

June 3, 2010 BSD/BEA Negotiations Meeting

The Burlington Education Association (Association) and the Burlington School District (Board) negotiating teams met on Thursday, June 3, 2010 at 3:30 PM at the Ira Allen Administration Building.

The Board responded to the BEA counter proposal which offered an additional 15 minutes per workday (in response to a Board proposal). The BEA had proposed that the 15 minutes be allocated per the choice of individual teachers or through building by building collaborative process with the building administrators. The Board's counter accepted the notion of a collaborative process subject to final decision by the Superintendent if the collaborative process did not result in consensus or was contrary to district-wide needs.

On compensation, the Board increased its offer from a \$255 per teacher to \$765 per teacher in the first year. For the second and third years the Board proposed the resumption of vertical and horizontal step movement but no additional base increase. In response to a question from the BEA team, the Board team indicated that it would be prepared to distribute the same amount of money on a flat-dollar basis in years two and three so that all teachers received an increase.

The Board declined to accept the BEA's proposal that additional compensation be made available to those holding doctorates, National/Industry Board Certification; for increases to the co/extra-curricular index; for the implementation of a 403b matching program; and for additional stipend payments.

In answer to questions from the BEA, the Board team indicated that it accepted the BEA proposal for two ½ days of self-directed preparation prior to the commencement of the student school year, with one of those ½ days being on the last pre-student day.

The Board reaffirmed its tentative agreement to reduce the number of personal days from four to three, and to pay teachers \$100 per day for up to two unused days.

After a caucus, the BEA team expressed its disappointment with the Board's salary offer and expressed concern that based upon its conversations with School Board members, the Board was not mindful that its salary position would reduce the relative position of Burlington teachers compared to other county teachers with respect to compensation. The Board team committed to share the BEA's information with the Board.

The BEA indicated that the new money cost for implementing its proposals would be \$966,733.00. The Board team acknowledged that its present offer represents an increase of 1.25%.

The BEA asked clarifying questions and indicated that they would respond to the proposal at the next meeting.

By mutual agreement the meeting adjourned at 4:45 pm.
Future meetings are scheduled for Thursdays, June 10 from 3:30 pm to 6:30 pm at Ira Allen, 150 Colchester Avenue.