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Information Clarifications

We have been receiving many requests from students, teachers, the media, and community members to check the facts on information they have been hearing. The Superintendent's Office would like to share this document as a way to present the facts using District data and policy.

Misinformation: Over 100 teachers left the District over the last 3 years because they cannot tolerate working for BSD.

Facts:

- Since July 2014 there have been 63 teacher retirements and 44 teacher resignations, which is the opposite of what the BEA has stated. The data for the last three years is consistent (see chart)
- Our Human Resources department looked into every full-time teacher position movement over the past 3 years. Resignations were highest in FY '15, the year the previous superintendent left the district and the year before the current Administration came to work for BSD.
- In BSD, like any organization, we receive staff resignations for a variety of reasons. For example, in BSD, resignation reasons over the last 3 years included: 1) moving out of state, 2) illness, 3) expiration on leave of absence, 4) promotions to administrative roles, among many other reasons. (Teacher contracts are not just for teachers - they include BTC teachers, guidance counselors, coaches, music, librarians, nurses, psychologists, speech language Pathologists)

In FY 17, resignations in BSD were 3.4% of all teachers. Most recent data available shows New England average of resignations was 5%. It is notable that our retirement turnover rate, 3.7%, is also lower than the New England rate. New England has some of the lowest turnover rates in the country.

District Human Resources data indicates for teachers:

	Number	As % of all teachers
FY17 Retirement	16	3.7%
FY17 Resignation	15	3.5%
FY16 Retirement	26	6.0%
FY16 Resignation	10	2.3%
FY15 Retirement	21	4.9%
FY15 Resignation	19	4.4%
TOTAL RETIREMENTS (3 years)	63	14.7%
TOTAL RESIGNATIONS (3 years)	44	10.2%

Misinformation: The District struggles to attract quality teachers.

Fact: The District continues to attract large number of highly qualified applicants for teacher positions. From February 2016 to present, the District has received **742 applications** for teaching positions. The District received over 3,000 applications for all open positions during that time period.

In May 2017, Burlington was named a top national city for K-12 teachers, ranking first in New England and eighth overall by the consumer research website GoodCall in its [third annual rankings report](#). The report outlines the U.S. cities that offer the best backdrop for teachers to work and live.

Misinformation: A 3-year teachers' contract the School Board offered is not possible due to a restriction in Act 85 that mandates all teacher contracts are renegotiated in 2-years.

Fact: The 3-year contract is possible because Act 85 allows for reopening of health care only. The School Board offered a 3-year contract with re-opening for healthcare **and** salary for the third year (FY '20) as requested by the BEA.

From Act 85: "The health care benefit and coverage provisions of a collective bargaining agreement between a supervisory union or school district and school employees shall expire between July 1, 2019 and September 1, 2019," H.6(D)(c).

Act 85 also created a State Commission to determine whether and how to establish a single statewide health benefit plan for all teachers, administrators, and other employees of supervisory unions and school districts. That report is due to the Legislature this November. By FY20 it's possible a statewide health benefit plan for teachers could be in effect.

Misinformation: The BEA developed an elementary school level operations memorandum last year and the District should be implementing these changes.

Fact: The BEA did develop a memorandum on elementary operations. This memorandum was in 2013 and was to end in 2016. The memorandum was not signed by either the BEA or the Board, nor was an implementation plan and review developed. The current and specific issue in contention brought by the union is that teachers should not have to perform "duties" (morning and afternoon door duty, lunch and recess) during the day. The Board has offered to eliminate morning and afternoon door duty for supervision of students. The Board has offered to seek mutually agreeable ways to address elementary time pressures that did not involve elimination of lunch and recess duty.

Misinformation: Teachers shouldn't be required to perform elementary school duties because they can be most effectively performed by a staff member just assigned to those duties.

Fact: Multiple studies show that bullying tends to happen most often in and around schools, specifically in those areas where there is little or no teacher supervision (e.g., playground, hallways, cafeteria, recess and before and after class) and can be most prevalent during elementary school years. District elementary school principals agree. Teachers, who are closest

to their students, are best equipped to spot and stop bullying and supervise during these periods. This is because they are aware of the dynamics and student relationships that might lead to problems outside the classroom.

Misinformation: Eliminating the achievement gap at the elementary school level is being neglected by requiring lunch and recess duty because these are time periods when teachers could be working to make progress on this issue. The District shouldn't be directing teachers on strategies to close the achievement gap. We are already providing good intervention supports to our students and need relief.

Fact: Teachers know our students best and are the experts, but our data indicates over many years there has not been an improvement for these students. We need to continue to work hard to address this issue, and collaboration between administration and teachers is a strategy agreed upon at the high school level. It can translate to the elementary school level as well.

(See chart Agency of Education data)

