

Evaluations of Arbitrators, Mediators, Fact-finders

Name	Person/District	Date	Comments	Overall Rating
Altman, Gary 91 Coolidge St. Brookline MA 02146 Ph: (617)738-1838 Fax: 617-738-1838 gdaarb@aol.com	James Leary Neshobe Elementary	2008	ROLE: Arbitrator ISSUE: Contract construction – faculty meetings OPINION: Met & reported on time, appeared to favor staff unit DECISION: Favored Staff	Poor Would not use again
	Steven John Windham Central SU	2009	ROLE: Arbitrator - teacher ISSUE: Calculating part time work/teaching loads and prep OPINION: Fair, even-handed; met & reported on time; considered all ISSUES, good communication; good balance DECISION: Favored management	Excellent
	Ron Ryan Addison Rutland SU	2009	ROLE: Arbitrator -teacher ISSUE: Insubordination – weapons OPINION: poor DECISION: Appeared to favor staff unit	Poor
	David Adams Windsor Southwest	2009	ROLE: Fact-Finder ISSUE: 23 collective bargaining agreement articles OPINION: met & reported on time/ appeared to favor staff unit DECISION: favored unit	Would NOT Use Again
	Celeste Girrell Caledonia North SU Board Chair	2012	ROLE: Mediators ISSUE: Teachers contract mediation and settlement OPINION: Fair, even-handed, considered all the issues, met & reported on time, replied on Labor Board interpretations, appeared to just split the difference, good communication DECISION: Split the difference	Excellent Would use again
	Brian G. Ricca Montpelier SD Superintendent	2016	ROLE: Fact-Finder ISSUE: Teacher Mediation - Summer, 2015; Fact Finding Fall, 2015 OPINION: Fair, even-handed, Considered all the issues, Met and reported on time, Good communication, Gary was fair in his interpretation and utilized the VT landscape in his decision making. He included upcoming changes in health care, other area units overall increases, and essentially sided with the Board on all but one issue which was split. It was a win for the Board and I felt Gary was very thoughtful and reasonable in his approach, did not take simply what the uni-serve rep produced as gospel. I would happily to use him again. DECISION: favored management, Appeared to favor the board	Good Would use again

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Brown, Susan 33 Fair St. Newburyport MA 01950 (508)465-9403	Cindy Koenemann-Warren Chittenden South	2008-2009	ROLE: Teacher Arbitrator ISSUE: Teacher non-renewal DECISION: Favored unit OPINION: appeared to favor staff unit, made errors in fact, application of law and heavily favored employee. Biased against principal in comments and allowed outside expert testimony to override our actual jointly agreed supervision and evaluation system.	Poor Would NOT Use Again
Cochran, John B. 22 Cabot Street Newton MA 02458	Frank Perotti Springfield	2011	ROLE: Arbitrator ISSUE: Termination of teacher for inappropriate blogging, unprofessional behavior, misuse of internet DECISION: favored management OPINION: fair, even-handed, met & reported on time, considered all ISSUES.	
	David Adams Windsor SW SU	2011	ROLE: Arbitrator ISSUE: Termination DECISION: Favored union OPINION: Met & reported on time, appeared to favor staff unit, good communication	Fair
	Mary Moran Rutland City	2012	ROLE: Mediator with para-professionals ISSUE: Para contract negotiations DECISION: split the difference OPINION: fair, even-handed, met & reported on time, appeared to just split the difference	Fair Maybe
	Brian Ricca Montpelier	2012	ROLE: Mediator for teachers ISSUE: supervision and evaluation of teachers DECISION: moved to fact finding OPINION: fair, even-handed, considered all the issues, met & reported on time, appeared to favor the board, good communication	Fair Would NOT Use Again

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Fraser, Bruce 730 Cushing Highway Scituate MA 02066	John Everitt South Burlington Superintendent	2010	ROLE: Med/Fact-Finder Teachers ISSUES: Contract negotiations – salary & benefits – automatic step OPINION: Met & reported on time; appeared to just split the difference; considered all the ISSUE DECISION: Split the difference He was very low key and did not push the board to move off position and did not seem to push the teachers. Little was accomplished beyond identifying the major ISSUES for fact-finding.	Fair Would NOT Use Again
	John Castle Rutland Northeast SU Superintendent	2011	ROLE: Fact-finder ISSUE: Contract negotiations. Fair – needed two extensions to complete report that said, “Parties need to work it out” on major theme issues. OPINION: Fair, even-handed, did not meet & reported on time DECISION: Split the difference	Fair Would Not Use Again
Garrity, Sarah Kerr 21 West Circle Concord MA 02742	Richard Taylor Grand Isle Superintendent	2010	ROLE: Arb – teachers ISSUES: Non- Renewal Dispute OPINION: Fair, even-handed; met & reported on time; considered all the ISSUES; good communication DECISION: Favored management	Excellent Would Use Again
	John A. Castle Rutland Northeast SU Superintendent	2011	ROLE: Mediator ISSUE: Contract negotiations poor – because both parties were further apart than before mediation created more tension and distance OPINION: Fair, even handed, met & reported on time, appeared to just split the difference, poor communication DECISION: Split the difference	Poor Would NOT Use Again
Gosline, Ann 1670 Upper Pond Rd. Litchfield ME 04350	Cindy Koenemann- Warren Chittenden South SU (Teacher Arbitrator)	2008-2009	ISSUE: Grievance not filed timely, and length of day OPINION: Fair, even-handed; considered all the ISSUES; good communication COMMENT: We expected a hearing but ended up in mediation. The board was a little frustrated addressing an ISSUE that was not filed in a timely manner but the end result was fine and did not change the board’s authority to set start and end of day.	Good Would Use Again

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Jeffries, Cindy Commissioner FMCS Albany Field Office 11 A Clinton Sq Room 952 Albany NY 12144	Ron Ryan Addison/Rutland SU	2011	ROLE: Mediator Support Staff ISSUE: Benson Support Staff agreement = Salary & benefits (settled on a 3 year agreement) DECISION: Favored management OPINION: Fair, even-handed, met & reported on time, considered all the ISSUES, good communication	Good Would Use Again
	Mary Moran Rutland City	2012	ROLE: Mediator for AFSCME Unit ISSUE: Bus driver assignments and overtime DECISION: Favored management OPINION: Fair, even-handed, met & reported on time, appeared to favor the board, considered all the issues, good communication.	Good Would Use Again
Katz, Lawrence Newton, MA	Larry Waters Colchester	2011	ROLE: Arbitrator - teachers ISSUE: Teacher instructional schedule & lunch time DECISION: favored management OPINION: Fair, even-handed, met & reported on time, considered all the issues	Good
Lloyd, Althea Brattleboro, VT	Joan Paustian Rutland Southwest	2009	ROLE: Mediator ISSUES: Several Special Education Cases. Parents wanted services they secured paid by SU. OPINION: Fair, even-handed,; met & reported on time; considered all the ISSUES; good communication DECISION: split the difference	Excellent, Would Use Again
Lobel, Ira Bakersfield Negotiations 20 Catherine Street Delmar, NY 12054 518-431-0130	Steve Sanborn Essex-Caledonia SU	2008	ROLE: Mediator ISSUE: Contract negotiations OPINION: Fair, even-handed, met & reported on time, appeared to favor the board, good communication, DECISION: favored management	N/A
	William Lee Sease Addison Central SU	2008	ROLE: Mediator ISSUE: Contract negotiations OPINION: Fair, even-handed, met & reported on time, considered all the ISSUE, good communication DECISION: split the difference	Excellent

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Lobel, Ira (continued)	Brent Kay Orange Southwest	2008	ROLE: Med for teachers ISSUE: Mediations of collective bargaining, agreement between OSSU & OSEA teachers association OPINION: Fair, even-handed, met & reported on time, considered all the ISSUES, relied on labor board interpretations, good communication DECISION: Split the difference	Excellent, Would Use Again
	Martin Waldron Milton	2008	ROLE: Mediator ISSUE: Support Staff contract negotiations OPINION: Fair, even-handed, met & reported on time, good communication DECISION: No report yet	Good
	Ron Ryan Addison-Rutland	2008	ROLE: Med-Fact for teachers and paras ISSUE: Salary, benefits, agency fees OPINION: Fair, even-handed, met and reported on time, considered all the ISSUES, relied on labor board interpretations, good communications DECISION: Split the difference	Excellent
	Robert Kern North Country SU	2008	ROLE: Mediator ISSUE: contract negotiations OPINION: Fair, even-handed, met & reported on time, considered all the ISSUES, good communication DECISION: Split the difference	Good
	Joan Paustian Rutland Southwest SU	2008	ROLE: Arbitrator/Mediator ISSUE: Teacher negotiated Agreement OPINION: Fair, even-handed; met & reported on time; considered all the ISSUES; relied on labor board interpretations; good communication DECISION: Split the difference	Excellent Would Use Again
	Stephen Perkins Winooski School District	2009	ROLE: Mediator/Fact Finder ISSUE: Negotiations Impasse with teachers OPINION: Fair, even-handed; met & reported on time; appeared to just split the difference; considered all the ISSUES DECISION: Split the difference	Good Would Use Again
	Gary Chicoine Lamoille North SU	2009	ROLE: Teacher Mediator ISSUE: Contract, salaries, benefits, working conditions OPINION: Fair, even-handed; met & reported on time; considered all the ISSUES; good communication DECISION: Failed to agree	Excellent

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Lobel, Ira (continued)	Christopher Lacarno Orange North SU	2008- 2009	ROLE: Para-Professional Mediator/Fact-Finder ISSUE: Salary and health premiums OPINION: Met & reported on time, appeared to just split the difference, good communication DECISION: Split the difference	Good Would Use Again
	Rachel Smith/ HR Lamoille North SU	2010	ROLE: Teachers & Paras ISSUE: Mediation for teacher/para contracts DECISION: No agreement on either contract OPINION: Appeared to just split the difference	Good Would Use Again
	Brigid Scheffert Washington West	2010	ROLE: Teacher Mediator/Fact Finder ISSUE: Contract negotiations DECISION: due at a later date OPINION: met & reported on time, considered all the ISSUES, good communication	Excellent
	Mary Martineau Superintendent Winooski School District	2010	ROLE: Mediator/Fact-Finder Teachers ISSUE: Teacher Negotiations OPINION: Fair, even-handed, met and reported on time, considered all the ISSUES, good communication	
	Tom O'Brien Addison Northwest SU Superintendent	2010	ROLE: Teacher Mediator ISSUE: Contract renewal – master agreement subject of mediation DECISION: Split the difference OPINION: Fair, even-handed; considered all the ISSUES; met & reported on time	Good Would Use Again
	Ron Ryan Addison Rutland Superintendent	2010	ROLE: Arb-teacher ISSUE: Letter of reprimand DECISION: Favored management OPINION: Fair, even-handed; met & reported on time	Excellent
	Mary Moran Rutland City	2012	ROLE: Mediator ISSUE: Contract settlement mediation with teachers association DECISION: split the difference OPINION: Fair, even-handed, met & reported on time, considered all the issues, good communication	Excellent Would use again

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Lobel, Ira (continued)	Jay Nichols Franklin Northeast	2012	ROLE: Mediator for teachers ISSUE: contract negotiations DECISION: No decision OPINION: Fair, even-handed, considered all the issues, good communication	Good Would use again
	Joan Paustian Superintendent Rutland Southwest SU	2014	ROLE: Arbitrator for teachers ISSUE: contract negotiations Use of Prep time - Principal asked teachers to do peer observations twice per month during prep time for 20 minutes of the 80 minutes. CBA said that teachers needed the equivalent of 1 block for prep. Teachers were told they could have others cover their 20 minute TA plus they were not assigned to supervise students during a 20 minute breakfast block. Time could come from that block (even though many teachers allowed students to stay with them during breakfast - it was a choice and not an assignment DECISION: favored management OPINION: Fair, even-handed, Considered all the issues, Met and reported on time, Good communication, Union was represented by Jeff Fannon and administration by Dennis Wells. Both sides presented their case. Ira asked appropriate questions, listened to both sides, reviewed the CBA. Administrators were clear that they were providing the equivalent of the 80 minutes of prep (just differently on the two days per month teachers were asked to do peer observations - rather than in one block as typical). Ira agreed with the administrators.	Excellent Would use again
	Dave Younce Superintendent Rutland South	2015	ROLE: Bargaining for teachers ISSUE: contract negotiations DECISION: Split the difference OPINION: Fair, even-handed, considered all the issues, Met and reported on time, Good communication	Excellent Would use again
	John Alberghini Superintendent Mt Mansfield UUSD	2018	ROLE: Fact-finder, Teachers ISSUE: Mediation DECISION: Split the difference OPINION: Fair, even-handed	Excellent Would use again
	David Baker Superintendent Windsor Southeast SU	2018	ROLE: Mediator, Teacher ISSUE: Health Care and salary DECISION: Split the difference OPINION: Fair, even-handed, considered all the issues	Excellent Would use again

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Lobel, Ira (continued)	Deb Anderson HR Director Essex Westford SD	2019	ROLE: Mediator, Teacher ISSUE: Compensation, co-insurance DECISION: Split the difference OPINION: Fair, even-handed, considered all the issues, Good communication	Good Would use again
	Sean McMannon Superintendent Winooski	2020	ROLE: Mediator, Teacher ISSUE: Wages & disciplinary letter DECISION: Split the difference OPINION: Fair, even-handed, considered all the issues, Met and reported on time, Good communication, Ira talks a LOT, but entertaining most of the time.	Excellent Would use again
	James Tager Superintendent Franklin West SU	2020	ROLE: Para-Professionals ISSUE: Collective bargaining DECISION: Split the difference OPINION: Fair, even-handed, considered all the issues, Met and reported on time, Good communication	Excellent Would use again
	Amy Rex Superintendent Milton SD	2019- 2020	ROLE: Mediator, Teacher ISSUE: Contract negotiations DECISION: Split the difference OPINION: Fair, even-handed, considered all the issues, Met and reported on time, appeared to just split the difference	Good Would use again
McSpirit, Bonnie 215 High Range Road Londonderry NH 03053	John Bacon Barre SU	2011	ROLE: Mediator/ Fact-Finder teachers ISSUE: Fact Finding/ contract settlement OPINION: Fair, even-handed, met & reported on time, appeared to favor the board, considered all the issues DECISION: Favored management	Good fact finding Would use again -fact-finding Poor mediation Would NOT use again - mediation
Pattack, Louis P O Box 11537 Albany NY 12211	Paul OBrian Esq Legal Support Chittenden Central SU	2010	ROLE: Mediator, Factor Finder Paras ISSUE: Negotiations OPINION: Fair, even-handed, met and reported on time, considered all the ISSUES, good communication DECISION: Split the Difference	Excellent Would Use Again
	Cindy Warren Chittenden South SU Human Resources	2010	ROLE: Med/Fact-Finder Teachers ISSUE: Teacher negotiations OPINION: Fair, even-handed; met & reported on time; appeared to favor the board; considered all the ISSUES; good communication DECISION: Favored management	Excellent Would Use Again

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Rodar, Neil 94 Main St Montpelier, VT 05602	Kevin Dirth Superintendent Maple Run USD	2020	ROLE: Racial Incident ISSUE: Mediator, Other staff DECISION: Split the difference OPINION: Fair, even-handed; considered all the issues; met and reported on time, good communication	Excellent Would Use Again
Rutsky, Annie arutsky@fmcs.gov (with the Albany Office of Mediation)	Jeanne Collins Superintendent Rutland Northeast SU	2020	ROLE: Mediator, Teachers ISSUE: Labor management issues DECISION: Split the difference OPINION: Fair, even-handed; considered all the issues; met and reported on time, Annie was thorough and respectful while firm	Excellent Would Use Again
Ryan, Michael C. 34 Wolfe's Neck Road Freeport, ME 04032-0515	John Everitt South Burlington	2008-2009	ROLE: Teacher Mediator/Fact-Finder ISSUE: Salary & benefits DECISION: Favored management OPINION: Fair, even-handed; considered all the issues; good communication	Excellent Would Use Again
	Rachel Smith/ HR Lamoille North SU	2010	ROLE: Arbitrator – teachers ISSUE: Dispute regarding the column placement of a teacher resulting from a horizontal move. DECISION: favored management OPINION: fair, even-handed, met & reported on time, considered all the ISSUES	Excellent Would Use Again
	Brent Kay Orange Southwest Supt	2010	ROLE: Arbitrator – teachers ISSUE: Binding Arbitration as result of board termination of a teacher DECISION: Favored Unit	Would NOT Use Again
	Ned Kirsch Franklin West SU	2011	ROLE: Arbitrator ISSUE: to determine if the school could direct a teacher to teach online class DECISION: Favored management OPINION: Fair, even-handed, met & reported on time, considered all the ISSUES, good communication	Excellent
	Brent Kay Orange Southwest SU	2011	ROLE: Arbitrator ISSUE: Termination – DECISION of board overturned DECISION: favored unit	Would NOT Use Again
	Joanne LeBlanc Superintendent Orleans Southwest	2015	ROLE: Fact-Finder - teachers ISSUE: Salary grid, co-curricular DECISION: Favored management OPINION: Fair, even-handed, considered all the issues, appeared to favor the board	Good Would use again

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Stutz, Michael stutzarb@yahoo.com	Jeanne Collins Superintendent Rutland NE SU	2014- 2015	ROLE: Arbitrator - Teachers ISSUE: Teacher RIF issue DECISION: Favored unit OPINION: Fair, even-handed, Met and reported on time, Good communication, I thought Michael did a good job, though he did allow the association to present for over a day on issues that went beyond this one. We lost- but this was a case I inherited and I was not surprised we lost.	Good Would use again
Terry, Susan sterry@hughes.net	Vicky Scheufler Caledonia North SU	2011	ROLE: Mediator ISSUE: 504 plan not implemented by school. Parents filed a complaint with Human Rights Commission DECISION: Split the difference OPINION: Met & reported on time, good communication	Good Would Use Again