

**HUUSD NEGOTIATIONS WORKGROUP
THURSDAY, MAY 11, 2017 4:30-6:30 P.M.
HARWOOD UNION HIGH SCHOOL LIBRARY**

APPROVED MINUTES

Attendance: Cindy, Donna, Becky, Donna, Nancy, Jill, Michelle, Jim, Brigid, Christine

Call to Order 4:40

Deletions: Approve minutes 4/13 and 4/27. Move to 5/11 agenda.

- 8.5 - Work Day - W/D and Harwood language with Moretown as outlier w/ 5 in unit - need to consider other schools that will come onto agreement - having everyone with paid lunch would be more than \$100,000 - cost prohibitive - Valley schools have paid lunch - differences in health benefits, etc. to factor in - Warren, Fayston, Waitsfield 7-7.75/hrs. - majority of ESP are at W/D and Harwood, also extended paid break proposed by ESP, board rejects both, status quo **HOLD**
- 8.7 - Status Quo **HOLD** - Issue with being asked to take on teacher's duty - don't have to pay sub so why can't ESP get additional \$\$?
- 8.8 A - **TA** - where individual schools are stricken add "All HUUSD schools" change building administrator to superintendent
- 8.8 B make same change **TA**
- **TA 8.8 B&C, 8.9, 8.10, 8.11, 8.12, 8.13**
- 8.14 - Need it to stay open and flexible for kids, people can and do say no - **HOLD** - we can't contradict insurance law, etc.
- **TA 8.15**
- 8.16 - **TA** - Second sentence replace "building administrator" with "association representative" Replace last sentence: "All newly hired employees will be directed to HUUSD website to obtain copy of this agreement"
- 9.1 **TA** 9.2, 9.3 also
- 9.4 - Intensive job description - requires 2 yrs. education past high school diploma - at the end of first new paragraph add "The decision of the superintendent shall be final." **HOLD** want to read it through (should be "extraordinarily" in two places)
- 10.1 **TA**
- 10.2 **TA** , 10.3, 10.4, 11.1, 11.2, 11.3
- 11.5 **TA** "At the time of employment or at the time an employee moves from one job category to another, the employee will be notified that a copy of the job description for which the employee has been hired can be found on the HUUSD website." CO will put job descriptions under staff tab on HUUSD website
- **TA all of grievance procedure**
- All of article 13 will be for next meeting

- 14.1 A - TA
- 14.1 C - word reasonable is too strong a legal standard, fortunately there are very few people who abuse sick leave, people are only questioned when there is a prior history TA status quo
- 14.3 superintendent instead of building administrator TA
- 7.2 - rather than building administrator should read superintendent in 2 places TA change in language
- 14.4 - talk about comparative language. Emergency days... may be okay. Have to work on language regarding overall accountability: not to extend vacation, better define, board would be willing to trade compensating ESP's at substitute rate for unused personal days in exchange for our language, about fairness and equity in compensating time used properly, but not when it's used for something it's not supposed to be for HOLD

Next time start with personal leave 14.4 put insurance and wages together.

ESP depart 6:30

6:35 Board enters executive session to discuss proposals

7:30 Emerge from executive session

7:31 Jim motions that board ask ESP to extend working session until 8:00 on 5/25. Seconded. Unanimous in favor.

7:35 Other business: none

7:40 Jim motioned to adjourn, seconded. All in favor.