

1 H.33

2 SHORT FORM

3 Introduced by Representatives Hubert of Milton, Crawford of Burke, Pearce of
4 Richford, Perley of Enosburgh, Reis of St. Johnsbury and
5 Wright of Burlington

6 Referred to Committee on

7 Date:

8 Subject: Education; statewide teachers' contract; statewide calendar; strikes;
9 cap for teachers' salaries; teachers' retirement fund; alternative school
10 day and year; commissioner of education; governor's cabinet;
11 secondary school athletic activities; school consolidation incentives

12 Statement of purpose: This bill proposes to:

13 (1) Require that as current collective bargaining agreements for teachers
14 expire, all public school teachers enter into a statewide employment contract
15 with the following provisions:

16 (A) A teacher who was employed by a Vermont school district prior to
17 entering into the statewide contract will begin the new statewide contract year
18 at his or her current salary.

19 (B) A teacher who is new to the Vermont public school system will
20 enter the statewide contract at a negotiated salary commensurate with his or
21 her education and experience.

1 (C) All salary increases will be negotiated at a statewide level with a cap
2 placed on the highest salary level of 115 percent of the current statewide
3 average salary for all public school teachers in the state; provided that the
4 salary for any teacher at the highest salary level should not decrease as a result
5 of the cap and also provided that all salaries are commensurate with a teacher's
6 education and experience and are adjusted by market factors where
7 appropriate.

8 (D) All duties and job-related benefits will be negotiated on a statewide
9 basis.

10 (E) A teacher who was employed by a Vermont school district prior to
11 entering into the statewide contract will remain within the state teachers'
12 retirement system of Vermont as set forth in chapter 55 of Title 16. However,
13 a teacher who is newly hired by the Vermont public school system will not
14 become a member of the state teachers' retirement system but instead will be
15 enrolled in a 403(b) plan requiring contributions from both the employer and
16 employee.

17 (2) Require the state board of education to develop and impose a statewide
18 calendar for all public schools to begin in the 2012–2013 academic year,
19 including common days for vacations, teachers' in-service education, and the
20 beginning of the school year for students. The school year shall consist of two
21 semesters and shall have no fewer than 180 student attendance days. The year

1 shall begin in the first week of August and continue for at least 90 days.

2 Schools shall be closed for five or six weeks during December and January to

3 reduce operating costs. The school year shall end on or before the last day of

4 June.

5 (3) Prohibit teachers and administrators from striking and school boards
6 from imposing contracts and require that all disputes be determined by binding
7 arbitration through the Vermont labor relations board.

8 (4) Require that the state's contributions to the state teachers' retirement
9 system of Vermont, including contributions for health and medical benefits, be
10 paid entirely from the education fund to the extent funds are available after all
11 other education fund obligations have been met. The transfer of responsibility
12 to the education fund shall be accomplished in a way that does not require new
13 money or result in additional costs to the state.

14 (5) Establish:

15 (A) A mandatory retirement age for teachers covered by the state
16 teachers' retirement system of Vermont and prohibit the payment of stipends
17 or other compensation in addition to a teacher's regular salary during the final
18 three years of employment.

19 (B) Incentives for qualified, vested teachers to retire early.

20 (6) Require that all state funding for the community high school of
21 Vermont be paid for from the education fund and require that general fund

1 appropriations made to the department of corrections for the community high
2 school of Vermont instead be paid into the education fund. The transfer of
3 responsibility to the education fund shall be accomplished in a way that does
4 not require new money or result in additional costs to the state.

5 (7) Require a study and proposals for ways in which districts can better
6 utilize school buildings, including exploration of:

7 (A) Energy-saving technology and operating procedures.

8 (B) Alternative schedules that result in a fuller or more economical use
9 of the buildings.

10 (8) Transform the department of education into an agency of education
11 under the direction of the secretary of education. The secretary would be
12 appointed by the governor with the advice and consent of the senate and would
13 sit on the governor's cabinet.

14 (9) Require a study and an evaluation of secondary school athletic
15 activities, to include consideration of:

16 (A) The current role the Vermont principals' association plays in the
17 governance of athletics, including financial involvement, if any.

18 (B) The current use of funds generated from athletic activities and the
19 extent to which these funds are available for use by schools and students.

20 (C) The benefits of establishing a statewide secondary school
21 athletics authority.

