

BITTERROOT VALLEY EDUCATION COOPERATIVE

AND

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

Date: 3/29/21

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: 5:15

Minute taker: Chris Hughes

Review/Approve last minutes: All bargaining team members indicated approval of the minutes from 2/22/21.

Employee Issues:

Edit/Add new language:

Dues Deduction – Proposed expanded language on dues deduction. Management questioned need for that level of detail in the CBA. Jenny proposed checking previous CBA sections for overlap before final decision on wording. Brian suggested adding language to section 3c (Indemnity) to include member schools and school boards.

Reprisals – Proposed language to ensure that no reprisals be taken for participation in grievance procedures. Jenny suggested adding to proposed language: No reprisals of any kind will be taken by the Cooperative or by the Association or any of its members against any person because of participation in this grievance procedure.

No other objections.

Personnel Files – Proposed documentation and communication records related to grievance are filed separately from personnel files of participants. Management clarified that this is specific to grievance process and not other personnel documentation. No objections.

Appearances Before Employer - Proposed language that employees are entitled to representative during any appearance before the board or agent which would "Adversely affect the employee's employment and/or terms and conditions related thereto" including written notice of reasons in advance. Brian and other management expressed concerns with the current language and written notice, could limit supervisors or admin from meeting with employees immediately when needed or make decisions regarding administrative leave to create team to gather more information prior to decisions involve progressive discipline or a change in employment status. There was agreement that advance notice and opportunity for representation for employees prior to meetings where decisions regarding employment status would be made, but a request for clarified language.

Evaluation- Proposed language for a committee of staff and admin / board to review current employee evaluation/review process during 2021/2022 school year and propose a revised process
Evaluation - Proposed adding language to form a committee of three admin and 3 Association members to review evaluation process and performance review during 2021-2022 school year and make recommendations for 2022-2023 school year. Discussion about performance review process not being clearly defined in the CBA and multiple references in policy and clinical manual but not a single clear description that is easily available to staff. Discussion about agreement to form a committee to look at evaluation and performance review. Employees indicated that primary goal is committee and review not necessarily detailed description of evaluation process in CBA. Brian suggested language in CBA that indicates agreement of a meeting between staff and admin/board to review evaluation process / tools during the period of the CBA. Rachella suggested following up with union rep to make sure there is full understanding of reason including it in the CBA.

Due to time, management proposals from the agenda were tabled for next meeting. Chris emphasized the need to work on MOU/MOA for CSCT summer pay at the next meeting so teams can develop summer CSCT plans.

Next meeting scheduled for 4/14/21.