



Emerging Issues in Negotiations

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Introductions

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



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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

Agenda!

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

Statewide Bargaining for Health Insurance – Act 11



Creates the Public Employee Health Benefits Commission

- 5 members appointed by the VSBA
- 4 members appointed by the NEA, 1 by AFSCME

Requires ALL school employees to move toward the same health insurance benefit; may happen over two cycles

Establishes a process that could end with binding arbitration

Eliminates health insurance from local bargaining

Statewide Bargaining Timeline

Parties begin bargaining by April 1

- Agree to factfinder/mediator and arbitrator by April 5

Agreement by August 1 or Move to Factfinding

- Parties must meet with factfinder by August 15
- Factfinders report due by September 15

Agreement within 30 Days or Arbitration

- Last best offer arbitration – must pick one party's proposal and cannot blend the two
- Hearing by mid-November; decision due mid-December

If Agreement Before Arbitration, Ratification

- VSBA process for ratification requires each SU/SD to appoint a voting delegate; delegates will vote on any final agreement

Current Status of Statewide Negotiations

A photograph of a meeting in progress. On the left, a man in a dark suit and striped tie sits at a wooden table, gesturing with his hands while speaking. On the right, a woman with short blonde hair and glasses, wearing a teal cardigan, listens attentively. A third person with dark hair is partially visible in the foreground on the right. The table has a water bottle and a nameplate. In the background, a map of Vermont is pinned to a wall.

Parties are Negotiating on Schedule

- Dispute over use of alternates going to arbitration, but talks are proceeding

Negotiations Are Open

- Contact your bargaining representatives at Act11EmployerCommissioners@vtvsba.org

Impasse Proceedings Are Scheduled

Substantial Differences Between the Parties

- See upcoming VSBA newsletter article by Joe McNeil

Impact on Local Bargaining Dynamics

A background image showing a group of people in a meeting. On the left, a man with a beard sits at a table. On the right, a man sits in a chair, looking towards the left. A woman is partially visible in the foreground on the left, and another person is in the foreground on the right. A whiteboard is visible in the background on the right.

Learn Together

- 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?



Other Emerging Issues at the Bargaining Table



Understanding Index Salary Schedules

YEAR ONE

BA			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

Understanding Index Salary Schedules

YEAR TWO

BA			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

Moving Away From the Index

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

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

- 
- Do you think the board will be successful in getting this proposal into the new collective bargaining agreement with teachers?
 - What could the board and/or superintendent do differently?



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**Thank you for participating in
tonight's webinar.**

**Please complete the online
evaluation!**

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