

**BITTERROOT VALLEY EDUCATION COOPERATIVE  
MANAGEMENT BOARD**

Thursday, August 20, 2020

9:00 am

Zoom Meeting

<https://us02web.zoom.us/j/89517049898?pwd=Y200Wm01ekRhSzNkMnBTYkN1TVJHQT09>

Meeting ID: 895 1704 9898

Passcode: 519732

**AGENDA**

**1. Call to Order**  
**2. Consent Agenda**

- A. Minutes
- B. Warrants
- C. Resignations
  - 1. none
- D. New Hires
  - 1. See under Board Action
- E. Next Meeting – September 22, 2020

**3. Public Comment**  
**4. Correspondence**

- A. Request for Leave of Absence. See under Board Action

**5. Board Action**

**A. Classified Staff Agreement for IT Coordinator for BVEC**

Due to personnel resignation in June 2020, the cooperative has been without technology support. Alice Bratches is able to fulfill this vacant, part-time position for the cooperative. Duties as assigned and will include technology inventory, maintenance, troubleshooting and installment of new components.

**Recommendation: Motion to hire Alice Bratches for IT Coordinator**

**B. MOA for CSCT**

In the event of potential school closures due to the pandemic, the proposed MOA will take immediate effect. The proposed MOA seeks to reduce financial impact of significant limitations to face-to-face access to students by immediately switching CSCT staff from

salary to hourly pay. If necessary to furlough staff during pandemic, BVEC administration can make exceptions to recall order to properly align staff with districts to address continuity student mental health care.

To support implementation of the components, all salaried CSCT staff will be on the 10-month salary schedule option for the 2020-2021 contract year.

**Recommendation: Motion to approve Proposed MOA for CSCT**

**C. Revision of Title IX Policies**

New regulations set minimum requirements for Title IX compliance. State and local law is requiring additional responsibilities related to cooperative's response to sexual harassment allegations. Regulations mandate when and how cooperative responds to allegations.

**Recommendation: Motion to approve Title IX Policy Revisions**

**D. Leave of Absence Request**

Speech and Language Pathologist, Erin Bauer, requested a reduction in FTE from 1.0 to 0.5 FTE in combination with a request that the 0.5 FTE be assigned as a Telecommute position to provide speech teletherapy. The request was not an ADA request, but a personal request so was therefore denied.

Subsequently, Erin has requested a Leave of Absence for the 2020-2021 school year. To prevent an interruption in student services, this could be granted contingent only upon securing a replacement to cover the 1.0 FTE SLP position that Erin has been assigned per the 2020-2021 contract.

**Recommendation: Approve Leave of Absence Contingent upon securing replacement**

**6. Information and Discussion**

**A. 90 Day CSCT Financial Report and Sign Off**

**B. PPE availability for BVEC staff**

**7. Adjourn**

## Memorandum of Agreement for CSCT Program During the Covid-19 Crisis

Between

**Bitterroot Valley Education Cooperative**

**&**

**The Cooperative Employees' Bargaining Unit**

This Memorandum of Agreement is entered between the Bitterroot Valley Education Cooperative ("Cooperative") and the Cooperative Employees' Bargaining Unit, MFPE, AFT, AFL-CIO ("Union").

All salaried CSCT staff pursuant to the negotiated agreement between the Cooperative and the Union will be on the 10-month salary schedule option for the 2020-2021 contract year to support implementation of the components of this agreement listed below. Salaried CSCT staff are those Behavior Consultants who are covered by the Human Service Bachelor's Degree Positions salary schedule and specialists who are covered by the Licensed Specialist and Mental Health Therapist salary schedules in negotiated agreement (collectively "CSCT staff").

During the current pandemic, if there are significant limitations of face to face access to students for individual or group CSCT services (School closures, partial school closures, modified school schedules or health and safety protocols that significantly limit CSCT service delivery and financial sustainability of the BVEC CSCT program) the BVEC administration has discretion to immediately implement the following actions program wide or for individual CSCT teams to maximize continuity of mental health care, CSCT staff employment, and the financial sustainability of the CSCT program:

- Immediately switch CSCT staff from salary to hourly pay and reduce hours to appropriately align payroll cost with the amount and type of services that can be provided at each site. Hourly pay will be based on a pro-rate of current placement on the applicable salary schedule (**Hourly rate = salary / 187-days / 7.5-hours**) in the negotiated agreement. This will allow the flexibility necessary to adapt to modified schedules, tele-health service delivery and decrease the likelihood of furloughs. The BVEC Director shall provide written notice to staff in advance of a switch to hourly pay and the date hourly pay will begin. In the event of a switch to hourly pay, staff will track and submit hours weekly to the BVEC business manager as directed.
- If it is necessary to furlough CSCT staff during the COVID-19 pandemic, BVEC administration can make exceptions to the order of staff recall outlined in Article 5 of the negotiated agreement to appropriately align staff arrangements with individual school district actions (school closures and re-openings) and to address reasonable continuity of student mental



Received August 19, 2020

Dear Members of the Board,

This letter is to request a leave of absence for the 2020-2021 school year.

In the event of school closures due to COVID-19 and the consequent implementation of distance learning, it will be impossible for me to work full-time providing speech therapy via telehealth while supporting my own children with their education. During the spring closure of schools, my family suffered. Due to the confidential nature of speech therapy, my two young children were left alone during long work days while I conducted teletherapy in our basement to maintain confidentiality. This created an unhealthy environment for my children that I want to avoid this year.

I am hopeful that you will consider this request. I sincerely appreciate BVEC and the opportunities provided and look forward to returning in the future.

Thank you for your consideration,

Erin Bauer, M.S., CCC-SLP  
Speech-Language Pathologist