

RESOLUTION RELATING TO: RATIFICATION OF COLLECTIVE BARGAINING AGREEMENT WITH BURLINGTON EDUCATION ASSOCIATION, INC;

RESOLVED BY THE BURLINGTON BOARD OF SCHOOL COMMISSIONERS THIS 24TH DAY OF OCTOBER, 2016, AS FOLLOWS:

WHEREAS, this Board has been in negotiations with the Teachers' Unit of the Burlington Education Association, Inc. (BEA) for the past 15 months concerning the extension of the Teachers Collective Bargaining Agreement (CBA) from September 1, 2016 through August 31, 2017; and

WHEREAS, such negotiations have involved direct bargaining, mediation, factfinding, post factfinding mediation, and the Board's exercise of Finality of Decision under 16 VSA 2008; and

WHEREAS, at a final mediation session conducted on October 19, 2016, the Board and the BEA reached a Memorandum of Tentative Agreement (TA) concerning the terms of a one year extension of the CBA from September 1, 2016 to August 31, 2017; and

WHEREAS, the TA was ratified by the BEA membership earlier today;

NOW, THEREFORE, IT IS RESOLVED BY THE BURLINGTON BOARD OF SCHOOL COMMISSIONERS AS FOLLOWS:

1. Because it believes that the Agreement the parties reached is both affordable and sustainable for the District, the TA that was executed by the Board's Negotiating Committee on October 19, 2016 and recommended to the Board for its ratification is hereby ratified and approved, and the Board's Chair, Negotiating Committee Chair, Superintendent of Schools and Negotiating Committee are hereby authorized to execute a one year Agreement with the BEA on behalf of the Board consistent with the terms of the TA, which is attached hereto and incorporated herein.
2. The Resolution Entitled Exercise of Finality of Decision by School Board which the Board passed on September 15, 2016 is hereby reconsidered and rescinded in light of the one year Agreement having been reached.
3. That among other salient features, the Agreement reached is entirely consistent with the salary portion of the Board's Finality Resolution, eliminates a contractual commitment to the "middle of the middle" while making available regionally competitive rates of compensation, involves an increase in the employee contribution to the District's premium for its health insurance program from 15% to 17%, and allows the Superintendent additional flexibility with regard to the initial placement of District teachers on the salary schedule. Additionally, while the Board responded positively to the BEA request to maintain the status quo with regard to payout for unused sick leave upon separation, and increased the availability of tuition reimbursement dollars from the \$80,000 limit expressed in the Finality Resolution to \$170,000, it did so without necessity for additional dollars being added to the approved budget for 2016-2017, and without impacting any other District program except a reallocation of revenues already appropriated for professional development.