

**BURLINGTON SCHOOL DISTRICT
TEACHERS CONTRACT NEGOTIATIONS STATUS SUMMARY
MEDIATION POSITIONS AS OF 8/17/16**

ISSUE	BSD POSITION	BSD RATIONALE	BEA POSITION
1. Salary			
a. "Middle of the Middle" compensation level	Eliminate contract language requiring the BSD to compensate teachers at a level corresponding to the middle of the middle tier in the compensation range for Chittenden County school districts	<ul style="list-style-type: none"> - This provision violates the fundamental principle of local control in school governance - It delegates responsibility for determining what is affordable and sustainable relative to specific needs of BSD students to other school districts with different circumstances - It perpetuates the inequitable distribution of salary \$ generated by the current salary grid 	Maintain current "middle of the middle" contract language
b. Annual salary increase	2% average teacher salary increase with no additional step increases. Willing to consider larger increase subject to BEA willingness to respond to other cost containment proposals. Eliminate salary step grid and replace with comparable flat dollar salary increases for all teachers. Form alternative compensation model study committee.	<ul style="list-style-type: none"> - Teacher salary growth rate is outpacing salary growth rate for general workforce in VT - Teacher salaries have achieved parity with salaries for comparable VT professionals - Teacher salary growth should be proportional to growth in taxpayer ability to pay for it - Flat \$ salary increases offer more equitable distribution of salary \$ than current model 	4.6% average increase including step advancement. No further salary movement unless Board takes tuition reimbursement and compensation for unused sick leave proposals off the table. Maintain existing salary grid model and agree to study committee.
c. Salary advancement based on grad. credits	Eliminate graduate credit accumulation as a basis for automatic salary increases. Form alternative compensation model study committee.	- There is no research-validated benefit to students associated with permanently increasing teacher salaries based on accumulation of graduate credits	Maintain current model and agree to study committee.
d. Starting salaries	Eliminate requirement to determine starting teacher salaries based solely upon accumulated graduate credits and previous years of experience	- Superintendent should have discretion to determine starting teacher salaries based upon a variety of qualifications relative to relevant District needs	Maintain current requirement
e. Salary for work beyond regular work year	Same flat rate per diem for all teachers working on days outside the regular school year	<ul style="list-style-type: none"> - Equal pay for equal work - Allowing for varying rates based on varying individual salaries presents both budgeting and teacher participant selection challenges 	Agreement with flat rate

2. Benefits			
a. Graduate course tuition reimbursement	Eliminate requirement to reimburse teachers for cost of 1 graduate course per year selected by the teacher	<ul style="list-style-type: none"> - No proven benefit to students - Professional development activities for teachers should be targeted based on specific needs of the district 	Maintain current requirement
b. Health Insurance	Increase contribution by teachers from 15% to 19% of premium cost	<ul style="list-style-type: none"> - Health insurance is costlier for VT employers than employers nationally - Average employee contribution rate (especially for family coverage), both nationally and in VT, is higher than BSD teacher contribution rate - Contribution rate for state employees and Colchester teachers is 20% 	Maintain current 15% contribution rate
c. Compensation for unused sick leave	Eliminate requirement to compensate teachers with 15 years of service for a portion of accumulated unused sick leave upon departure from district employment	<ul style="list-style-type: none"> - Professionals should be expected to make appropriate use of sick leave without extra compensation - Only a small number of teachers in any given year benefit from diversion of \$ that could be used to compensate all teachers 	Maintain current requirement
d. Paid Sick Leave	Reduce paid sick leave credit required by contract	<ul style="list-style-type: none"> - Current allowance of 20 paid sick days per year, cumulative to 190 paid days, is overly generous 	Maintain current requirement
e. Paid Personal Leave	Reduce allowable paid days from 4 to 3 and add restrictions on usage requests	<ul style="list-style-type: none"> - Current requirement is overly generous and does not provide sufficient assurance of appropriate personal day usage 	Consider reduction to 3 paid days with no additional restrictions
Other			
a. Teacher Work Day	Agreement to consider outcome of teacher/administrator study committee work	<ul style="list-style-type: none"> - Lack of alignment between current contract language and actual work day issues 	Proposed increased restrictions/clarifications governing teacher work day at BHS and at elementary levels
b. 403(b) Plan	Potential agreement with BEA proposal	<ul style="list-style-type: none"> - Currently available to some employees, but not teachers 	Proposed 403(b) Plan study committee
c. Volleyball Category	Agreement with BEA proposal	<ul style="list-style-type: none"> - Technical correction 	Proposed move to Category II status