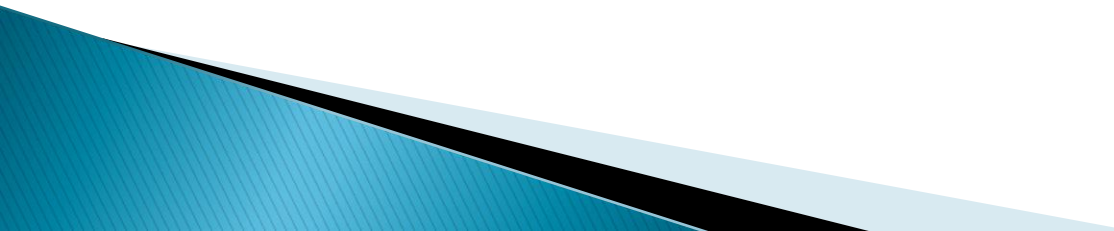


# Barre School Boards Update of Teacher Contract Negotiations

January, 2018

# Barre School Boards' Negotiation Goals:

- ▶ A settled agreement before the 2017–2018 school year
  - ▶ High quality education for our students
  - ▶ Fiscal responsibility for our taxpayers
  - ▶ For our teachers:
    - Fair and reasonable wage compensation
    - High–quality affordable health care
- 

# Barre Teacher Negotiations Timeline

Event	Date
Board Request to Association to begin bargaining	7/7/16
2 <sup>nd</sup> request to Association to begin bargaining	8/11/16
Board/Association meeting – Ground Rules	9/26/16
Side meeting with Lead Negotiator & VTNEA – Ground Rules stipulations rejected	10/3/16
Board/Association meeting – Initial proposals exchanged	10/17/16
Board/Association meeting	10/25/16
Board/Association meeting	11/7/16
Board/Association meeting	11/30/16
Board/Association meeting	12/14/16
Board/Association meeting	1/17/17
Board/Association meeting – Impasse declared by Board	2/7/17
Mediation with Ira Lobel	4/27/17
Factfinding hearing with John Cochran	10/25/17
Factfinding report issued	11/26/17
Board/Association mandatory post-factfinding meeting	11/30/17
Board requests additional meeting dates	12/17
Total Bargaining Sessions: 11	

# Goal: A settled agreement before the 2017–2018 school year

- ▶ The Board proposed Ground Rules in September 2016 stipulating:
  - Agreement on potential mediator/fact finders by November 1, 2016
  - Declaration of impasse by January 1, 2017(\*) if agreement was not reached through October/November/December
  - A mediated fact finding hearing by February 15, 2017(\*) in the event of impasse
  - \* These dates were open for discussion
- ▶ The Teachers rejected those stipulations
- ▶ It subsequently took over 9 months to get through factfinding

# Goal: High quality education for our students

- ▶ Board Proposal: All teachers in the Barre schools work a 7.5 hour day
  - Currently PreK–8 teachers only have a 7 hour workday
  - Teachers at Spaulding High School and the Career Center have been working a 7.5 hour day for years
  - No other teachers in our region have a workday as short as 7 hours

# Goal: High quality education for our students

- ▶ Board Proposal: All teachers in the Barre schools work a 7.5 hour day
  - Our students and our PreK–8 schools would benefit greatly from a 7.5 hour work day
  - It is not unreasonable to ask for a 7.5 hour workday, which includes a duty-free lunch as part of that 7.5 hours
  - Our community members who pay for teacher wages do not believe a 7 hour work day is reasonable

# Goal: High quality education for our students

- ▶ Board Proposal: All teachers in the Barre schools work a 7.5 hour day

School District/Supervisory Union	Workday (hrs)
Montpelier	7.5
WCSU (Berlin, Calais, East Montpelier, Middlesex, Worcester)	7.5
WSSU (Northfield, Roxbury)	7.5
WNESU (Cabot, Marshfield, Plainfield)	7.5
HUUSD (Duxbury, Fayston, Moretown, Waitsfield, Warren, Waterbury)	7.75
ONSU (Orange, Washington, Williamstown)	Student Day + 15 min before/after

# Goals: Fiscal responsibility for our taxpayers – Fair and reasonable compensation for our teachers

- ▶ Board Proposal at Factfinding: 2.0% “New Money” wage increase
  - We have an unsustainable salary grid; the Board made that statement throughout the negotiation process, but the teacher negotiation team refused to listen



Goals: Fiscal responsibility for our taxpayers – Fair and reasonable compensation for our teachers

Board Proposal at Factfinding: 2.0% “New Money” wage increase

Typical Employee Increases  
Over Recent Years – Starting in Bachelors Step 1

Contract Year	Salary	% Increase	CPI-Calendar Year
2013-14; B Step 1	\$ 35,222		
2014-15; B Step 2	\$ 37,251	5.76%	1.60%
2015-16; B Step 3	\$ 39,546	6.16%	0.10%
2016-17; B Step 4	\$ 42,163	6.62%	1.30%
Note: 1.5% attributed to adding 3 days	Total:	18.5%	3.0%
	Average:	6.2%	1.0%

Goals: Fiscal responsibility for our taxpayers – Fair and reasonable compensation for our teachers

Board Proposal at Factfinding: 2.0% “New Money” wage increase

Typical Employee Increases  
Over Recent Years – Starting in Masters Step 3

Contract Year	Salary	% Increase	CPI-Calendar Year
2013-14; M Step 3	\$ 43,499		
2014-15; M Step 4	\$ 45,648	4.94%	1.60%
2015-16; M Step 5	\$ 48,111	5.40%	0.10%
2016-17; M Step 6	\$ 50,951	5.90%	1.30%
Note: 1.5% attributed to adding 3 days	Total:	16.2%	3.0%
	Average:	5.4%	1.0%

Goals: Fiscal responsibility for our taxpayers – Fair and reasonable compensation for our teachers

Board Proposal at Factfinding: 2.0% “New Money” wage increase

Typical Employee Increases  
Over Recent Years – Starting in Masters + 15 Step 10

Contract Year	Salary	% Increase	CPI-Calendar Year
2013-14; M15 Step 10	\$ 55,739		
2014-15; M15 Step 11	\$ 58,065	4.17%	1.60%
2015-16; M15 Step 12	\$ 60,776	4.67%	0.10%
2016-17; M15 Step 13	\$ 64,320	5.83%	1.30%
Note: 1.5% attributed to adding 3 days	Total:	14.7%	3.0%
	Average:	4.9%	1.0%

Goals: Fiscal responsibility for our taxpayers – Fair and reasonable compensation for our teachers

Board Proposal at Factfinding: 2.0% “New Money” wage increase

### Recent Barre Teacher Settlements vs. Inflation

<u>Barre SU</u>	<u>Four Year Teacher Salary Settlement History (Total New Money)</u>		
Contract Year	Includes Add'l Days	Excludes Add'l Days	CPI-Calendar Year
2013-14	2.75%	2.75%	1.50%
2014-15	3.00%	3.00%	1.60%
2015-16	3.96%	3.42%	0.10%
2016-17	4.38%	3.32%	1.30%
Totals:	14.1%	12.5%	4.5%
Average:	3.5%	3.1%	1.1%

Goals: Fiscal responsibility for our taxpayers – Fair and reasonable compensation for our teachers

Board Proposal at Factfinding: 2.0% “New Money” wage increase

### Recent Barre Teacher Settlements vs. State Employees

<u>Barre SU Teachers</u>		<u>Year</u>	<u>Vermont State Employees</u>
Contract Year	“New Money” - Excludes Add'l Days	Contract Year	<u>Vermont State Employees</u>
2013-14	2.75%	2013-14	2.00%
2014-15	3.00%	2014-15	2.50%
2015-16	3.42%	2015-16	2.50%
2016-17	3.32%	2016-17	2.00%
		2017-18	2.25%
Average:	3.1%	Average:	2.25%

Goals: Fiscal responsibility for our taxpayers – Fair and reasonable compensation for our teachers

Board Proposal at Factfinding: 2.0% “New Money” wage increase

## **Vermont Teachers are NOT Underpaid!**


- ▶ Vermont ranked 19<sup>th</sup> of 51 (states and D.C.) in general per capita income in 2015
- ▶ Vermont Teachers ranked 15<sup>th</sup> of 51 in salary in 2015 (and 14<sup>th</sup> in 2017)
- ▶ Vermont Teachers ranked 4<sup>th</sup> of 51 in salary change 2016–2017

Source: NEA Rankings & Estimates (2017)

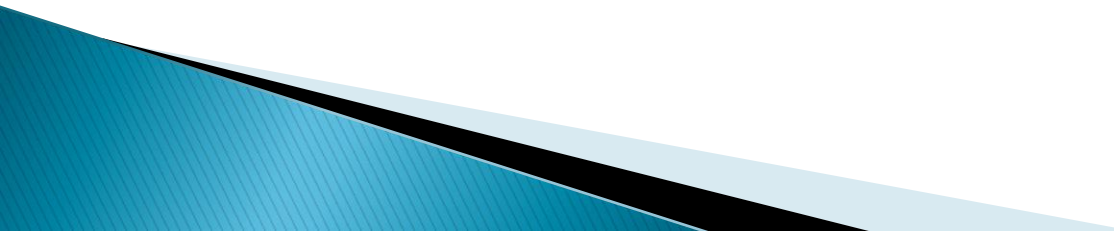


Goals: Fiscal responsibility for our taxpayers – Fair and reasonable compensation for our teachers

Board Proposal at Factfinding: 2.0% “New Money” wage increase

- The teacher proposal for 4.5% “New Money” would result in teachers getting increases as high as 7.25%
  - The 2.9% “New Money” settlement the Fact Finder recommended would result in teachers getting increases as high as 5.6%
  - Our 2.0% “New Money” proposal at Fact Finding would even result in teachers getting increases as high as 4.7%, but the teacher negotiation team rejected that proposal
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Goals: Fiscal responsibility for our taxpayers – High quality affordable health care for our teachers

- ▶ Teachers have virtually the same high quality health care starting January 1, 2018, with minimal changes in coverage
  - ▶ The ONLY items to negotiate are Premium and Out of Pocket (OOP) cost sharing
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Goals: Fiscal responsibility for our taxpayers – High quality affordable health care for our teachers

## Board Proposal at Factfinding: Vermont Legislative Targets from Act 85:

- ▶ Employee pays 20% of Premium
- ▶ Employee Out of Pocket Maximum Costs:
  - \$400 if on a Single Plan\*
  - \$800 if on a Two-Person or Parent-Child(ren) Plan\*
  - \$1200 if on a Family Plan\*

\* Based on data for OOP spending under previous plan

Goals: Fiscal responsibility for our taxpayers – High quality affordable health care for our teachers

## **Board Proposal at Factfinding: Vermont Legislative Targets from Act 85**

<u>Tier</u>	<u>Current Premium</u>	<u>New Premium</u>	<u>Current Avg OOP</u>	<u>New Max OOP</u>	<u>Teacher Savings</u>
Single	\$1,806	\$1,256	\$400	\$400	\$550
Two-Person	\$3,550	\$2,359	\$800	\$800	\$1,191
Parent + 1 Child	\$3,550	\$1,942	\$800	\$800	\$1,608
Parent + 2 Children	\$4,758	\$1,942	\$1,200+	\$800	\$3,216+
Family	\$4,758	\$3,479	\$1,200+	\$1,200	\$1,279+

The total savings for all teachers on health care is equivalent to more than 1.5%  
“New Money” on wages