

BEA/BTPEA Negotiations  
Associations proposals and counter to previous Board Proposals  
2/6/2017

# - Association's language is unchanged from 1/11/2017

**#8.1 July 1, 2017 through December 31, 2017** : In Barre Town, Barre City, ~~Barre-Technical Center~~ **Central Vermont Career Center** and Spaulding High School, the Boards agree to hold the same medical insurance plan as that for the teachers for those para-educators desiring such coverage. Said medical insurance shall be for a twelve (12) month period ( September 1 through August 31) Effective July 1, 2001, the employer will pay single coverage with the employee's option to pay the difference for two-person or family coverage as follows:

VEHI Dual Option single coverage: Board pays 90% of premium, paraeducator pays 10%. Board contribution will be prorated for paraeducators who are regularly scheduled to work at least seventeen and a half ( 17.5) but less than thirty ( 30) hours a week.

The Board agrees to administer payroll deductions for the balance of the monthly premium costs borne by the employee, provided written notification authorizing deductions is submitted by the employee to the Superintendent's office on or before August 20.

**Effective January 1, 2018 the District will contribute a percentage of the cost of the health insurance premium for each full time paraeducator participating in one (1) of the four (4) group health insurance plans offered by the District through VEHI. The District's contribution to the cost of a full time paraeducator's health insurance premium will be a percentage of the annual cost of the respective plan as follows:**

	Platinum	Gold	Gold CDHP	Silver CDHP
Percentage	70%	75%	90%	95%

An eligible paraeducator may select single, two-person, parent and child(ren) or family coverage under any of the available plans offered by VEHI. A paraeducator electing coverage under any of the VEHI plans may apply the District's premium contribution to the cost of the Plan selected in an amount up to but not to exceed the cost of the premium for the level of coverage selected.

Paraeducator contributions to the cost of health insurance premiums will be made by payroll deduction on a pre-tax basis through a Section 125 Plan administered by the employer.

In addition to the premium contributions referenced above, the District will establish and maintain Health Reimbursement Accounts (HRA) for paraeducators who elect coverage. The District will fund the HRA maintained for any full time paraeducator participating in health plans to the following levels, as a percentage of the Total Out of Pocket Maximum costs for the respective plan, for each plan year (January 1 through December 31) as follows:

	Platinum	Gold	Gold CDHP	Silver CDHP
Percentage	90%	80%	100%	65%

Funds in the HRA will be available and may be used solely to pay for qualified medical and prescription expenses that track toward the annual deductible of the Plan selected. Unspent funds will not roll over or accumulate from year to year, but will revert back to the District. Paraeducators will be responsible for payment of qualified medical and prescription expenses that track toward the annual deductible only after funds in the HRA are exhausted. Paraeducators are responsible for the payment of any coinsurance charges incurred up to the out of pocket maximums for the Plan selected.

The district's contribution toward premium costs will be prorated for part time paraeducators who are eligible to join the group health insurance plan. The District's contribution toward HRA funding will be prorated for paraeducators who either become employed or who become eligible for insurance after January 31 of any Plan Year.

The District will be responsible for the administrative costs of operating the HRA plan. Any substantive or procedural issue related to the operation or administration of the HRA Plan not specified herein is left to the discretion of the District.

Health and/or insurance coverage shall become effective and terminate as allowed by the carrier and as prescribed by law.

A. The insurance year shall cover the period of September 1 through August 31 for paraeducators on staff on June 30 of the preceding school year.

B. Paraeducators issued a contract during the period of July 1 through August 31 shall be enrolled as of the following September 1, subject to timely receipt of application by the insurance carrier. **If the paraeducator is enrolled in a health plan which is eligible for an HRA contribution the amount of that contribution will be prorated for the four months remaining in the first calendar year of employment.**

C. Paraeducators issued a contract subsequent to August 31 shall be enrolled as of the date of employment or as of the date the enrollment application is accepted by the insurance carrier, whichever is later. **If the paraeducator is enrolled in a health plan which is eligible for an HRA contribution the amount of that contribution will be prorated for the four months remaining in the first calendar year of employment.**

#8.5 The Boards will provide VEHI Delta Dental Insurance coverage for all paraeducators at ~~50%~~**100%** Board contribution, plans A, B, and C. Two-Person or Family coverage may be purchased by the Para-Educator for the difference between the Boards' percent (~~50%~~**100%**) contribution and the cost of the two-person or family plan.

#9.4 The association rejects. Counter proposal : In addition to sick leave, a paraeducator may be granted up to ~~two (2)~~ **three (3)** days paid **personal** leave for business, legal, family or emergency matters which cannot reasonably be accomplished outside of school hours.

#10.1 Paraeducators shall be paid in accordance with the hourly wage increase schedule as follows:

- **Effective July 1, 2017, each paraeducator who was employed during the 2016-2017 school year will have his/her rate increased by \$0.75 ( seventy-five cents).**
- **Effective July 1, 2018, each paraeducator who was employed during the 2017-2018 school year will have his/her rate increased by \$0.60 ( sixty cents)**
- **Effective July 1 , 2019, each paraeducator who was employed during the 2018-2019 school year will have his/her wage increased by \$.55 ( fifty-five cents)**

#10.2 Hiring guide[Appendix A - Paraeducator Hiring Guide]

#### **Paraeducator Salary Schedule for NEW HIRES ONLY**

	2014-2015	2015-2016	2016-2017
Step-1	\$10.90	\$11.00	\$11.10
Step-2	\$11.25	\$11.35	\$11.45
Step-3	\$11.60	\$11.70	\$11.80
Step-4	\$11.95	\$12.05	\$12.15
Step-5	\$12.30	\$12.40	\$12.50

	2017 2018	2018 2019	2019 2020
Step 1	\$12.67	\$13.27	\$13.82
Step 2	\$13.02	\$13.62	\$14.17
Step 3	\$13.37	\$13.97	\$14.52
Step 4	\$13.72	\$14.32	\$14.87
Step 5	\$14.07	\$14.67	\$15.22

Minimum wage goes up by inflation. In Vermont as of 2019 minimum wage is tied to inflation. Should the base salary be less than \$2.17 above minimum the minimum salary will be the minimum wage plus \$2.17 per hour. Any ParaEducator making less than the step one, after the negotiated raise is applied, shall be increased to the base salary for the corresponding year.

#10.5 **The** School Board agrees to establish a tuition fund of ~~\$10,000~~ **\$30,000** for its paraeducators. Tuition reimbursement will be allotted on a first come, first served basis for courses **and their associated fees** or workshops approved in advance by the Superintendent or his/her designees. If there are sufficient funds available, a ~~Barre Education Association~~ paraeducator may apply and be reimbursed for more than one course or workshop per year.

However, second course reimbursement will be held until April 1 and disbursed in order by date or request until funds are gone. Paraeducators applying for second course reimbursement will be informed how much money is left in the fund when their application is conditionally approved. Reimbursement will be made in the first pay period following the submission of a satisfactorily completed transcript or grade report and the appropriate forms to the Superintendent. **The funds that are left ( of the \$30,000 per year) shall be rolled over for use the following year towards inservice activities that benefit para-educators from each respective school.**

**10.7 The Associations reject the boards proposal from 12/5/2016.**

#10.10 Members of the bargaining unit who voluntarily agree to act as a substitute for a teacher or behavior interventionist in the district shall be paid an additional ~~\$2.00~~ **\$4.00** per hour.

#13.1 The provisions of the Agreement will be effective as of July 1, **2017** ~~2014~~ and will continue and remain in full effect until June 30, **2020** ~~2017~~.—Said agreement will automatically be renewed and will continue in full force and effect for additional periods of one (1) year unless the Boards or the Associations give written notice to the other not later than November 1, prior to the expiration date or any anniversary thereof of its desire to reopen this agreement and to negotiate over terms of a successor Agreement.



District	Starting Salary (2016-2017)
Barre	\$11.10
Montpelier	\$13.69 (associates) \$13.95 (BA)
Twinfield/Cabot	\$12.44
Washington Central	\$12.42
Washington West	\$12.50
Washington South	\$15.31-\$17.13 (depending on role)
Orange North	\$14.30

Barre SU Para-Educator Negotiations  
Board Proposals and Counters to previous Association Proposals  
02-6-2017

“\*” = Board’s Language is unchanged from 12-5-2016/1-11-2017

8.1\*

- A. July 1, 2017 through December 31, 2017:** In Barre Town, Barre City, Barre Technical Center, and Spaulding High School the Boards agree to hold the same medical insurance plan as that for the teachers for those Para-Educators desiring such coverage. Said medical insurance shall be for a twelve (12) month period (September 1 through August 31). Effective July 1, 2001, the employer will pay single coverage with the employee’s option to pay the difference for two-person or family coverage as follows:

VEHI Dual Option Single Coverage: Board pays 90% of premium, Para-Educator pays 10%. Board contribution will be pro-rated for Para-Educators who are regularly scheduled to work at least seventeen and a half (17.5) but less than thirty (30) hours a week.

The Board agrees to administer payroll deductions for the balance of the monthly premium costs borne by the employee, provided written notification authorizing deductions is submitted by the employee to the Superintendent’s office on or before August 20.

- B. Effective January 1, 2018 Para-Educators may elect coverage under one of the four (4) health insurance plans offered by VEHI. The District will contribute an amount of money toward the cost of the health insurance premium for single coverage for each full-time Para-Educator (i.e., one who is regularly scheduled to work at least thirty [30] hours a week during the school year). The District’s contribution to the cost of a full time Para-Educator’s single health insurance premium will not exceed \$5,700. A Para-Educator electing coverage under the VEHI Gold CDHP Plan or a more expensive group health Plan offered by VEHI will pay the difference in premium cost between the cost of the Plan selected by the Para-Educator and the amount contributed by the District. A Para-Educator selecting coverage under a less expensive Plan offered by VEHI may apply the District’s premium contribution to the cost of the Plan selected in an amount up to but not to exceed the full cost of the annual premium for single person coverage under the Plan selected.**

**A Para-Educator will have the option to purchase coverage for his/her dependents at his/her own expense. Para-Educator contributions to the cost of health insurance premiums will be made by payroll deduction on a pre-tax basis through a Section 125 Plan administered by the employer.**

**In addition to the premium contributions referenced above, the Board will establish and maintain Health Reimbursement Accounts (HRA) for Para-Educators who select coverage under either the VEHI Gold CDHP Plan or the Silver CDHP Plan. The Board will pre-fund the HRA maintained for any full time employee participating in either the Gold or**

**Silver CDHP Plan to the following levels each Plan year (January 1 through December 31): single plan = \$1,000; two person, parent and children and family plans = \$2,000. Funds in the HRA will be available and may be used solely to pay for qualified medical and prescription drug expenses that track towards the annual deductible of the Plan selected. Para-Educators will be issued debit cards with which to pay eligible medical and prescription drug charges subject to the deductible amounts funded by the Board. Unspent funds will not rollover or accumulate from year to year, but will revert to the District, subject to a ninety (90) day run out period. Para-Educators will be responsible for payment of qualified medical and prescription drug expenses that track towards the annual deductible only after funds in the HRA (i.e., \$1,000 or \$2,000, as applicable) are exhausted. Para-Educators are responsible for the payment of any co-payments or coinsurance charges incurred up to the out of pocket maximums for the Plan selected.**

**The Board will be responsible for the administrative costs of operating the HRA plan. Any substantive or procedural issue related to the operation or administration of the HRA Plan not specified herein is left to the discretion of the Board.**

**The Board's annual contribution toward premium costs and HRA funding (if applicable) will be pro-rated for part time Para-Educators who are eligible to join the group health insurance plan and for Para-Educators who become employed or eligible for insurance after January 1 of any Plan Year.**

- C. If a Para-Educator's spouse is also employed by the BSU or by a school district in the BSU in a position which is eligible for health insurance benefits one of the employees shall be the Plan participant and the other is eligible for benefits as a dependent.**
- D. Employee premium contributions will be made by payroll deduction on a pre-tax basis through a Section 125 Plan administered by the employer.**

#### **8.5 The Board Rejects the Association's Proposal**

- 9.4 In addition to sick leave, a Para-Educator may be granted up to two (2) days paid personal leave for business, legal, family or emergency matters which cannot reasonably be accomplished outside of school hours. Included within these categories could be court appearances, legal conferences, business transactions, attendance at funerals not covered by bereavement leave, weddings and graduations. This leave is not intended to be used to accompany a spouse or partner on a business, pleasure or shopping trip or to extend a vacation or weekend. A Para-Educator shall submit the personal leave request to their supervisor at least forty-eight (48) hours in advance, except in case of emergency. In the event a Para-Educator does not use all of their personal leave in one school year, the remaining days will be awarded to the Para-Educator as sick days and be added to the sick days the Para-Educator has accumulated thus far. Any days that are not used in a school year shall be rolled over into the following year at the rate of one sick day per day for the individual Para-Educator or one day donated to the sick pool. The Para-Educator will make that decision and notify in writing to the**

~~Superintendent of their decision by July 1.~~ In emergency cases, more than two (2) days may be granted by the Board. Except for extenuating circumstances, all requests for use of personal leave require prior notification and approval of a supervisor.

- 9.6 Each Para-Educator shall be granted by the Boards up to five (5) days paid leave per instance for a death in a Para-Educator's immediate family ~~and two (2) days for other family members, to a maximum of ten (10) days per year.~~ Immediate family is defined as follows: spouse or party to a civil union, child, son-in-law, daughter-in-law, parents, father-in-law, mother-in-law, brother, sister, grandparents, grandchildren, brother-in-law, sister-in-law or member of the immediate household. ~~"Other" family member is defined as follows: uncles, aunts, nephews, nieces, cousins.~~ Written notice shall be given to the immediate Supervisor or his/her designee, twenty-four (24) hours in advance, except in an emergency. **The superintendent may grant additional bereavement leave at his/her discretion.**
- 10.1 Para-Educators shall be paid in accordance with the hourly wage increase schedule as follows:
- **Effective July 1, 2017, each Para-Educator who was employed during the 2016-17 school year will have his/her rate increased by \$0.35 (thirty-five cents).**
- 10.2\* All newly employed Para-Educators shall be ~~placed on the appropriate hourly wage schedule step~~ in accordance with their credit and experience levels per Appendix A and shall receive the ~~corresponding~~ hourly wage defined in the Hiring Guide of that appendix ~~commensurate to that step.~~ The Hiring Guide to be used for new hire placement only.
- 10.5\* ~~The Barre Town Board shall reimburse a Barre Town Para-Educator for up to three credits earned. This reimbursement will be based on an actual cost basis up to the equivalent of the UVM rate on a first come first serve basis up to a maximum total yearly expense of six thousand dollars (\$6,000) for all credits for Barre Town Para-Educators covered by this contract.~~

~~Credit reimbursement shall be subject to the following:~~

- ~~1. Credits earned at an accredited college or university approved in advance by the Superintendent.~~
- ~~2. Credits earned for courses, workshops, in-service programs, or other educational activities that are approved in advance by the Superintendent.~~
  - ~~a. Reimbursement will be made in the first pay period following the submission of a satisfactorily completed transcript or grade report and the appropriate forms to the Superintendent.~~
  - ~~b. All credits to be applied to this Article must have reimbursement application forms and advanced approval by the Superintendent.~~

~~Each~~ The School Board (BSU ~~BCEMS and SHS/BTC~~) agrees to establish a tuition fund of ~~\$10,000~~ **\$30,000** for its Para-Educators. Tuition reimbursement will be allotted on a first come, first served basis for courses or workshops approved in advance by the Superintendent or his/her designees. If there are sufficient funds available, a Barre Education Association/~~Barre Town~~ Para-Educator may apply and be reimbursed for more than one course or workshop per year. However, second course reimbursement will be held until April 1 and disbursed in order by date of request until funds are gone. Para-Educators applying for second course reimbursement will be

informed how much money is left in the fund when their application is conditionally approved. Reimbursement will be made in the first pay period following the submission of a satisfactorily completed transcript or grade report and the appropriate forms to the Superintendent.

The Association will be notified of course approvals from the tuition funds and the fund balance when requested.

The Boards agree to allow courses towards a formal degree to be paid from the tuition reimbursement pool if said degree is in Education.

10.7\* Para-Educators shall be paid bi-weekly during their period of employment based on the actual hours worked in each pay period. ~~If requested by the Para-Educator, however, payment may be pro-rated over a twelve-month period and paid in twenty-six (26) substantially equal amounts.~~ The Board shall offer an employee savings plan to allow Para-Educators to put money aside from bi-weekly paychecks and draw from this savings plan over the summer if they wish to access their pay in substantially equal amounts over a twelve month period.

**10.10 The Board rejects the Association's proposal from 1-11-2017**

13.1\* The provisions of this Agreement will be effective as of July 1, ~~2017~~ **2014** and will continue and remain in full force and effect until June 30, ~~2018~~ **2017**. Said Agreement will automatically be renewed and will continue in full force and effect for additional periods of one (1) year unless the Boards or the Associations give written notice to the other not later than November 1, prior to the expiration date or any anniversary thereof of its desire to reopen this Agreement and to negotiate over terms of a successor Agreement.

**14.1 The Board rejects the Association's proposal from 12-05-2016**

APPENDIX A  
PARA-EDUCATOR HIRING GUIDE

**Hiring Guide**

The purpose of this hiring guide is to ensure that incoming Para-Educators are placed appropriately on the salary schedule.

Newly hired Para-Educators will be placed on the salary schedule in accordance with the following guidelines:

- 1) One (1) step on the salary schedule for each year of college (30 credits) up to a maximum of four (4) steps for a Bachelor's degree or equivalent.
- 2) One (1) step on the salary schedule for each year of relevant experience as determined by the Superintendent.
- 3) No newly hired Para-Educator will be placed higher than step FIVE (5) on the schedule based on their education and experience. No newly hired Para-Educator shall be placed on a step higher than an employed Para-Educator with the same credits and experience.

The Boards and the Associations will collect data on the education levels, years of experience and previous educational step advancement of the existing work force.

**Para-Educator Salary Schedule for NEW HIRES ONLY**

	<u>2017-2018</u>	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>
<u>Step 1</u>	<u>\$11.35</u>	<u>\$10.90</u>	<u>\$11.00</u>	<u>\$11.10</u>
<u>Step 2</u>	<u>\$11.70</u>	<u>\$11.25</u>	<u>\$11.35</u>	<u>\$11.45</u>
<u>Step 3</u>	<u>\$12.05</u>	<u>\$11.60</u>	<u>\$11.70</u>	<u>\$11.80</u>
<u>Step 4</u>	<u>\$12.40</u>	<u>\$11.95</u>	<u>\$12.05</u>	<u>\$12.15</u>
<u>Step 5</u>	<u>\$12.75</u>	<u>\$12.30</u>	<u>\$12.40</u>	<u>\$12.50</u>