

**HARWOOD UNIFIED UNION SCHOOL DISTRICT
NEGOTIATIONS WORK GROUP
APRIL 13, 2017**

Approved Minutes

Call to order 4:44

In attendance: Brigid Nease, Michelle Baker, Christine Sullivan, Maureen McCracken, Donna Mullins, Donna Constant, Nancy Myrto, Cindy Lyons, Becky Auger, Jill Schwenderman

Compare proposals to see where we agree and then go back to points of disagreement.

Page 1 - Name of unit, want uniformity with Vermont NEA designation (hold)

Duration - 2 vs. 3 years, association wants to hold 3 years

Table of Contents - Article 6 - okay to add "seniority and job categories" accept assoc. language (TA)

Page 3 - Preamble - have not agreed to unit name change (hold)

Article 1.1 - HUUSD add - clarify CO staff not included in unit (TA), add 2 titles to specific list of bargaining unit (6.10), child care providers (hold) - caucus

1.2 - strike (TA)

1.3 - strike (TA) accept assoc. recommendation

Transition agreement - C - okay unless they are not still within probationary guidelines - "Any employee who has completed the probationary period and is then laid off" (TA first piece) (hold on keeping all language) HUUSD would like to strike in full - caucus

2.1 - TA

2.2 - Assign - hold on new language in assoc. proposal

2.3 - TA name change (old 2.2)

2.4 - TA (old 2.3)

2.5 - hold on language will find statute (old 2.4) "Confidential assistants as defined by law are not covered by this agreement" proposed change by board (labor law, not ed. law)

2.6 HUUSD (old 2.5) TA

2.7 TA days (old 2.6)

Employee TA

Negotiations TA

RIF TA

Singular TA

Transfer (hold until we cross ref. with other language) Substitute HUUSD for SU

HUUSD Central Office - TA - assoc. accepts board language

Full-Time Employee - TA - assoc. language

Part-Time Employee - TA with hyphen change accept assoc. language Article referenced pending other TA's and order

Transition sentence- TA

TA board page 5 Our 2.14, 2.15, 2.16, 2.17 with gender change and subheadings

Our 2.16 "of whether probation has been successfully completed)

All of article III TA

Article IV - TA assoc. name change, TA all of paragraph 1 page 7, insertion of word "of" after remainder

Article 5.1 TA

5.2 TA

5.3 TA accept assoc. language he/she to employee

Page 8 Title Page add match to table of contents "Seniority and Job Categories"

6.1A TA

6.1B TA grammar only assoc. proposal

6.1C TA

6.2, 6.3, 6.4, 6.5, 6.6, 6.7, 6.8 TA

6.9 change he/she to the employee, insert "and" after comma TA assoc. language grammar only

6.10 TA accept board language in paragraph

Table on one page - hold - pending - appearance of final agreement

Asst. Maintenance Director - board wants to add to responsibility including supervision and evaluation - TA board language

add new category in custodial/maintenance: hold until have job description - groundskeeper/equipment maintenance

Confidential Asst. - hold pending new 2.5

Specialized Personnel Cat.

Remove Specialize Asst. from Paraprofessional add under Specialist - Intensive Specialist Asst. - get example job description (CVU) (hold)

Add MTSS Specialist/Student Support Specialist / Registrar/College Planning Coordinator - TA accept assoc. language

Get job description/salary range/look into comp. time issue (hold)

5:55 Maureen departs

Caucus 6:09

Confidential asst.

Do not need transfer or assign

Transition language do not need

Return to open session 6:35

TA Educational Support Professionals Title page, preamble, etc.

1.1 TA strike original board placement and relocated to end of sentence ... "week, as well as child care providers in fee-based programs before, during, and after school."

Transition Language - hold

Assign - reject maintain status quo

Confidential asst. - TA in 2.5 and table

Transfer - reject maintain status quo

Maureen returns 7:05

7:10 ESP reps. depart

Approve minutes from 3/23 meeting.

Adjourn 7:15