

## **A Statement from the BSU Board Negotiation Committee to the Teachers and the Community**

The Board is very interested in reaching a reasonable negotiated settlement with the teachers. The Board Negotiations Committee has offered dates to come back to the table for an additional meeting, but has not heard a response from the teachers. In addition, the Board Negotiations Committee would like to clarify possible misconceptions created by the statement previously issued by the Teachers Association:

- When we met to negotiate on November 30, both sides offered proposals and both sides said “NO”. We offered reasonable proposals and the teacher negotiation team said “NO”.
- The teacher negotiation team has said “NO” to our reasonable request that PreK – 8 teachers work a 7.5 hour day.
  - Teachers at Spaulding High School and the Career Center have been working a 7.5 hour day for years
  - No other teachers in schools nearby have a contracted day as short as 7 hours
  - Our students and our K-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
- The teacher negotiation team said “NO” to our reasonable wage proposals:
  - We have an unsustainable salary grid, and we made that statement throughout the negotiation process, but the teacher negotiation team refused to listen
    - Teachers starting at different points on the salary grid have seen increases of over 18% for the past three years
  - In contrast, Vermont State Employees have settled for across the board wage increases totaling 6.75% over the past three years
  - The teacher proposal for 4.5% “New Money” would result in teachers getting increases as high as 7.25% in one year
  - The 2.9% “New Money” settlement the Fact Finder recommended would result in teachers getting increases as high as 5.6% in one year
  - Our 2% “New Money” proposal at Fact Finding would even result in teachers getting increases as high as 4.7% in one year, but the teacher negotiation team said “NO” to that proposal, and also said “NO” to increased offers made on November 30
- The teacher negotiation team said “NO” to our reasonable health insurance proposal:
  - Our reasonable proposal at Fact Finding would save teachers on a single plan \$550 per year from what they have been paying towards health insurance premiums, those on a two person plan would save \$1191 per year and those on a family plan would save \$1279 per year in premium costs.
  - The Board’s health insurance proposal aligns with the legislative targets of Act 85. The teacher negotiation team rejected that proposal.

We respectfully request that the teacher negotiation team come back to the table prepared to reach a reasonable settlement!