



BURLINGTON SCHOOL DISTRICT

Building a Learning Community

NO: AH0809006
TO: All Teachers
CC: All Administrators, Board
FROM: Jeanné Collins, Superintendent
DATE: March 16, 2009
SUBJECT: 2009-2010 Amendment to the Master Agreement

On behalf of the Burlington Board of School Commissioners and the Negotiating Team for the Burlington Education Association (BEA), I am pleased to provide you with a copy of the agreement for the 2009-2010 school year. The commissioners and the membership ratified this agreement in January 2009. The following pages provide the background for this coming school year's agreement. By agreement with the BEA, this electronic file serves as your personal copy of the agreement. It will also be available on the BSD website at www.bsdyt.org.

Our focus remains, as always, on the student. Burlington students are the key to the future and deserve the best that each of us can provide. I thank you for being a valuable part of the Burlington School District and wish you well in your work and in your future.



BURLINGTON SCHOOL DISTRICT

Building a Learning Community

February 10, 2009

Rebecca Haslam, President, Burlington Education Association
Daniel Treinis, Chief Negotiator, Burlington Education Association
14 South Williams Street
Burlington, VT 05401

RE: Amendment to the Master Agreement Between the Burlington Board of School
Commissioners and the Burlington Education Association

This amendment will serve to document the January 8, 2009 agreement between the Burlington School District and the Burlington Education Association for the 2009-2010 school year, ratified by both parties on January 29, 2009. Except as noted below, in all other respects, the terms and conditions shall remain in full force and effect until August 31, 2010.

Article II – Duration of Agreement

Section 2.1 of the 2006 – 2009 is amended to read:

- 2.1 This agreement shall be effective as of September 1, 2006 and shall continue in full force and effect until twelve o'clock midnight on August 31, ~~2009~~ 2010. Negotiations for a successor to the Agreement will begin November 1 of the year before this Agreement expires, unless the Association notifies the Board that it does not intend to negotiate.

- C O N T I N U E D -

JEANNÉ COLLINS ~ SUPERINTENDENT
150 COLCHESTER AVE. ~ BURLINGTON VT 05401
PHONE: 802-865-5332 ~ FAX: 802-864-8501 ~ WEBSITE: WWW.BSDVT.ORG

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Article XVIII - Salary

Section 18.2 of the 2006 – 2009 is amended to read:

18.2 (a) The basic salaries of teachers covered by this Agreement shall be determined by the Salary Indices and Salary Schedules set forth in Appendices A-1 and A-2, which are attached to and incorporated in this Agreement.

(b) A newly hired teacher without experience shall be placed on Step One (1).

(c) For the 2006-07 school year, salaries are increased by approximately 4.63% new dollars based on the 2005-06 teachers' salary cost of \$19,304,540

(d) For the 2007-08 school year, salaries are increased by approximately 4.40% new dollars.

(e) For the 2008-09 school year, salaries are increased by approximately 4.20% new dollars

(f) It is understood and agreed that despite the dual column headings on the appended Salary Schedules, no teacher who possesses a Master's Degree as of the commencement of any school year during the duration of this Agreement may deny, elect against, waive or choose not to consider such Master's Degree in order to be compensated on the basis of credits earned beyond the Bachelor's Degree.

(g) For the 2009-10 school year, salaries are increased by 2.4% on the FY09 base salary which is approximately 3.97% new dollars. 2009-2010 Salary Scales are attached hereto.

The signatures below indicate the respective parties acceptance hereof.

THE BURLINGTON BOARD OF SCHOOL COMMISSIONERS:

By: Thomas Fleury (signature on file)
Thomas Fleury, Board Chair, Duly Authorized

Burlington Education Association:

By: Rebecca Haslam (signature on file)
Rebecca Haslam, President, Duly Authorized

Burlington School District
 Burlington, Vermont
 Teacher Salary Schedule FY-2010

FY 2010 BASE									
\$ 37,363	BA	BA+15	BA+36	MA	BA+51	MA+15	BA+66	MA+30	
SALARY									
1	\$ 37,363	\$ 38,857	\$ 41,099	\$ 41,099	\$ 43,714	\$ 43,714	\$ 46,330	\$ 46,330	
2	\$ 38,857	\$ 40,725	\$ 43,154	\$ 43,154	\$ 45,582	\$ 45,582	\$ 48,198	\$ 48,198	
3	\$ 39,418	\$ 41,473	\$ 44,163	\$ 44,163	\$ 47,077	\$ 47,077	\$ 50,066	\$ 50,066	
4	\$ 41,846	\$ 43,154	\$ 46,330	\$ 46,330	\$ 48,571	\$ 48,571	\$ 52,308	\$ 52,308	
5	\$ 43,341	\$ 44,835	\$ 47,544	\$ 47,544	\$ 50,440	\$ 50,440	\$ 54,176	\$ 54,176	
6	\$ 44,630	\$ 46,703	\$ 49,412	\$ 49,412	\$ 52,308	\$ 52,308	\$ 56,044	\$ 56,044	
7	\$ 44,630	\$ 48,198	\$ 52,308	\$ 52,308	\$ 54,176	\$ 54,176	\$ 57,912	\$ 57,912	
8	\$ 46,296	\$ 51,187	\$ 54,176	\$ 54,176	\$ 56,044	\$ 56,044	\$ 59,780	\$ 59,780	
9	\$ 51,318	\$ 52,308	\$ 56,044	\$ 56,044	\$ 59,033	\$ 59,033	\$ 62,022	\$ 62,022	
10	\$ -	\$ 55,652	\$ 61,648	\$ 61,648	\$ 62,396	\$ 62,396	\$ 65,011	\$ 65,011	
11	\$ -	\$ -	\$ -	\$ 64,264	\$ 65,011	\$ 65,011	\$ 66,506	\$ 66,506	
12	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 66,875	\$ 68,747	\$ 68,747	
13	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 71,210	+13
14	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 72,315	+15
15	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 74,725	+17
INDEX									
1	1.0000	1.0400	1.1000	1.1000	1.1700	1.1700	1.2400	1.2400	
2	1.0400	1.0900	1.1550	1.1550	1.2200	1.2200	1.2900	1.2900	
3	1.0550	1.1100	1.1820	1.1820	1.2600	1.2600	1.3400	1.3400	
4	1.1200	1.1550	1.2400	1.2400	1.3000	1.3000	1.4000	1.4000	
5	1.1600	1.2000	1.2725	1.2725	1.3500	1.3500	1.4500	1.4500	
6	1.1945	1.2500	1.3225	1.3225	1.4000	1.4000	1.5000	1.5000	
7	1.1945	1.2900	1.4000	1.4000	1.4500	1.4500	1.5500	1.5500	
8	1.2391	1.3700	1.4500	1.4500	1.5000	1.5000	1.6000	1.6000	
9	1.3735	1.4000	1.5000	1.5000	1.5800	1.5800	1.6600	1.6600	
10	-	1.4895	1.6500	1.6500	1.6700	1.6700	1.7400	1.7400	
11	-	-	-	1.7200	1.7400	1.7400	1.7800	1.7800	
12	-	-	-	-	-	1.7899	1.8400	1.8400	
13	-	-	-	-	-	-	-	1.9059	+13
14	-	-	-	-	-	-	-	1.9355	+15
15	-	-	-	-	-	-	-	2.0000	+17