

Burlington School Board  
Summary Update of Teacher  
Contract Negotiations

August 31, 2017

Board Overarching Goal:  
**Quality of student education/progress on  
closing the achievement gap**

Within that context, Board goals guiding negotiations have been:

- **Operational flexibility** to allocate teacher time to high-priority areas
- **Financial sustainability**
- **Fair compensation** for teachers
- **High-quality health care** for teachers and their families.
- **Complete negotiations before school starts.**

### Timeline of Board/BEA teacher contract negotiations for FY 18

Event	Dates	Notes
Board request to BEA to commence bargaining	10/15/16	
Board request to BEA to commence bargaining	11/16/16	
Board/BEA meeting	11/28/16	Ground rule discussion
Board/BEA meeting	12/06/16	Ground rule discussion
Board/BEA meeting	01/05/17	Ground rule discussion
Board/BEA meeting	01/31/17	Parties exchange proposals
Board/BEA meeting	02/02/17	
Board/BEA meeting	02/07/17	
Board/BEA meeting	02/09/17	
Board/BEA meeting	02/14/17	
Board/BEA meeting	02/16/17	
Board/BEA meeting	02/23/17	
Board/BEA meeting	03/09/17	
Board/BEA meeting	03/16/17	
Impasse declared	03/17/17	
Mediation with Michael Ryan	04/11/17	
Mediation with Michael Ryan	05/31/17	
Board request to BEA to schedule mediation during "cooling off" period (July 17 - 27)	07/07/17	BEA indicates it can only meet on Aug. 31. Date reserved
Second Board request to BEA to meet during "cooling" off period	07/17/17	BEA offers to meet on July 25
Factfinding report delivered	07/17/17	
Board/BEA negotiation session	07/25/17	
Board requests additional meeting dates for bargaining	07/25/17	BEA indicates limited availability; identifies August 8 & August 2. BSD accepts both days.
BSD and BEA negotiators only meeting (but BEA's negotiating team unavailable at last minute).	08/08/17	BEA had no additional dates available to meet between the 8th and the 24th.
Board/BEA negotiations session	08/24/17	
Board/BEA mediation schedule	08/31/17	
<b>Total bargaining sessions: 17</b>		

# Tentative Agreements (TAs) & Board Concessions

- **TAs** reached on 25 items.
- Salary offer **↑** from 1.5% from budgeted amount & 1.75% new money at Fact Finding to 2.4% new money **in FY18**.
- **Health insurance premiums for teachers reduced** from 23% to 20%.
- **Dropped proposal to reduce golden handshake** (accumulated sick leave) payments to retiring teachers.

# Concessions, cont'd

- **Elementary level**

- Acceptance of relief from teacher supervision of students during arrival and dismissal at elementary level in principle.
- Increased duty-free lunch period from 20 min. to 25 min guaranteed.
- Prep time guaranteed at 45 continuous min.
- Eliminate staff meetings during conf/report card weeks.

# Constraints and Context

The Board's financial decisions are constrained by several factors:

- Sustainability factors

- Property taxes increased over 80% from FY06 to FY15.
- Avg. VT wage growth 29% during that time.
- Budget cuts in last 3 years.
- Loss of PILOT funds and federal funding.

- Health care “clawback” to the state totaling \$494,314

- \$321,304 in FY18
- \$173,010 in FY19

- “Status quo” rules and implications

- Salary
- New health care plans

# BEA Salary, Health Care, and Operational Proposals

- Salary increase:
  - Year 1: 2.96%
  - Year 2: 3.2%
- Teacher health insurance premium cost contribution:
  - 18% in Year 1
  - 18% in Year 2
- Proposed elementary teacher relief from arrival, dismissal, lunch, and recess duty (deferred until Year 2).
- Maintain current level of secondary teacher discretion over unassigned teacher time.

# Board Proposals: Operational Flexibility

- **Increase assignable time** at HS from 47% to 54% of workday to take effect Jan. 30, 2018. Establish **Academic Achievement Gap Advisory Committee** to collaborate with principal on how to use 7% of additional time .
- **Rationale:** Goal of Board is to close the achievement gap. This requires ability to target and redirect teacher time for:
  - Remedial interventions
  - Independent studies
  - Additional courses (mutually agreed upon)
  - Supervision of study halls.



# Board Proposal – Operations and Stylized HS Teacher Workday

**Example of Current BHS Teacher – Week 1**

Monday	Tuesday	Wednesday	Thursday	Friday
Non-Instructional 7:45-8:05	Non-Instructional 7:45-8:05	PLC & Non-Instructional 7:45-8:50	Non-Instructional 7:45-8:05	Non-Instructional 7:45-8:05
Teaching 8:05-9:30	Free Block 8:05-9:30		Teaching 8:05-9:30	Free Block 8:05-9:30
9:30-9:35	9:30-9:35	Teaching 8:50-10:14	9:30-9:35	9:30-9:35
Teaching 9:35-11:00	Planning 9:35-11:00	10:14-10:19	Teaching 9:35-11:00	Planning 9:35-11:00
11:00-11:05	11:00-11:05	Teaching 10:19-11:43	11:00-11:05	11:00-11:05
Planning 11:05-12:30	Teaching 11:05-12:30	11:43-11:47	Planning 11:05-12:30	Teaching 11:05-12:30
Lunch 12:30-12:55	Lunch 12:30-12:55	Lunch 11:47-12:12	Lunch 12:30-12:55	Lunch 12:30-12:55
12:55-1:00	12:55-1:00	Planning 12:12-1:36	12:55-1:00	12:55-1:00
Advisory 1:00-1:35	Advisory 1:00-1:35		Advisory 1:00-1:35	Advisory 1:00-1:35
1:35-1:40	1:35-1:40	1:36-1:41	1:35-1:40	1:35-1:40
Teaching 1:40-3:05	Teaching 1:40-3:05	Teaching 1:41-3:05	Teaching 1:40-3:05	Teaching 1:40-3:05
Non-Instruction & Call Back 3:05-3:30	Non-Instruction & Call Back 3:05-3:30	Non-Instruction & Call Back 3:05-3:30	Non-Instruction & Call Back 3:05-3:30	Non-Instruction & Call Back 3:05-3:30

**Example of Proposed BHS Teacher – Week 1**

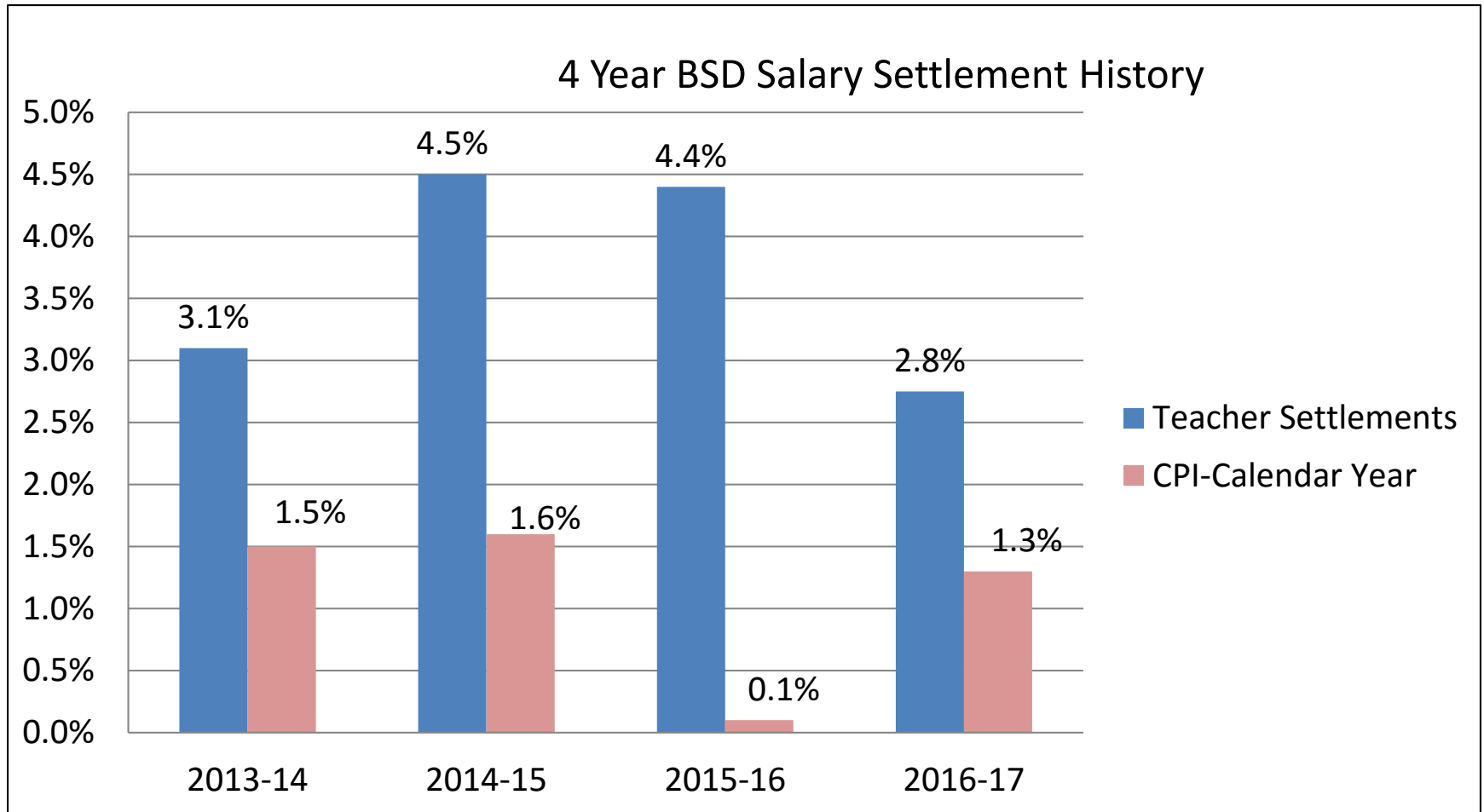
Monday	Tuesday	Wednesday	Thursday	Friday
Non-Instructional 7:45-8:05	Non-Instructional 7:45-8:05	PLC & Non-Instructional 7:45-8:50	Non-Instructional 7:45-8:05	Non-Instructional 7:45-8:05
Teaching 8:05-9:30	Instructional/ Student Support Assignment 8:05-9:30		Teaching 8:05-9:30	Instructional/ Student Support Assignment 8:05-9:30
9:30-9:35	9:30-9:35	Teaching 8:50-10:14	9:30-9:35	9:30-9:35
Teaching 9:35-11:00	Planning 9:35-11:00	10:14-10:19	Teaching 9:35-11:00	Planning 9:35-11:00
11:00-11:05	11:00-11:05	Teaching 10:19-11:43	11:00-11:05	11:00-11:05
Planning 11:05-12:30	Teaching 11:05-12:30	11:43-11:47	Planning 11:05-12:30	Teaching 11:05-12:30
Lunch 12:30-12:55	Lunch 12:30-12:55	Lunch 11:47-12:12	Lunch 12:30-12:55	Lunch 12:30-12:55
12:55-1:00	12:55-1:00	Planning 12:12-1:36	12:55-1:00	12:55-1:00
Advisory 1:00-1:35	Advisory 1:00-1:35		Advisory 1:00-1:35	Advisory 1:00-1:35
1:35-1:40	1:35-1:40	1:36-1:41	1:35-1:40	1:35-1:40
Teaching 1:40-3:05	Teaching 1:40-3:05	Teaching 1:41-3:05	Teaching 1:40-3:05	Teaching 1:40-3:05
Non-Instruction & Call Back 3:05-3:30	Non-Instruction & Call Back 3:05-3:30	Non-Instruction & Call Back 3:05-3:30	Non-Instruction & Call Back 3:05-3:30	Non-Instruction & Call Back 3:05-3:30

# Board Proposal - Salary

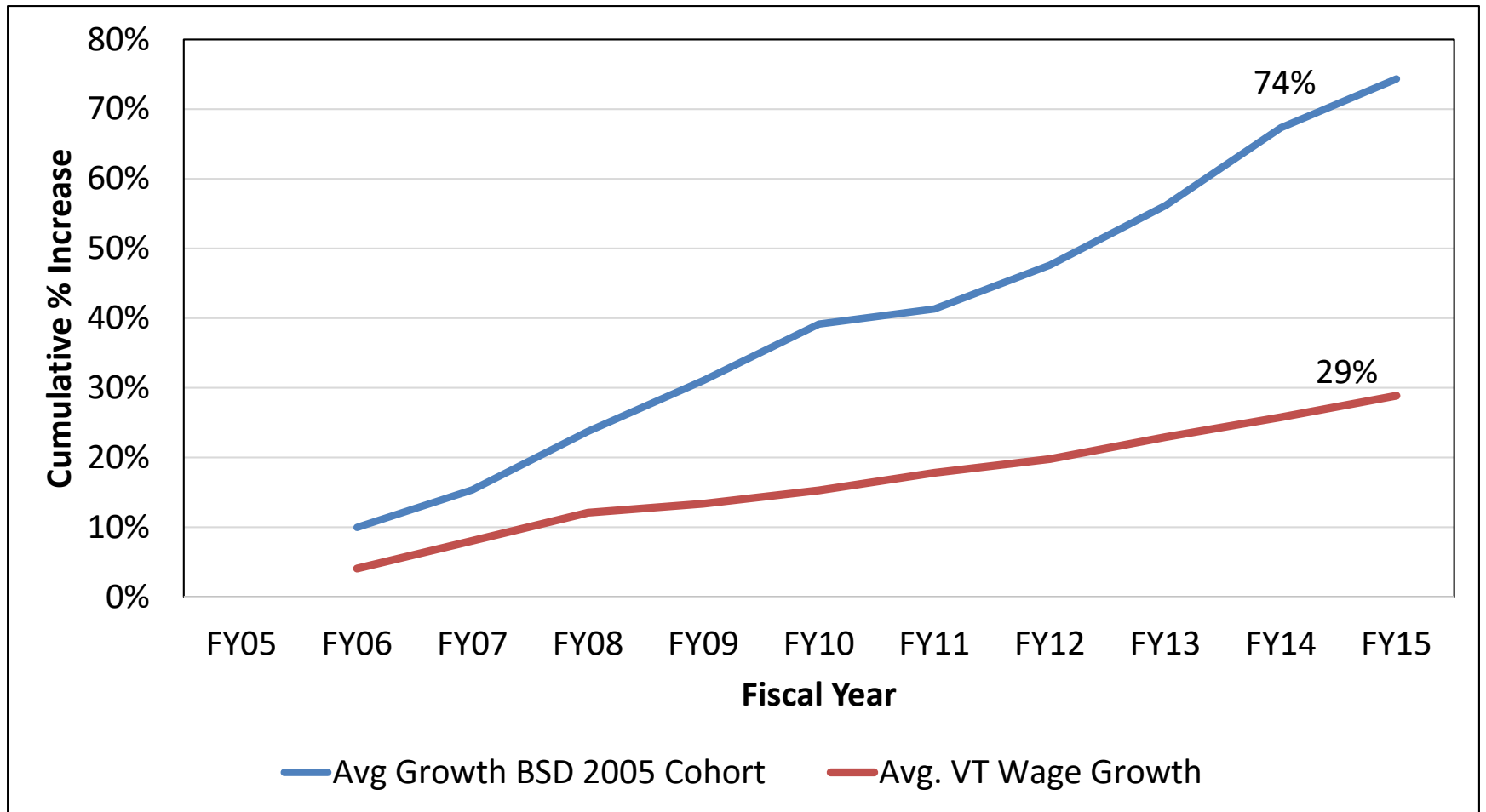
- **Year 1: 2.4% new money**
  - Average raise: **\$1,702**
- **Year 2: 2.5% new money**
  - Average raise: **\$1,816**
- 2016 inflation: 1.3%

**Two-year total: 4.9% or **\$3,518****  
average raise per FTE\*

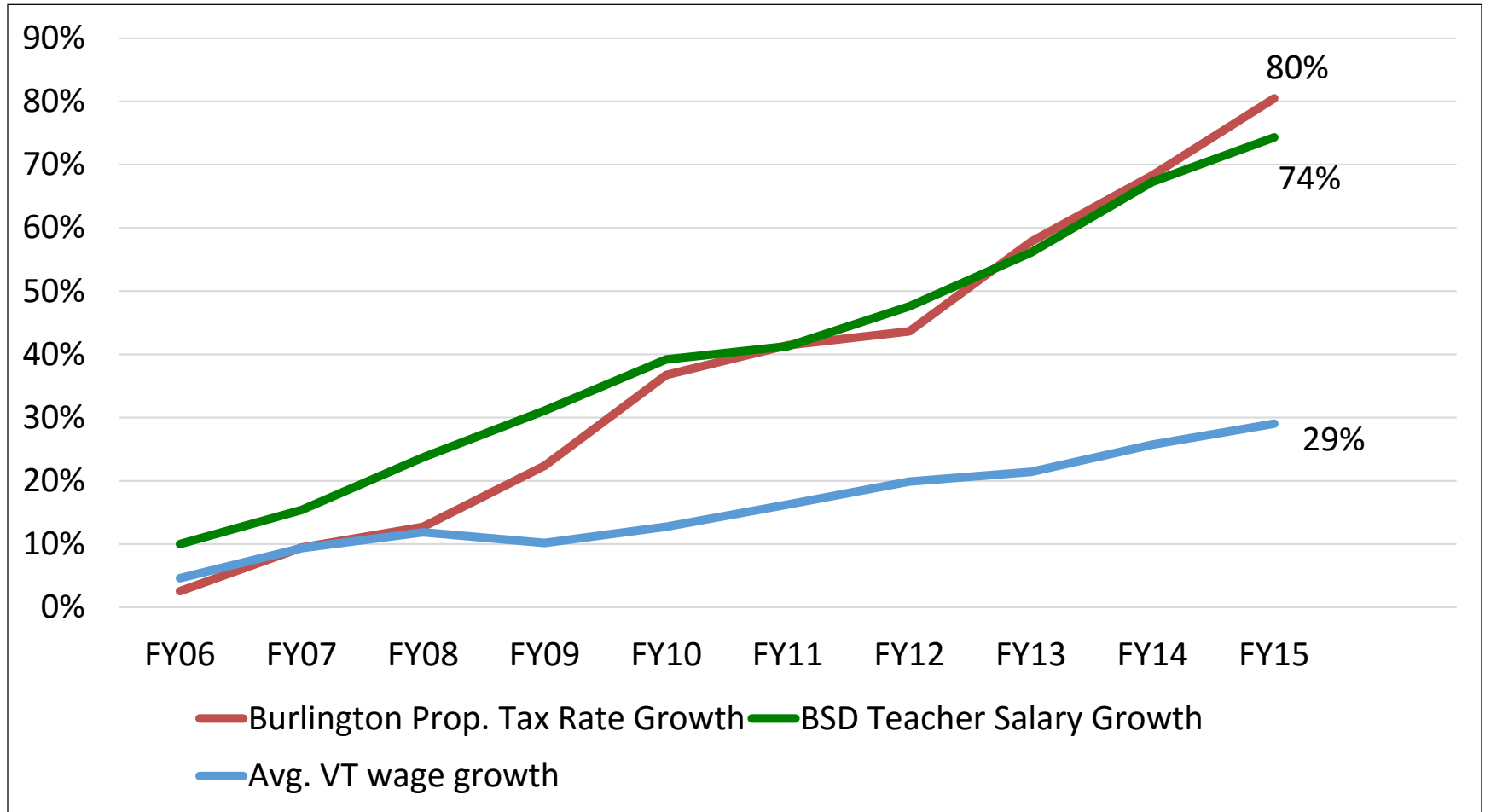
# Recent BSD Salary Settlements vs. Inflation



# BSD CUMULATIVE **AVG.** SALARY GROWTH vs. VT AVERAGE WAGE GROWTH: 2005-2016



# Cumulative Growth of Property Taxes BSD Salary, and Avg. VT Wages



# **BSD ranking in starting salary out of 9 Chittenden County districts.**

<b>Degree</b>	<b>BSD ranking out of 9</b>
<b>Bachelor's</b>	<b>3</b>
<b>Bachelor's + 15 grad credits</b>	<b>4</b>
<b>Bachelor's + 36 grad credits</b>	<b>2</b>
<b>Master's</b>	<b>4</b>
<b>Master's + 15 grad credits</b>	<b>3</b>
<b>Master's + 30 grad credits</b>	<b>3</b>

# BSD Proposal: State Benchmark

## A Comparison of Old and New Health Benefits

- ✓ Provider Networks: **Same providers as VHP** with an expanded BC/BS network
- ✓ Covered Services:
  - Medical/Pharmaceutical: **Same as VHP** (except sexual dysfunction and infertility drugs. Approved by VT-NEA)
- ✓ Access to Care:
  - Referral & pre-authorization rules: **Same as VHP**
- ✓ Financial Impact on Teachers:
  - Lower premium costs: **30% lower avg. cost**
  - No increase in average out-of-pocket (OOP) risk: District will contribute to an HRA to limit EE Max OOP risk.
  - Proposal follows the Benchmark plan (CDHP Gold), premium sharing dollars and OOP track

# Board Proposal – Health Care

	Current Premium	New Premium	Current Avg. OOP	New Max OOP	Teacher Savings
Single	\$1,535	\$1,256	\$400	\$400	\$279
Parent +1 Child	\$3,017	\$1,942	\$800	\$800	\$1,075
Parent + Children	\$4,045	\$1,942	\$1,200+	\$800	\$2,503+
2 Adult	\$3,017	\$2,359	\$800	\$800	\$659
Family	\$4,045	\$3,479	\$1,600	\$1,200	\$966



# Teachers and Taxpayers Save

