick leave language; language about fractional leave has been part of policy not CBA, but it is in the CBA under personal C2; specifies one hour increments which we worked hard on a couple of years ago; want to make sure that we have that and the language matches in policy; fractional leave applies to both personal and sick leave; work on it for the next call and clarify the language; sick leave bank language opt in not opt out take a look at that as well; currently bank is full;
- d. Fringe Benefits: Retirement Incentive
- e. Longevity Bonus
- f. Compensation language clarification - clarify this section like the section above

B. Employee Issues:

1. Edit/Add new language:
 - a. Dues Deduction
 - ~~b. Reprisals~~
 - ~~c. Personnel Files~~
 - d. Appearances Before Employer
 - e. Evaluation
 - f. Update language duration of agreement

IV. Adjourn - table d and e for next time; set a deadline for issues = next meeting, all agreed; meet sooner rather than later, Monday April 26th, all agreed @ 3:40pm.