



### **Introductions**

# Technical difficulties: 802-223-3580 / 800-244-8722



Nicole Mace Executive Director



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## **Webinar Logistics**

#### Questions

- Questions and comments are always welcome
- Use the question box

#### Evaluation

• End of the webinar

#### Email follow-up

- Summary information
- PowerPoint slides
- Other resources

#### Archived

- VSBA YouTube Channel
- VSBA website



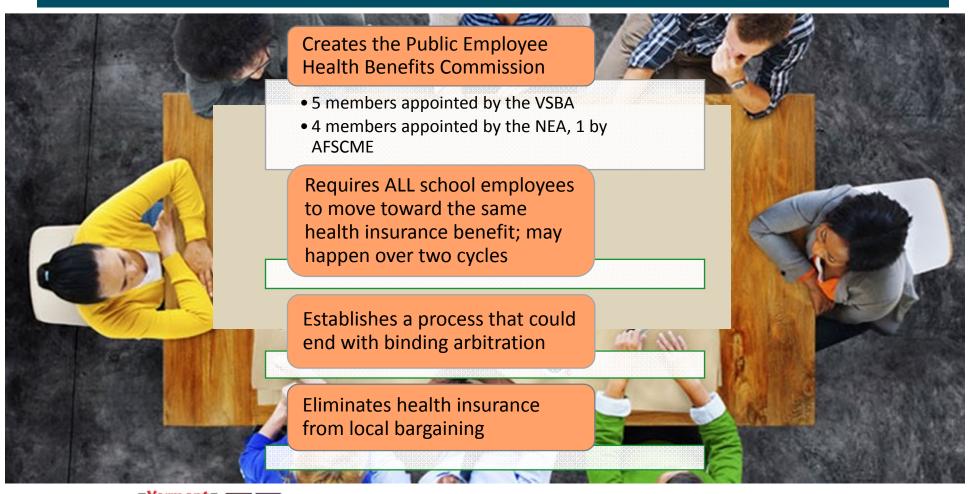




- Statewide Bargaining Process & Update
- Local BargainingDynamics
- Salary Schedules &
   Other Contract Changes
- Q & A



### Statewide Bargaining for Health Insurance – Act 11



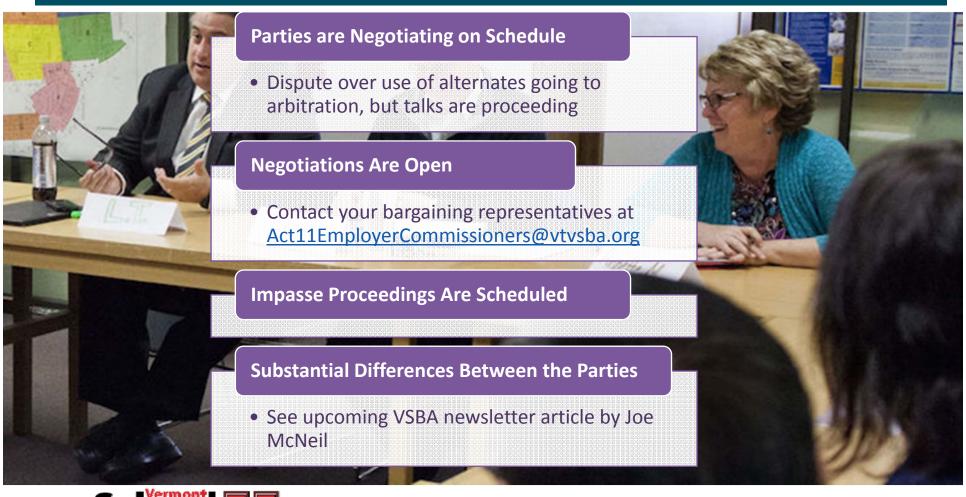


## **Statewide Bargaining Timeline**





### **Current Status of Statewide Negotiations**





## **Impact on Local Bargaining Dynamics**



- Labor-management teams should meet to understand the health care agreement and its impacts on employees and employers
- Developing a shared understanding of the benefits will be important for employee education and bargaining purposes

#### **Understand the Fiscal Impacts**

- What does the new health benefit mean in terms of the cost to our district?
- Are we better off? Worse off?

#### **Understand the Bargaining Impacts**

- Will the union be coming to our table seeking to be made "whole"?
- Do we need to "find money" in order to pay for increased health costs? Salaries?













## **Understanding Index Salary Schedules**

YEAR ONE											
ВА			BA + 15			MA/BA + 30			MA+15/BA +60		
Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary
1	1.00	35,000	1	1.05	36,750	1	1.10	38,500	1	1.20	42,000
2	1.05	36,750	2	1.10	38,500	2	1.15	40,250	2	1.25	43,750
3	1.10	38,500	3	1.15	40,250	3	1.20	42,000	3	1.30	45,500
4	1.15	40,250	4	1.20	42,000	4	1.25	43,750	4	1.35	47,250
5	1.20	42,000	5	1.25	43,750	5	1.30	45,500	5	1.40	49,000
6	1.25	43,750	6	1.30	45,500	6	1.35	47,250	6	1.45	50,750
7	1.30	45,500	7	1.35	47,250	7	1.40	49,000	7	1.50	52,500
8	1.35	47,250	8	1.40	49,000	8	1.45	50,750	8	1.55	54,250
9	1.40	49,000	9	1.45	50,750	9	1.50	52,500	9	1.60	56,000
10	1.45	50,750	10	1.50	52,500	10	1.55	54,250	10	1.65	57,750
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## **Understanding Index Salary Schedules**

YEAR TWO											
ВА			BA + 15			MA/BA + 30			MA+15/BA +60		
Step	Index	Salary	Step	Index	Salary	Step	Index	Salary	Step	Index	Salary
1	1.00	35,350	1	1.05	37,118	1	1.10	38,885	1	1.20	42,420
2	1.05	37,118	2	1.10	38,885	2	1.15	40,653	2	1.25	44,188
3	1.10	38,885	3	1.15	40,653	3	1.20	42,420	3	1.30	45,955
4	1.15	40,653	4	1.20	42,420	4	1.25	44,188	4	1.35	47,723
5	1.20	42,420	5	1.25	44,188	5	1.30	45,955	5	1.40	49,490
6	1.25	44,188	6	1.30	45,955	6	1.35	47,723	6	1.45	51,258
7	1.30	45,955	7	1.35	47,723	7	1.40	49,490	7	1.50	53,025
8	1.35	47,723	8	1.40	49,490	8	1.45	51,258	8	1.55	54,793
9	1.40	49,490	9	1.45	51,258	9	1.50	53,025	9	1.60	56,560
10	1.45	51,258	10	1.50	53,025	10	1.55	54,793	10	1.65	58,328
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## **Moving Away From the Index**

1-Jul

I-Jun

Increase salaries for newer teachers in order to better recruit and retain new talent

1-Aug

1-Sep

1-Oct

1-Nov

349.5

14.693.

33.010

24.740

18.444

50:

1.72

Increase transparency for taxpayers and employees – so all understand the total annual increases in compensation for individuals

Offer other methods to reward teacher tenure and effectiveness

Provide boards with more resources to pay for increased health care costs

Provide boards with more resources to recruit for hard-to-fill positions (special educators, STEM, etc)



## The Evolving Teaching Profession

Greater flexibility in teacher availability to students

Greater flexibility in methods, scheduling, and location of learning

Greater focus on student proficiency and using technology to support student learning

Differentiated pathways into and within the profession



## **Bargaining Innovation Case Study**

The school board has decided to expand the school day to better meet the needs of students. They think more hours of instruction will help improve literacy and numeracy skills for struggling students.

Working with their superintendent, they came up with an innovative proposal to stagger teacher start times so that they can accomplish this goal without having to pay additional money to teachers. The length of the teachers' workday will be the same, but the start and end times will vary, depending on programmatic needs.

The board thinks most teachers will be excited about this arrangement and looks forward to bringing the proposal forward during their upcoming negotiations session.



### **Bargaining Innovation Case Study**







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# Please complete the online evaluation!

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