

1 H.664

2 Introduced by Representatives Hubert of Milton, Brennan of Colchester,  
3 Burditt of West Rutland, Devereux of Mount Holly, Graham of  
4 Williamstown, and Lewis of Berlin

5 Referred to Committee on

6 Date:

7 Subject: Education; public schools; teachers; contracts

8 Statement of purpose of bill as introduced: This bill proposes to require a  
9 statewide contract for public school teachers and to cap teachers' salaries.

10 An act relating to entering into a statewide contract with public school  
11 teachers and capping teachers' salaries

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

13 Sec. 1. STATEWIDE CONTRACT FOR PUBLIC SCHOOL TEACHERS

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

17 (1) The Secretary or the Secretary's designee shall negotiate and enter  
18 into the contract on behalf of the State, and all teachers' duties and job-related  
19 benefits shall be negotiated on a statewide basis by the Secretary or the  
20 Secretary's designee.

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

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

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

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

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

17          (7) Notwithstanding any provision of 16 V.S.A. § 2004 to the contrary,  
18          until all teachers in the State have entered into the statewide contract, salaries  
19          for teachers whose salaries are in the top five percent of all teachers' salaries in  
20          the State shall be capped at an amount equal to 100 percent of their salary on

1 the expiration of the collective bargaining agreement in effect on the effective  
2 date of this act, as adjusted by market factors when appropriate.

3 (8) In determining which teachers' contracts are subject to the cap set  
4 forth in subdivision (7) of this subsection, upon expiration of the collective  
5 bargaining agreement for each school district or supervisory union after the  
6 effective date of this act, a determination shall be made by the Secretary as to  
7 whether any teachers' salaries at that date are in the top five percent of all  
8 teachers' salaries in the State. The boards of each school district and  
9 supervisory union shall provide to the Secretary such information as the  
10 Secretary deems necessary to make this determination.

11 (b) On or before November 15, 2016, the Secretary shall present the  
12 detailed process developed pursuant to subsection (a) of this section to the  
13 General Assembly together with proposals for any statutory amendments  
14 necessary to effect the purposes of this section.

15 (c) The statewide contract shall be in effect beginning in the 2016–2017  
16 academic year and, subject to existing contracts, shall be fully implemented for  
17 all teachers in the State by the 2019–2020 academic year.

18 Sec. 2. EFFECTIVE DATE

19 This act shall take effect on passage and shall apply to all contract  
20 negotiations that begin on or after the effective date of this act.