

1 H.90

2 Introduced by Representatives Hubert of Milton, Dickinson of St. Albans

3 Town, and Savage of Swanton

4 Referred to Committee on

5 Date:

6 Subject: Education; public schools; teachers; contracts

7 Statement of purpose of bill as introduced: This bill proposes to require a
8 statewide contract for public school teachers.

9 An act relating to entering into a statewide contract with public school
10 teachers

11 It is hereby enacted by the General Assembly of the State of Vermont:

12 Sec. 1. STATEWIDE CONTRACT FOR PUBLIC SCHOOL TEACHERS

13 (a) The Secretary of Administration shall develop a detailed process by
14 which all public school teachers shall enter into a statewide employment
15 contract with the following provisions:

16 (1) The Secretary or the Secretary's designee shall negotiate and enter
17 into the contract on behalf of the State.

18 (2) Nothing in this section or in the process developed by the Secretary
19 shall prohibit the teachers of the State from selecting an organization as their
20 exclusive representative in collective negotiations with the State.

1 (3) Teachers shall enter into the statewide contract on a rolling basis as
2 current collective bargaining agreements expire.

3 (4) A teacher who is new to a district shall not enter into the statewide
4 contract until the year in which all teachers in the district enter into it.

5 (5) A teacher who is employed by a Vermont school district in the
6 academic year immediately prior to entering into the statewide contract shall
7 begin his or her first year under the statewide contract at his or her then-current
8 salary.

9 (6) A teacher who is not employed by a Vermont school district in the
10 academic year immediately prior to entering into the statewide contract shall
11 begin his or her first year under the statewide contract year at a salary
12 negotiated with the State that is commensurate with his or her education and
13 experience.

14 (7) Until all teachers in the State have entered into the statewide
15 contract, salary increases for teachers subject to that contract shall be
16 negotiated at a statewide level with a cap placed on the highest salary level of
17 115 percent of the then-current statewide average salary for all public school
18 teachers in the State; provided that the salary for any teacher at the highest
19 salary level shall not decrease as a result of the cap and also provided that all
20 salaries shall be commensurate with a teacher's education and experience and
21 shall be adjusted by market factors when appropriate.

1 (8) All duties and job-related benefits shall be negotiated on a statewide
2 basis.

3 (b) On or before November 15, 2013, the Secretary shall present the
4 detailed process developed pursuant to subsection (a) of this section to the
5 General Assembly together with proposals for any statutory amendments
6 necessary to effect the purposes of this section.

7 (c) The statewide contract shall be in effect beginning in the 2015–2016
8 academic year and, subject to existing contracts, shall be fully implemented for
9 all teachers in the State by the 2019–2020 academic year.

10 Sec. 2. EFFECTIVE DATE

11 This act shall take effect on passage.