

## **Arlington School Board**

Battenkill Valley Supervisory Union

Negotiations Committee Minutes

February 6, 2017

Board Present: Nicol Whalen, Dawn Hoyt, Gerald Woodard  
Administration Present: Judith Pullinen, Superintendent  
Teachers Present: Brian Howe, Pat Preseault, Jeremy Pratico  
Others: Pietro Lynn, Board Legal Counsel; Norm Bartlett, NEA Uniserve Director

The Negotiations Rules were finalized. Both sides spoke about their proposals.

The board has proposed the following and gave explanations:

1. Salary: a 1% increase on the salary schedule, with Steps being a set rate of \$1,700, not an indexed percentage increase. Total increase with steps would be 2.87%.
2. Health Benefits:
  - a. a set amount based on the 80% of CDHP Gold Plan which can be used for any of the four new health plans, with a health savings account to cover the increased deductibles. The district will pay:
    - \$5050 for a Single Plan with \$1,440 for an HSA
    - \$9,400 for a 2-P Plan with \$2,880 for an HSA
    - \$8,100 for a Parent/Child Plan with \$2,880 for an HSA
    - \$8,100 for a Family Plan with \$2,880 for an HSA
  - b. The employee will pay:
    - \$1,245 for a Single Plan and \$360 of the HSA.
    - \$2,334 for a 2 Person Plan and \$720 for all other plans.
    - \$1,947 for a 2 Parent/Child Plan and \$720 for all other plans.
    - \$3,480 for a Family Plan and \$720 for all other plans.
3. In lieu of insurance payments will remain same at \$1,000 but be paid through a Sec. 125 Health Reimbursement Plan, per new regulations. This actually helps teachers due to the amount being pre-tax dollars.
4. A one year contract. Board explained that they wanted a one year contract in light of uncertainty of budget increases and health care plan regulation changes through the federal government. The board wants to bargain only salary and health benefits, not contract wording changes.

The Teachers have proposed the following:

1. Expanding the severance pay at retirement of 50% of unused sick days to include both teachers who retire and teachers who leave the district.
2. A teacher who agrees to cover another teacher's class at the request of an administrator shall be paid the sum of thirty (\$30) dollars.
3. Health Insurance –
  - a. No changes until January 1, 2018
  - b. 92% of a Gold CDHP Plan to be paid by district; 8% to be paid by employee.
  - c. 90% of Out of Pocket expenses to be paid by an Health Retirement Account
  - d. a Flexible spending account to provide a debit card for health expensesThey will be sharing the specifics for other plans at the next meeting.
  - e. The board shall pay the administrative costs of the plans.
4. A three year contract  
Teacher response: Although teachers originally wanted a three year contract, they understand a 1 year contract might be good for a year but wanted more.
5. The reimbursement pool to be increased by 2% per year of the agreement.
6. That they district provide advance payment of tuition, fees and registration for PD activities instead of reimbursement. It is hard for young teachers to pay for a college course.
7. Salary increases:  
Year 1 – 2.5% plus step – this would be a total increase of 4.66%  
Year 2 – 3.5% plus step – this would be a total increase of 5.69%  
Year 3 – 3.5% plus step
8. All currently compensated extra-curricular activities to be in a new appendix agreement.

Board Response: It was pointed out that coaches who are not employees are not part of the union.

**Next meeting – March 2 - 5:00**

It was agreed that board and AEA will bring new proposals/responses to table regarding salary and health benefits.

Respectfully submitted,

Judith Pullinen