

**BURLINGTON SCHOOL DISTRICT
TEACHERS CONTRACT NEGOTIATIONS
FINAL OFFER SUMMARY 9/14/15**

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 	Accept Fact Finder recommendation to suspend "middle of the middle" contract language from 9/1/16 through 8/31/17
b. Annual salary increase	3.2% average increase in salaries on salary grid, representing average \$1915 per teacher (2.75% overall salary \$ increase impact on budget with no step increases.) Form alternative compensation model study committee.	<ul style="list-style-type: none"> - Upper limit of available teacher compensation \$ in District budget - 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 - Distribution of teacher salary \$ should be more equitable 	Accept Fact Finder recommendation of 3.25% average teacher salary increase. Maintain status quo with current salary grid compensation model.
c. Salary advancement based on grad. credits	Maintain status quo. Form alternative compensation model study committee.	- Traditional compensation model is obsolete and needs to be redesigned	Maintain status quo.
d. Starting salaries	Salary grid column placement for new hires based on documented graduate credits. Step placement on salary grid determined by Superintendent.	- Superintendent should be able to pay more for a uniquely talented teacher or a difficult-to-fill vacancy, and should be able to pay less when there are many qualified applicants seeking to work at BSD	Maintain status quo
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 early in bargaining process

2. Benefits			
a. Graduate course tuition reimbursement	\$80,000 annual District budget for tuition reimbursement. Repayment provisions for teachers leaving within 3 years of receiving reimbursement.	- Open-ended annual budget creates unsustainable budgetary liability - Ensures that Burlington students will benefit from this investment	Maintain status quo
b. Health Insurance	Increase contribution by teachers from 15% to 16% of premium cost effective 1/1/17	- Health insurance premiums increased 7.9% and are 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 status quo
c. Compensation for unused sick leave	Status quo for current employees. New teachers ineligible for payment for accumulated unused sick leave upon separation from employment.	- 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 status quo
d. Paid Sick Leave	Status quo	- Original position was that current allowance of 20 paid sick days per year, cumulative to 190 paid days allows for too much time away from students	Maintain status quo
e. Paid Personal Leave	Personal day requests after Memorial Day or for any District-Wide Inservice Day subject to Superintendent approval in advance	- Addresses pattern of excessive personal day usage	Maintain status quo
Other			
a. Teacher Work Day	Superintendent and BEA continue work to address work day issues	- Lack of alignment between current contract language and actual work day issues	Maintain status quo
b. 403(b) Plan	Potential agreement with BEA proposal	- Currently available to some employees, but not teachers	Proposed 403(b) Plan study committee
c. Volleyball Category	Agreement with BEA proposal	- Technical correction	Proposed move to Category II status