

**BVSD/BVEA JOINT RELEASE
NEGOTIATIONS UPDATE**

District representatives for the Board of Education and BVEA met for the second time on Monday, February 25th to continue negotiations for a successor agreement. The parties reached the following Tentative Agreements:

Section A-5.4 Seniority: Employees with at least a .50 FTE contract will accrue seniority.

Section D-6.3 Part-time employee evaluations: Deleted as all employees will be treated the same.

Section D-31 Limited Term/Temporary Contracts: Modified so these contracts only apply to staff working less than .50 FTE

Section G-3 Grievance Procedure: Clarified timelines so that if grievance is discussed at joint meeting it will be considered timely.

Sections G-6.1 and G-6.2 Level Two Grievance Step: Added language to use the Interest Based Problem-Solving Model in attempting to resolve the grievance.

Additional BVEA economic issues and interests:

ISSUE: How can we diminish the obstacles to the use of earned, frozen sick leave?

Interests:

- Ensure that teachers that earned these days and did not use them are treated fairly
- Remove prohibitive restrictions to the use of these earned days
- Honor long term service of teachers

Potential Sections Impacted: E-27.7

ISSUE: How can we create a compensation schedule that provides teachers with a professional salary?

Interests:

- Ensure that new teachers to the profession earn enough so that they can devote all of their energy to instructional duties without having to seek a second or third job
- Ensure that the district is able to attract and retain the best possible teachers
- Ensure that our compensation schedule provides financial incentives for continuous educational improvement
- Ensure that our long term veteran teachers are treated fairly and compensated appropriately

Potential Sections Impacted: E-1, E13, E14, E-15, E-47

ISSUE: How can we increase the alternatives for horizontal movement to encourage and reward teachers who participate in a variety of alternative activities?

Interests:

- Establish a collaborative process for determine what qualifies for horizontal movement
- Provide additional compensation for teachers who improve their expertise
- Ensure that all teachers are treated equitably
- Create additional incentives to ensure that teachers are invested in their own professional development
- Create additional choices and expand opportunities for professional learning
- Establish known formulas for converting recertification credits, certificates, endorsements, industry credits (e.g., vocational teachers), and other relevant learning experiences into credit for horizontal movement.

Potential Sections Impacted: E-47.3

ISSUE: How can we establish a more equitable approach to the 25 days that teachers' bank?

Interests:

- Eliminate the incentive to use the 25 days prior to retirement
- Ensure that teachers who earned these days are treated equitably
- Encourage more teachers to bank the 25 days

Potential Sections Impacted: E-27.2

ISSUE: How can we provide for a more equitable compensation rate for Cross Country Head Coaches?

Interests:

- Establish equity with gymnastics and swimming head coaches (.074)

Potential Sections Impacted: E-16.4

ISSUE: How can we provide for more competitive and equitable compensation for our Speech/Language Pathologists?

Interests:

- Equitable treatment of national certifications
- Attract and retain qualified S/L staff

Potential Sections Impacted: E-9

ISSUE: How can we improve our Flex Plan?

Interests:

- Assist more teachers to access insurance plans
- Eliminate barriers to participation in flex plan
- Equitable treatment of all staff – especially those nearing retirement

Potential Sections Impacted: E-1.1

ISSUE: How can continue to meet the needs of individuals and families in the payment of health and dental insurance benefits?

Interests:

- Continue the same level of district contribution towards the payment of insurance premiums while improving flex plan opportunities

Potential Sections Impacted: E-20 & E-22

ISSUE: How can we establish an Employee Assistance Plan?

Interests:

- Establish a program that meets the needs of teachers
- Reduce the long term costs of health insurance through early intervention

Potential Sections Impacted: E-New

ISSUE: How can we re-establish an effective Teacher Assistance Program?

Interests:

- Resolve issue of long-standing conflict
- Support new teachers and struggling veteran teachers
- Retain quality teachers

Potential Sections Impacted: E-New

ISSUE: How can we provide new teachers with compensation each month?

Interests:

- Compete with other districts that provide new teachers with 13 month pay schedule their first year of employment

- Help new teachers stay focused on teaching assignments
- Ensure that new teachers can purchase basic necessities without having to borrow additional money

Potential Sections Impacted: E-2

Sub-committees of the negotiations team have been formed to work on some of these issues. The dates set for the remaining sessions are March 3rd, March 19th, April 8th, and May 5th.