



BURLINGTON SCHOOL DISTRICT

TEACHERS CONTRACT PROVISIONS
2013 - 2016



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OPERATIONAL PROVISIONS (Articles IV – XX)

- Teacher protections relative to evaluation, personnel file material, performance-related non-renewal of contract or withholding of step movement on salary schedule
- Limits on class size, assigned teaching time, assigned duties
- Guaranteed daily duty-free lunch and daily preparation period
- Defined length of work day (7.75 hours)
- Limits on requiring teachers to remain after the regular workday
- Prescribed process for posting and filling vacancies
- Reductions in Force, recall, & bumping of teachers impacted by RIF governed by seniority
- Teacher assignment and transfer restrictions by seniority and building

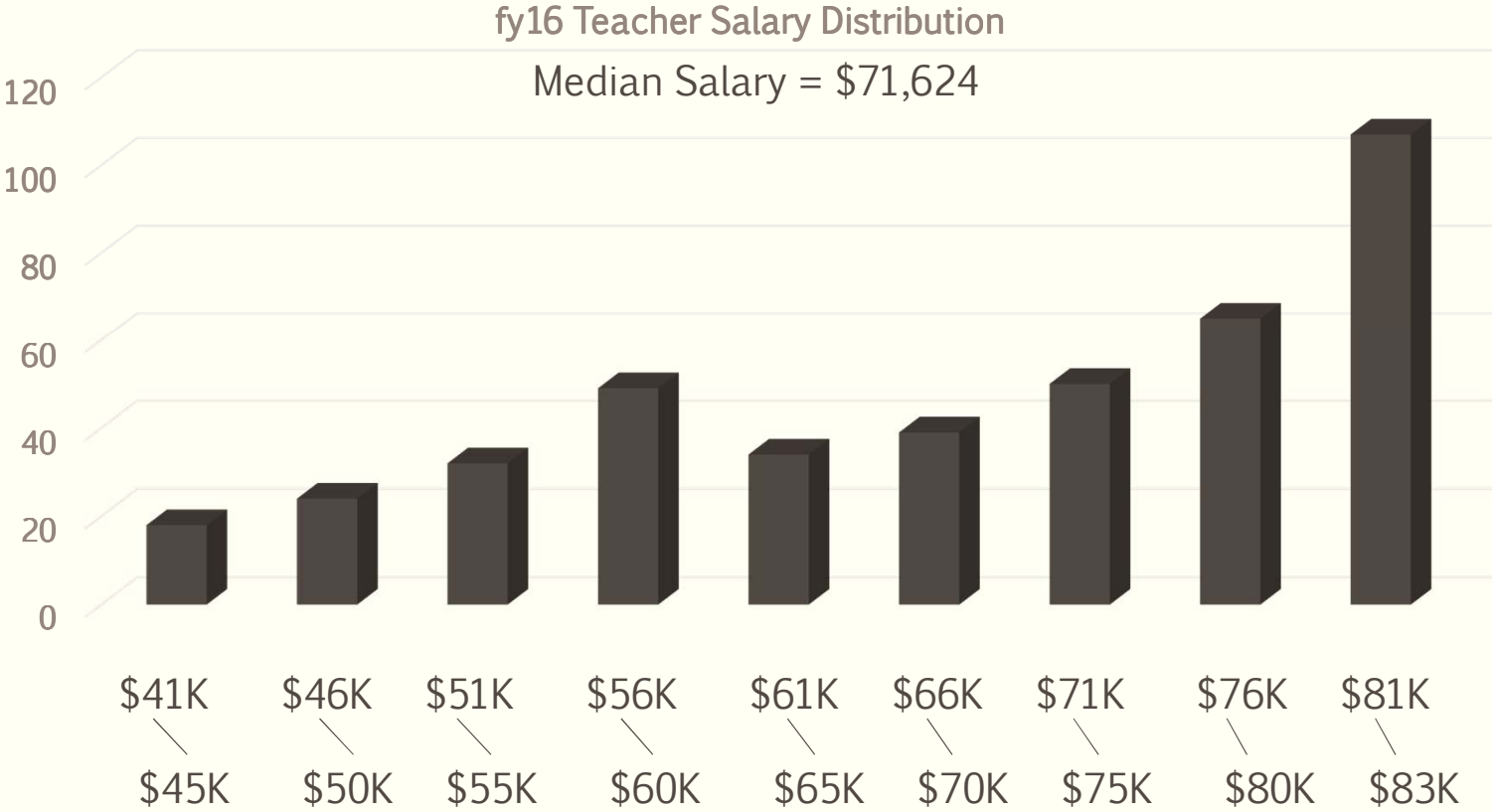
Fy16 Salary Schedule Distribution

Step	BA	BA + 15	BA + 36	MA	BA + 51	MA + 15	BA + 66	MA + 30
1	6	1	0	5	0	0	0	0
2	6	0	0	6	0	0	0	0
3	5	3	1	7	0	1	0	0
4	0	3	0	6	0	3	0	4
5	5	2	1	2	0	1	0	5
6	2	3	2	3	2	0	0	0
7	1	0	0	5	0	2	1	3
8	11	3	0	7	1	3	0	2
9		1	2	9	0	2	0	3
10		22	1	0	0	5	0	2
11			20	1	0	3	1	3
12				3	0	1	0	7
13				25	5	6	0	6
14						4	18	5
15						29		3
16								107

Total # Teachers = 418

Total Teacher FTE = 400.5

Fy16 Salary Distribution



Salary Determination

- Based on 187 day work year
 - 179 student days
 - 8 professional development days
- Newly hired teachers must be placed on step equal to number of years of teaching experience in a state-accredited school and to graduate credit status
- Automatic advancement up 1 step on the salary schedule every year until top step is reached
 - Rate of increase from step to step = 3 to 3.6%, depending upon column in salary schedule
 - Annual average salary increase since 2009 (start of recession) for teachers below top step = 5.6 to 6.5%
 - 57% of teachers at top step (Projected to be 60% in fy17)
- Automatic advancement across salary schedule columns upon completion of graduate credits required for each column
- Annual salary budget increase required to fund teacher advancement on the salary schedule = approximately 1.6%, independent of any negotiated salary grid increases
- Increases to values on salary schedule in expiring contract subject to negotiations
 - 7-year annual average increase applied to salary schedule = approximately 1.75%

NOTE: 7-year average annual increase in CPI = 1.37%. Current Northeast Region CPI < 0

Annual Health Insurance Premiums

Plan	Total Cost	BSD Contr	BEA Contr
Indiv	\$ 8,370	\$ 7,115	\$ 1,256
2-Person	\$ 16,453	\$ 13,985	\$ 2,468
Family	\$ 22,056	\$ 18,748	\$ 3,308

Salary & Benefits Cost – Single Employee at Minimum Salary Level

B1 <small>Entry level – No Experience</small>	\$ 41,892	
FICA	\$ 3,205	
Health Ins.	\$ 7,115	85%
Dental Ins.	\$ 461	100%
Life Ins.	\$ 147	100%
Total	\$ 52,819	

Salary & Benefits Cost – Mid-range Salary, 2-Person Health Ins.

M7	\$ 59,954	
FICA	\$ 4,586	
Health Ins.	\$ 13,985	85%
Dental Ins.	\$ 724	83%
Life Ins.	\$ 147	100%
Total	\$ 79,396	

Salary & Benefits Cost – Top Salary, Family Health Insurance

MA+30, 16	\$ 82,792	
FICA	\$ 6,334	
Health Ins.	\$ 18,748	85%
Dental Ins.	\$ 1,101	78%
Life Ins.	\$ 147	100%
Total	\$ 109,121	

Chittenden County Teacher Salary Comparison

Burlington

	BA Step 1	MA Step 10	MA+30 St.15*
1	\$ 44,595	\$ 68,705	\$ 88,254
2	\$ 43,484	\$ 68,282	\$ 86,968
3	\$ 42,676	\$ 67,977	\$ 84,710
4	\$ 42,542	\$ 66,234	\$ 84,476
5	\$ 41,920	\$ 66,348	\$ 84,175
6	\$ 41,892	\$ 65,789	\$ 82,792
7	\$ 41,832	\$ 62,530	\$ 81,537
8	\$ 41,201	\$ 62,310	\$ 78,329
9	\$ 38,944	\$ 61,621	\$ 77,888

*Highest salary – Step number varies among districts

Other Forms of Compensation

- Graduate Course Tuition Reimbursement
 - Equivalent to 100% of in-state UVM tuition rate for up to 3 credits per year (currently \$1833)
 - No restriction on type of course but teacher must attain grade of B or better to be eligible
- Stipends
 - \$1200 per year for National Board Certified Teacher
 - \$1104 - \$5637 per extra-curricular activity
 - Extra payment for work outside regular workday, including some committee work
- Payment for Unused Sick Leave Upon Resignation
 - Teachers with at least 5 years service as of 8/31/11 who resign after completing 15 years of service eligible to receive payment for 1/4th of accumulated sick days up to # of days in work year ... \$20,698 for teacher at top salary level
 - Teachers < 5 years of service as of 8/31/11 or hired thereafter who resign after 15 years of service eligible to receive payment of \$5000 provided they have minimum of 45 accumulated unused sick days

Work Year

- 43-week work year includes:
 - 8 Holidays
 - 19 School Vacation Days
- 9 weeks unpaid summer break

Leaves of Absence

- Sick Leave
 - Minimum of 20 paid days guaranteed per year
 - Accumulation of unused sick leave up to 190 school days
 - Up to 10 paid days per year (drawn from sick leave credit) for family illness
 - Access to Sick Bank for paid leave up to 160 school days (or up to 2 years with special approval)
- Personal
 - Up to 4 paid days per year
 - Unpaid parental leave
 - Eligible for 1 year unpaid leave of absence after 10 years of service in the District
- Bereavement
 - Up to 5 paid days

Approximate Cost of Current Contract

	fy16 Budget
Salaries	\$ 27,830,511
Step Increases	
Column Movement	\$ 102,000
Stipends	\$ 173,000
Coaches, Advisors	\$ 515,000
FICA	\$ 2,189,469
Health Insurance	\$ 5,038,281
Dental Insurance	\$ 364,308
Life Insurance	\$ 57,646
Tuition Reimbursement	\$ 290,000
Leave Day Substitutes	\$ 436,000
Sick Leave Buyout	\$ 285,000
Total Compensation Cost	\$ 37,281,215

Provisions of existing contract remain in force after expiration date of contract and, if unchanged, will automatically require an increase in the District's fy17 teacher salary and health insurance budget lines.