

**SPECIAL MEETING OF THE
SOUTH BURLINGTON SCHOOL BOARD
FRIDAY, OCTOBER 6, 2017 at 8:30 AM
Frederick H. Tuttle Middle School
Superintendent's Office Conference Room**

PRESENT

Elizabeth Fitzgerald, Martin LaLonde (via phone), Bridget Burkhardt, Steve Wisloski (via phone), Alex McHenry (via phone)

ADMINISTRATION/STAFF

David Young, Attorney Steve Stitzel, Delina Gilroy, John Aubin

GUESTS

6

Ms. Fitzgerald called the special meeting of the School Board to order at 8:30 a.m.

COMMENTS AND QUESTIONS

There were none.

**RATIFICATION OF THE AGREEMENT BETWEEN THE SOUTH BURLINGTON
EDUCATORS ASSOCIATION AND THE SOUTH BURLINGTON SCHOOL BOARD**

Ms. Fitzgerald reviewed the four goals the School Board set at the beginning of the negotiations process

1. Meets the shared goal of the Board and community to establish long-term budgetary sustainability and fulfills the Board's duty to be responsible stewards of limited taxpayer resources;
2. Provides salaries and benefits that allow South Burlington to continue attracting and retaining quality teachers;
3. Continues to offer excellent and affordable health insurance while achieving cost savings for taxpayers, establishing more balanced cost-sharing, and encouraging informed plan selection and utilization by teachers; and
4. Provides administrators operational flexibility to assign teachers in ways that best respond to the growing and diverse needs of our student body.

Ms. Burkhardt reviewed the following salary details:

- Year 1 – 2.17% new money in dollars (no step movement, average \$1,679 salary increases/employee)
- Year 2 – 2.49% new money (1.46% to step; 1.03% to base)
- New index salary schedule in year 2 as proposed by Board with adjustment of multiplier for M+30, Step 18 from 2.01 to 2.015

Ms. Fitzgerald reviewed the Healthcare Component:

- 80%/20% employer/employee cost sharing of premium on new VEHI plans which go into effect January 1, 2018 (benchmarked to Gold CDHP plan)

- First dollar out-of-pocket expenses covered by employee at \$400 for single, \$800 for 2-person and parent/child(ren), and \$1,000 for family plans
- Employer funds balance of OOP to the maximum level through a HRA (healthcare reimbursement arrangement)
- Employees have the option of establishing a tax-advantaged HSA (health savings account) to fund OOP expenses as an alternative to the employer-owned HRA and the District will match employee contributions up to \$400 for single, \$800 for 2-person and parent/child(ren) and \$1,200 for family coverage.

Other Items:

- Tentative agreements as signed prior to most recent mediation on October 3, 2017 include a side letter related to faculty meetings and a separate side letter regarding the cash-in-lieu payment received by employees who decline District health coverage.
- As of 2019 employees will accrue 20 days per year vs. 25 up to the same annual maximum

There were no comments or questions from the public.

Mr. McHenry motioned to ratify the agreement between the South Burlington Educators Association and the South Burlington School Board. Mr. Wisloski seconded the motion. By a roll call vote, all were in favor. The motion passed unanimously.

ADJOURNMENT

The special meeting was adjourned at 8:38 a.m.

Elizabeth Fitzgerald, Chair

Martin LaLonde, Clerk (via phone)