

**HUUSD NEGOTIATIONS WORK GROUP
SUPPORT STAFF NEGOTIATIONS MEETING
MAY 25, 2017**

Present: Becky Auger, Donna Constant, Jill Schwenderman, Cindy Lyons, Donna Mullins, Nancy Myrto, Michelle Baker, Jim Casey, Brigid Nease, Christine Sullivan, Maureen McCracken (arrive 5:10)

Call to order 4:50

Unanimous approval of minutes from 4/13, 4/27, and 5/11

14.4 - Personal leave - Our proposal 2 days for all, willing to consider 3/4 for partial/full year in trade for language regarding stipulations around use. Leave benefits throughout contract are good, always allow for extenuating circumstances. Be very clear about use for personal leave, not travel, extending vacation, etc. Emergency days okay with or without pay, but must be with superintendent approval not building admin. Will pay sub rate for unused days, will not accumulate. Questions about unpaid leave when personal days are used up. HOLD until caucus. Part of package offer

14.7 TA

14.8, 14.9, 14.10 okay

14.11 Michelle will see if still applies and if it does will TA

15.1 Holidays - 3 floating, day after Christmas specified HOLD unit caucus - too costly to board to bring everyone to 12 like Moretown where it only impacts 1 employee

15.2 TA

16.1 TA, 16.2 TA (name change)

16.3 - Have to be able to hire most qualified - do not want to take out word "credentials" as there is a lot of training that results in credentials and brings relevant knowledge to the position HOLD credential language confusing to ESP

Article XX - Duration - bundle with salary and benefits

Appendix A - Wages

Night Shift Wage Differential - want custodial differential to be same as paraprofessionals - TA assoc. language

Differential for group paraprofessional - this was covered elsewhere and agreed to

Insurance benefits - our proposal is same as CO and non-unionized employees: 80/20 with significantly funded HSA or HRA (employee choice) - we are also adding individuals to benefit load who have not previously been eligible for these benefits or been eligible with 30%, also brings those who have only been eligible for single plan to family plan...

Matter of first six months in insurance costs

Base proposal - more money for base and degrees rather than new money across the board - how much new money represented by people who would have to be brought up? ESP position new people are getting more money and those who have been here a long time are getting relatively small raises

Caucus 6:25

Reconvene 7:10

One Night Offer from Board:

3 year duration, unpaid lunch, no extended break, 90/10 Ins. for six months, 80/20 premium afterwards, and 80% of out of pocket costs HSA or HRA, which could also be used towards premium, in return we need 7.2, 7.3, 7.4 - no new language, also 8.14 status quo, intensive specialist category, bring up base rate to 13.50, no new money or raise to new hires, tiered system of pay raise 0-10 yrs 2.4%, 11 and up 2.8%, 6 holidays partial year, but must stay with 11 full year, change something we TA'd - 8.8 - we'd go to \$800 for professional development rather than \$500, 14.11 - would be willing to pay out 25% remaining sick leave to all employees who leave or die after 10 years, would also stay status quo for any new language, personal days 3/4 with stipulations and willing to pay at sub rate for unused days, \$1 added to base rate for BA/BS, pay increases of 2.4, 2.5, 2.6% for those 0-10 years and 2.8, 2.9, 3.0% for those 11 yrs. + over 3 years on raises

Question about Intensive Specialist job description - differentiation is in training and use of restraint

Caucus 7:45

Reconvene 8:05

Counter offer from Staff:

3 year duration

unpaid lunch with grandfathering for Moretown, no extended breaks, insurance 90/10 for six months, then move to 96/4 on premium, HRA only at funded at 95% of Out of Pocket Max.

status quo 7.3, 7.4, 7.2 still want notification on salary and job changes

8.14 status quo but inform people need to fill out ins. form with want language to reflect liability on insurance

accept intensive specialist language

\$13.50 base rate okay status quo with additional \$.50 for BA/BS

Pay rate increase for each of three years of contract: 5.25% 0-10 years service, 5.75% for 11 years and up

agree to holidays (11/6), professional development, unused sick days, personal days with language

Caucus 8:10

Reconvene 8:20

Check ground rules, not sure we have another meeting scheduled

Two sides are too far away with salary and benefits, Board is ready to go to impasse, fact finding, and mediation

Not sure how another meeting would change conversation if we have one

Discussion of comparable contracts that have settled - some are teachers, some are support staff - nothing seems to be in line with support staff counter offer, more closely resemble board offer

We have already set meeting for 8th, do we go back and work on language and put money in the bucket?

Agreement that we will meet on June 8 as scheduled, 4:30-6:30. Try to settle as much language as possible before we go to impasse.

8:30 Adjourn