



# BURLINGTON

## AREA SCHOOL DISTRICT

To: Burlington Education Association

From: Burlington Areas School District School Board

Re: Initial 2011-2012 Contract Proposal

Date: July, 2012

The BASD School Board recognizes the skills, dedication and professionalism brought to the educational arena by the employees and the district. The school board would like to thank all the employees and especially the licensed professionals who have worked so hard to implement the Road Map for Instructional Excellence.

It is the intent of the School Board to stay within the 1.64% cap specified by State Statute with our compensation offer. The School Board will implement a step increase for employees on the schedule who qualify for a step along with the already implemented lane increase for the 2011-2012 school year. Our proposal will allow newer teachers to work towards career advancement while honoring more experienced teachers.

Please find attached the initial proposal for the 2011-2012 school year.

**INITIAL PROPOSAL**

**ON BEHALF OF**

**BURLINGTON AREA SCHOOL DISTRICT**

**TO THE**

**BURLINGTON EDUCATION ASSOCIATION**

**July, 2012**

1. Article I, Recognition. Revise to read as follows:

The Board of Education hereby recognizes the Burlington Education Association as the sole and exclusive collective bargaining for all regular full-time and regular part-time employees under individual teaching contracts with the Burlington Area School District who are engaged in teaching. The Unit shall include librarians, guidance counselors, psychologists, social workers, speech pathologists, occupational therapists and physical therapists. The Unit shall exclude supervisory, confidential and managerial employees, substitute teachers, non-instructional personnel, temporary employees, and any other personnel who spend more than fifty (50%) of their time in and/or on supervisory or administrative functions.

2. Article II, Duration. Revise to read as follows:

This Agreement and all of its provisions shall become effective July 1, 2011 and continue in full force and effect until and including June 30, 2012.

3. Total Base Wages: The School Board proposes .44% increase in per cell amount.

# ***BEA Negotiations Settlement Offer***

**August 6, 2012**

Limit the overall bargaining unit salary only amount for 2011-12 to **\$247,000** and distribute the increase as follows:

1. Pay the increment cost on the 2010-11 schedule structure.
2. Apply the remainder dollars as a percent to all pay steps.
3. Review the need to have between year salary placements (rounding rule).
4. Establish a committee to review the timing of the Flexible Spending plan, health insurance rate changes, and employee share of those costs.

## **Relevant Facts –**

The 2011 Consumer Price Index (CPI-U) increased 3.2%

The BEA proposal uses actual staff costs for the staff in place for 2011-12. These actual costs will result in salary costs that are within the budgeted amount set by the taxpayers for 2011-12.




## ***For further information:***

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BEA Initial 2011-12 Proposal 2012-08-06 A DGE

**SLUE / WEAC**

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