

Burlington School Board's current offer to BEA at conclusion of August 24 meeting

Offer Number:	2	Date:	8/24/2017	Time:	2:55pm
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Section	Topic	Proposal
18.2	Salary	Total salary increase (inclusive of step): Year 1: 2.25% Year 2: 2.25%
22.1	Health Insurance	<p>BSD original proposal with the following modifications:</p> <p>Board responsible for the dollar equivalent of 80% of Gold CDHP plan.</p> <p><i>NOTE: This proposal will result in premium savings to employees from \$279 to \$2,103.</i></p> <p>District HRA that will pay the following amounts: Single: Up to \$2,100 after employee incurs first \$400 of out of pocket costs Parent/Child(ren): Up to \$4,200 after employee incurs first \$800 of out of pocket costs Two adults: Up to \$4,200 after employee incurs first \$800 of out of pocket costs Family: Up to \$3,400 after employee incurs first \$1,600 of out of pocket costs</p> <p><i>NOTE: This proposal limits employee out of pocket exposure to the average amount of out of pocket costs incurred under the current plans (\$400 per covered life, family average of 4 covered lives).</i></p> <p>Employer will pay the administrative cost of the HRA via a payroll deduction. All administrative decisions not specified in this agreement will be the responsibility of the Board.</p>
(multiple)	Workday / Operational Standards	<p>Board's secondary proposal, <u>effective for the 2018-2019 school year</u>, with acceptable assignments as follows:</p> <ol style="list-style-type: none"> (1) Teaching another course section only if mutually agreed to by the teacher and principal. (2) Support a caseload of independent study students (3) Perform remedial academic intervention (4) Supervise and support study hall

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		<p>Accept BEA proposal for a labor/management committee to discuss expanded use of Advisory for academic intervention in Year 2.</p> <p>Board’s Elementary proposal of 8/8/17, <u>effective for the 2018-2019 school year</u>, with the following changes:</p> <p>Accept BEA proposal to eliminate morning/afternoon “door duty.” The resulting professional time shall be used for (but not limited to) attending IEP or 504 meetings, parent communication, student behavior/safety meetings, management of student records, report card or progress monitoring, district email communication, grading, planning (both individual and team) classroom setup, materials management, and student academic support.</p> <p>Also effective in Year 2:</p> <ul style="list-style-type: none"> Accept BEA proposal to not hold staff meetings during the weeks report cards are due or during parent-teacher conference weeks. Accept BEA proposal to limit UA teachers to 32 class sections per week. Accept BEA proposal for 25 minute duty free lunch 2 schoolwide evening meetings per year plus Open House (note: events that are an integral part of a teacher’s curriculum are excluded, such as a band teacher attending the band concert).
6.8(a)	Middle School Workday portion only	<p>As proposed by BSD.</p> <p>A five-day work week consists of 2,325 minutes (7.75 hours). Teachers in grades 6 through 8 inclusive shall be assigned not more than 1,450 minutes of course instruction per week. All time within the seven and three-quarter hour work day which is not assigned for course instruction, duty free lunch, or the minimum required duty free planning time shall be subject to administrative assignment, including but not limited to professional meetings, common planning, student support (such as advisory, study hall, or independent study facilitation) or non-teaching supervisory duties.</p>
18.3	Step movement	As proposed by BSD
18.5	Lateral moves	As proposed by BSD
19.8	Timing of teacher pay	<p>Strike first sentence and replace with:</p> <p>“Teachers will be paid bi-weekly, with the first payment occurring not later than August 31.”</p>

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		Removes the requirement to change paydays during vacations. <i>Note: Believe this was acceptable to BEA.</i>
22.5	Health insurance buyout	Flat \$2,200 amount irrespective of plan choice or family size.
23.9	Assignment upon return from leave of absence	As proposed by BSD
Appendix B	Extracurricular	As proposed by BSD
Appendix C	Benefits for part-time teachers	As proposed by BSD
Appendix E	Master calendar	As proposed by BSD <i>Note: Believe this is cleanup</i>
Appendix F	Master Calendar	Update calendar (or simply remove the calendar since we don't have a year 2 calendar yet anyway).
TENTATIVE AGREEMENTS BELOW		
3.1	Negotiation of successor agreement	Tentative agreement already in place
4.7	Access to agreement	Tentative agreement already in place
4.8	Notice under agreement	Tentative agreement already in place
12.1	Filling positions	Tentative agreement already in place
19.6	Timing of extracurricular payments	Tentative agreement already in place
Article II	Duration of agreement	Two year agreement
6.10 & Appendix G	Timing of assignment	Location of assignment must be provided by the end of the preceding school year.
8.7	Traditional Fridays	Eliminate traditional Fridays as proposed by BSD
8.9	After school meetings	As proposed by BSD
9.1	OnTop timing	As proposed by BSD <i>Note: Believe both parties had agreed in concept to this language</i>
Article X	Vacancies	Post-execution labor/management committee to clean up and simplify. <i>Note: Both parties had agreed for the need to redraft this section.</i>
Article XI	RIFs	Same as Article X
Article XII	Filling Positions	Same as Article X

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Article XIII	Transfers	Same as Article X
Article XIV	Bumping	Same as Article X
Article XV	RIF Recall	Same as Article X
18.6	Reference to Appendix A	As proposed by BSD. <i>Note: This is just updating a reference</i>
19.7	Tuition reimbursement	As proposed by BSD.
19.10	Golden Handshake	BSD withdraws proposal
21.3	Association Rights	As proposed by BSD <i>Note: Believe this is just clean up language</i>
21.4	Association office	Board withdraws proposal
22.7	403(b) study committee	As proposed by BSD <i>Note: BSD already makes a 403(b) available to teachers</i>
23.2	Sick leave	Require leaves to be taken in half day increments.
24.2	Miscellaneous	As proposed by BSD <i>Note: This is cleanup - language will need to be updated</i>
Appendix J	Senior Teacher Status	As proposed by BSD – strikes section. <i>Note: Believe this was agreed to already, but no TA exists to our knowledge.</i>