

### ***BSD – BEA CONTRACT NEGOTIATIONS TIMELINE***

6/29/15	Burlington School District (BSD) approaches the teacher union (BEA) to consider early and informal talks about a successor agreement. BEA agrees. Scope of bargaining limited to salary (and economic factors related to salary) and operational provisions study committee. Health insurance off the table during informal talks. Agreement to switch to formal bargaining if no agreement by 9/1 or 10/1 at latest.
Jul-Aug/15	After three meetings, the parties agree to switch to formal bargaining.
9/3/15	Proposed draft ground rules sent to BEA
10/28/15	Ground Rules agreed upon at meeting with BEA 1/1/2016 – Agreement on selecting a mediator and fact finder 2/1/2016 - Impasse declaration if no agreement March, 2016 - Mediation session 5/15/2016 (at latest) – Fact Finding hearing
11/11/15	Informal session preliminary to exchange of proposals
12/8/15	Contract informational presentation at school board meeting
12/9/15	Bargaining session agenda calls for exchange of proposals BSD proposals presented to BEA No proposals presented by BEA to BSD
12/16/15	BEA proposals presented to BSD
2/8/16	Following two additional bargaining sessions, the BEA confirms impasse declared effective Feb 1, consistent with agreed upon Ground Rules.
3/23/16	Mediation session takes place within timeframe specified in Ground Rules
4/11/16	BSD asks for May Fact Finding date in accordance with Ground Rules. BEA requests 6/30/16 date.
5/2/16	After multiple attempts to schedule an earlier date, BSD agrees to the BEA's 6/30/16 date
6/30/16	Fact Finding hearing

#### August 2016:

- On or about August 15, 2016 the parties expect to receive the Factfinders' advisory report.
- Upon receipt, the parties are obligated to keep the Fact Finding report confidential for ten (10) days during which time the school board and union will schedule a negotiations session.
- If there is no settlement within the 10-day confidential period, the Factfinder's report will be made public.
- August 31, 2016; the current master contract between the school district and the union expires at midnight.
- According to Vermont Statutes, if no contract settlement has been reached within twenty (20) days after the Factfinder's report is made public, the school board is authorized to declare an end to negotiations and impose its final offer as policy to govern terms and conditions of employment until August 31, 2017
- Likewise, if no contract settlement has been reached within twenty (20) days after the Factfinder's report is made public, the teachers union may legally go out on strike.
- Until such time as a new contract is in place, all provisions of the existing contract will remain in effect and negotiations can be ongoing.