

1 **Southwestern Vermont Regional Technical School District**  
2 **Board of Directors' Special Carousel Meeting Minutes: August 15, 2017**

3 Cafeteria, MAU Middle School  
4

5 Board Members Present: Rickey Harrington; Art Haytko; Jackie Kelley; Fran Kinney; Leon Johnson, Ed  
6 Letourneau; John MacDonald.  
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8 Members Absent: Rob Bahny; Jon Gauthier; Jessica Gulley-Ward; Ellen Stromaier; Ken Swierad  
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10 Staff and Others: Jim Culkeen, SVSU Superintendent; Nick Gault, SVSU Acting Director of Human  
11 Resources; Tim Holbrook, Chair of the SVSU Teachers' Negotiating Committee and MAU Board; Meg  
12 Honsigger, Assistant Director; Mike Lawler, Superintendent/Director; Laurie Mulhern, Bennington  
13 Resident; Stephanie Mulligan, Business Manager; Donna Stone, Molly Stark Teacher; plus a quorum of  
14 members from each of the following boards: BSD, SSD, PSD, MAU, and the SVSU.  
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16 CAT-TV: This meeting was filmed but not broadcast live by Mike Cutler.  
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18 Recorder: Richard Bump.  
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22 Harrington called the meeting to order at 5:05pm, and after all other boards present had called  
23 themselves to order.  
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25 After welcoming everyone to this 'carousel' meeting of most SVSU boards and the Career Development  
26 Center (CDC) board, Holbrook thanked

- 27 - the Teachers' Negotiating Committees for the "time consuming" work spent since November
- 28 2016 when contract negotiations first got underway
- 29 - Nick Gault and members of the Human Resource Department for their active participation in
- 30 every step of the process
- 31 - Steve Stitzel, legal counsel, for his assistance throughout.

32 Holbrook then noted that major changes to the teachers negotiated contract center on salaries and health  
33 insurance, and expressed appreciation for the mediator who intervened during the last meeting of the two  
34 negotiation teams and settled these issues. Holbrook further noted that

- 35 - given the complete change in health insurance programs effective 1/1/18, both teams agreed to
- 36 a two-year contract
- 37 - the new health plans are expected to be cost neutral over that period
- 38 - the net financial impact therefore will be the 3% "new money" associated with the increase in
- 39 salaries.

40 Gault distributed and then reviewed a one-page document highlighting the changes in the teachers  
41 negotiated contract, summarized as follows

42 Article 11 - Temporary Leaves of Absence: increased from 30 to 60 days under PFLA and FMLA  
43 coverage

44 Article 16 - Health Insurance: current plans remain in place until 12/31/17 at which point 4 new plans  
45 will be offered which include a new Parent/Child(ren) option, 80%/20% premium split  
46 Employer/Employee; employee covers first 10% out-of-pocket and the district then pays 30%-  
47 80% of the next out of pocket (depending on plan), and employee pays remainder; employer  
48 pays the cost of administering the Health Reserve Account (HRA)

49 Article 19 - Severance/Retirement Benefits: 15 years of service regardless of employing district

50 Article 21 - Reimbursement for National Board Certification: will now be made at completion of each  
51 component of process rather than at end of entire process

52 Article 25 - Evaluation of CDC Courses/Teachers: allows evaluation by academic entities awarding  
53 college credits for courses taught at the CDC of teachers and courses (with no assessments  
54 placed in employee files)

55 Article 30 - Salaries:

56 FY18: increase starting pay by removing step 3 and increasing maximum pay by adding step  
57 20; step movement for all teachers; no flat % increase in base but add about \$143 to every  
58 cell on the salary grid; teachers who are at step 12 or below on 6/30/17 who are not higher  
59 than BA+30 shall not advance beyond step 15 (this encourages teachers to continue  
60 taking course work); all of which results in a 3% overall increase

1           FY19: no step movement; no flat % increase to base but add \$1,725 to every cell on salary grid;  
2           establish new index based on BA Step 4 Salary (rather than 'hidden' base); 3% overall  
3           increase  
4       Appendix C - Co-Curricular Salary: This schedule was updated to make salaries more competitive  
5       with other districts per MAU Athletic Director recommendation.  
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7       After a brief discussion, **Letourneau moved and MacDonald seconded a motion to ratify the**  
8       **Teachers Negotiation contract as presented, and the motion passed unanimously.**  
9

10       **At 5:26pm, Letourneau moved and Johnson seconded a motion to adjourn and the motion passed**  
11       **unanimously.**