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H.509

Representative Browning of Arlington moves that the bill be amended by renumbering Sec. 10 as Sec. 13 and inserting a new Sec. 10, Sec. 11, and Sec. 12 to read as follows:

Sec. 10. 16 V.S.A. § 4017 is added to read:

§ 4017. SCHOOL DISTRICT EDUCATION SPENDING FOR
EMPLOYEE COMPENSATION

(a) Notwithstanding any other provision of law and subject to subsection (c) of this section, for fiscal years 2019, 2020, and 2021 only, the amount of total education employee compensation incurred by a school district shall not exceed 101 percent of total education employee compensation incurred by the school district in its prior fiscal year. For fiscal years 2022 and after, the amount of total education employee compensation incurred by a school district shall not exceed the amount of total education employee compensation incurred by the school district in its prior fiscal year, increased by the most recent Consumer Price Index plus one percent.

(b) As used in this section, “total education employee compensation incurred by a school district” means total compensation and benefits paid or incurred as a future obligation by a school district to its employees and contractors in any fiscal year, including wages, salaries, health insurance, retirement benefits, and any other form of compensation or financial benefit.

1 (c) This section shall not be construed to authorize or require a school
2 district to breach a contractual obligation or to modify unilaterally any contract
3 or collective bargaining agreement in effect on July 1, 2017. A school district
4 may exceed the amount of total education employee compensation permitted
5 under subsection (a) of this section to the extent that the excess is solely due to
6 a contractual obligation of the school district contained in a contract or
7 collective bargaining agreement for which negotiations began on or before
8 July 1, 2017.

9 Sec. 11. 16 V.S.A. § 2004 is amended to read:

10 § 2004. AGENDA

11 (a) The school board, through its negotiations council, shall, upon request,
12 negotiate with representatives of the teachers' or administrators' organization
13 negotiations council on matters of salary, related economic conditions of
14 employment, the manner in which it will enforce an employee's obligation to
15 pay the agency service fee, procedures for processing complaints and
16 grievances relating to employment, and any mutually agreed upon matters not
17 in conflict with the statutes and laws of the State of Vermont.

18 (b) The negotiation under subsection (a) of this section shall be subject to
19 section 4017 of this title.

20 Sec. 12. 21 V.S.A. § 1725(a) is amended to read:

1 (a)(1) For the purpose of collective bargaining, the representatives of the
2 municipal employer and the bargaining unit shall meet at any reasonable time
3 and shall bargain in good faith with respect to wages, hours, and conditions of
4 employment, and shall execute a written contract incorporating any agreement
5 reached; provided, however, neither party shall be compelled to agree to a
6 proposal nor to make a concession, nor to bargain over any issue of managerial
7 prerogative.

8 (2) Collective bargaining between a municipal employer that is a school
9 district, supervisory district, or supervisory union and its employees under
10 subdivision (1) of this subsection shall be subject to 16 V.S.A. § 4017.