

# Ten Minute Meeting Script

## VERMONT EDUCATORS' BILL OF RIGHTS

### Vermont Educators' Bill of Rights ~ How did we get here?

After enduring years of inadequate pay paired with increasing demands placed on educators both during and after COVID, the Vermont-NEA Board sought to address chronically low wages.

The Board first solicited input through a state-wide member survey, and Vermont-NEA staff conducted listening tours and engaged in discussions with members throughout the state. Through those conversations, additional concerns emerged.

Being chronically underpaid was not the only issue facing Vermont's educators. It became clear that they are working in unsafe conditions. Professionals in all schools are managing increasingly under resourced students, assault, harassment, injury, and poor air and water quality.

Using the data from the surveys, listening tours, and conversations with members from around the state, a member-led task force was created to take action, and from that work the Vermont Educators' Bill of Rights was created.

### Vermont Educators' Bill of Rights ~ What it Calls For:

The Vermont Educators' Bill of Rights addresses the most common concerns shared by the members of Vermont-NEA. It includes three major themes: wages, safe working conditions, and time for planning and collaboration. By using data on the cost of living, the Bill of Rights calls for a minimum wage of \$30/hour for support staff professionals and a starting annual salary of \$60,000 for licensed staff. These numbers are a result of significant economic analysis and while they are ambitious, they are the least our members deserve for the incredible work they do each day for the children of Vermont. One job should be enough for every educator.

In addition to wages, there are demands for improved working conditions including the implementation of clear and consistent procedures for addressing assault, harassment and injury, increasing the number of nurses, social workers and school counselors in our schools, and creating and maintaining healthy school facilities.

Finally, there are calls for increased preparation time, limits to the workday and work year as well as increased collaboration time to ensure Vermont's educators have the time to do their jobs during their workday.

### What's Next?

- This document will serve as a foundation for future collective bargaining, organizing and advocacy goals for all educators throughout Vermont.
- Join us in supporting the nation's first unified effort to improve the wages and working conditions of ALL Vermont Educators by endorsing the Vermont Educators' Bill of Rights!
- Once you've signed, please share the Bill of Rights with friends, family and colleagues!
- We'd also love to hear your story. Scan the QR code to share your thoughts.

