

STATE OF NEW YORK  
PUBLIC EMPLOYMENT RELATIONS BOARD

VESTAL CENTRAL SCHOOL DISTRICT,

Public Employer,

and

Case No. M2024-019

VESTAL TEACHERS' ASSOCIATION,

Employee Organization.

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**FINDINGS OF FACT AND RECOMMENDATIONS**

Fact Finder Michael G. Whelan

January 20, 2026

APPEARANCES

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## **Introduction and Procedural History**

The Vestal Teachers' Association ("Association" or "VTA") and the Vestal Central School District ("District") are currently at impasse over the terms of their expired collective bargaining agreement ("CBA"), which covered the period of July 1, 2021, through June 30, 2024.

In February of 2024, the parties engaged in the Public Employment Relations Board's ("PERB") Facilitated Intensive Negotiations process. The parties failed to reach agreement by the end of the process and filed a joint Declaration of Impasse with PERB on May 17, 2024. PERB's Office of Conciliation Director William M. Conley assigned himself as the mediator and he conducted a mediation session on September 20, 2024. The parties then held a series of informal sessions with streamlined teams in the spring of 2025. The parties were unable to resolve their differences but continued to negotiate between October 2024 and August 2025, when the District sought the appointment of a Fact Finder through PERB.

On October 10, 2025, PERB appointed Michael Whelan as the Fact Finder in this matter. On November 21, 2025, the undersigned Fact Finder conducted a hearing for the purpose of obtaining evidence and argument from the parties regarding their respective positions on the remaining open issues. At the close of the evidentiary hearing, the parties agreed to submit post-hearing briefs on or before December 23, 2025. The parties' briefs were timely received on that date, and the hearing was deemed to be closed. This report is submitted pursuant to Section 209.3(c) of the Public Employees' Fair Employment Act.

### **Issues at Impasse**

The issues that are the subject of this proceeding, are: (1) health insurance; (2) release time for the Association President; and (3) additional mandatory meetings for staff members. <sup>1</sup>

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<sup>1</sup> It is also noted that the parties included salary increases as an unresolved issue in their Details of Declaration statement at impasse. Because the parties did not focus on that issue at the hearing, the District stated that the parties were in "relative agreement" on 4.0% annual salary increases from 2024 through 2028, and the Association did not address the issue of salary increases in its brief, it appears that this issue is not in dispute. For this reason, the issue of salary increases is not directly addressed in this Report, except to state that the evidence shows that these increases are in line with those provided by other districts in the area.

## Findings of Fact

1. The Vestal Central School District has a universal pre-kindergarten program and operates seven schools, including five elementary schools, a middle school, and a high school. The District has a student enrollment of about 3,340 and it employs about 700 employees in six bargaining units. About 345 of these employees are Teachers who are in the Vestal Teachers Association bargaining unit.

2. For purposes of this proceeding, the parties jointly submitted in evidence collective bargaining agreements for the following school districts: Binghamton, Broom-Tioga BOCES, Chenango Valley, Chenango Forks, Johnson City, Maine-Endwell, Owego Apalachin, Susquehanna Valley, and Union-Endicott. These districts and others in the region are included among the District’s peers for purposes of comparison.

3. The table below shows the amount each school district in the region assesses in taxes per student in the district. The District has the second highest tax levy per pupil in the region and is \$4,405.17 above the regional average, so its taxpayers have borne a higher burden towards the cost of education than those in most of its peer districts.

District	Year	Tax Levy Per Pupil
Binghamton	2024	\$10,133.98
Chenango Forks	2024	\$9,985.87
Chenango Valley	2024	\$12,932.82
Deposit	2024	\$18,296.36
Harpursville	2024	\$8,231.74
Johnson City	2024	\$12,315.81
Maine-Endwell	2024	\$10,299.33
Newark Valley	2024	\$8,304.73
Owego-Apalachin	2024	\$9,203.19
Susquehanna Valley	2024	\$13,042.64
Tioga	2024	\$4,354.30
Union-Endicott	2024	\$13,232.40
<b>Vestal</b>	<b>2024</b>	<b>\$15,264.11</b>
Whitney Point	2024	\$6,334.26
Windsor	2024	\$10,952.53
Average	2024	\$10,858.94

4. The overall financial condition of the District appears to be sound at present, but future projections warrant caution and continued sound fiscal management. For the 2025-2026 school year, the District is projected to receive a 19.10% increase in its foundation aid, equaling \$3,827,655. The District began SY2024-25 with an unassigned fund balance of \$3,660,542. Over the next four years, the District's unassigned fund balance is projected to be 3,799,463 in SY2025-2026; \$1,393,126 in SY 1026-2027; and -\$3,512,943 in SY2027-2028.

5. In a summary assembled by the NYS Education Department, it shows that Vestal teachers exceed the regional averages at every percentile except the 75<sup>th</sup>.

<b>BEDS SUMMARY</b>					
<b>Salary Percentiles for Fulltime Classroom Teachers</b>					
<b>By District for 2023-2024</b>					
<i>Assembled by the Cayuga-Onondaga BOCES Office of Personnel Relations</i>					
	5TH	25TH	50TH	75TH	95TH
<b>BROOME COUNTY</b>					
Binghamton	\$51,832	\$59,293	\$71,670	\$80,062	\$90,939
Chenango Forks	\$57,854	\$69,313	\$75,344	\$79,654	\$84,208
Chenango Valley	\$53,402	\$56,592	\$62,467	\$77,618	\$85,576
Deposit	\$52,732	\$60,174	\$65,828	\$73,090	\$82,419
Harpursville	\$47,794	\$57,256	\$66,049	\$73,125	\$80,233
Johnson City	\$55,079	\$61,219	\$64,740	\$72,520	\$82,340
Maine-Endwell	\$54,260	\$61,611	\$72,047	\$75,982	\$84,826
Susquehanna Valley	\$54,304	\$62,864	\$77,215	\$83,313	\$92,144
Union-Endicott	\$54,753	\$59,295	\$69,689	\$77,923	\$85,041
<b>Vestal</b>	<b>\$62,115</b>	<b>\$68,746</b>	<b>\$71,526</b>	<b>\$75,937</b>	<b>\$88,609</b>
Whitney Point	\$50,000	\$54,590	\$62,148	\$72,554	\$80,884
Windsor	\$54,600	\$65,255	\$73,763	\$81,860	\$88,980
<b>AVERAGE:</b>	<b>\$54,060</b>	<b>\$61,351</b>	<b>\$69,374</b>	<b>\$76,970</b>	<b>\$85,517</b>
<b>TIOGA COUNTY</b>					
Candor	\$52,614	\$59,424	\$63,174	\$70,347	\$81,960
Newark Valley	\$54,789	\$61,499	\$68,784	\$74,882	\$84,094
Owego-Apalachin	\$51,224	\$59,828	\$70,113	\$83,148	\$94,458
Spencer Van Etten	\$47,098	\$50,230	\$57,362	\$66,448	\$81,172
Tioga	\$50,500	\$53,800	\$62,600	\$70,300	\$80,695
Waverly	\$52,887	\$61,787	\$71,518	\$76,686	\$90,381
<b>AVERAGE:</b>	<b>\$51,519</b>	<b>\$57,761</b>	<b>\$65,592</b>	<b>\$73,635</b>	<b>\$85,460</b>
<b>OVERALL</b>	<b>\$53,213</b>	<b>\$60,154</b>	<b>\$68,113</b>	<b>\$75,858</b>	<b>\$85,498</b>

AVERAGE:					
Source:	NYS Education Dept. Information and Reporting Services				

6. In terms of average salary, Vestal teachers are among the highest paid in the region, with the third highest average salary behind Susquehanna Valley and Chenango Forks.

District	Year	Average Salary	Average Experience
Susquehanna Valley	2024	\$73,341	17.96
Chenango Forks	2024	\$73,900	17.34
Vestal	2024	\$72,461	15.82
Maine-Endwell	2024	\$69,908	15.18
Owego-Apalachin	2024	\$71,110	15.12
Harpursville	2024	\$65,231	13.90
Binghamton City	2024	\$70,098	14.54
Union-Endicott	2024	\$68,742	14.75
Deposit	2024	\$66,308	13.81
Chenango Valley	2024	\$66,099	13.48
Newark Valley	2024	\$65,889	13.39
Tioga	2024	\$64,070	12.88
Johnson City	2024	\$66,120	12.06
Whitney Point	2024	\$62,814	11.27
Average	2024	\$68,292	14.39

7. Between the ages of 55-65, a retiree receives health insurance coverage through the same plan as active employees, either the Classic Plan or the PPO Plan. Currently, an eligible VTA retiree pays the following percentages towards the health insurance premium: Retiree 30%; Retiree’s Spouse 50%; Family 50%.

8. The table below shows contribution rates for retirees and their dependents or families as listed in the respective collective bargaining agreements in the record. Of

the nine schools with rates listed in their contracts, seven districts offer substantially better rates than Vestal, which ranks eighth above only Broome-Tioga BOCES.

District	Individual	Family or Dependent
Johnson City	Same as active Service (If any, currently 0%)	Same as Active Service (If any, currently 0%)
Union-Endicott	5%	5%
Chenango Valley	Same as Last Year of Active Service (10%)	Same as Last Year of Active Service (15% for Classic Plan, 10% for PPO Plan)
Chenango Forks	10%	25% of two (2) individual/40%
Susquehanna Valley	Same as Last Year of Active Service (15%)	Same as Last Year of Active Service (15%)
Maine Endwell	Same as Last Year of Active Service (18%)	Same as Last Year of Active Service (18%)
Binghamton	20%	30%
Vestal	30%	50%
BTBOCES	35%	65%
Owego Apalachin	Eligible, rates not listed.	Eligible, rates not listed.

9. A review of evidence submitted at the hearing showed that release time is provided to union presidents within the region as shown in the table below.

District	President's release time
Binghamton	90 days
Chenango Forks	Unlimited as arranged with Principal
Chenango Valley	38 minutes/day
Johnson City	Supervisory duties
Maine-Endwell	Supervisory duties
Owego-Apalachin	40 minutes per day
Susquehanna Valley	½ day per month
Union-Endicott	Homeroom, study hall, and extra duties
Vestal	Two teaching periods, homeroom, and duties

## The Parties' Positions and Recommendations

The Fact Finder's recommendations below attempt to find fair and reasonable solutions to the issues presented, taking into consideration the evidence presented and statutory guidance from the Public Employees' Fair Employment Act. This Act does not require Fact Finders to take into account specific factors when making recommendations; however, the statutory criteria employed in compulsory interest arbitration provide useful guidance. These "statutory factors," which will be considered where relevant here, include:

- a. comparison of the wages, hours and conditions of employment of the employees involved in the arbitration proceeding with the wages, hours, and conditions of employment of other employees performing similar services or requiring similar skills under similar working conditions and with other employees generally in public and private employment in comparable communities;
- b. the interests and welfare of the public and the financial ability of the public employer to pay;
- c. comparison of peculiarities in regard to other trades or professions, including specifically, (1) hazards of employment; (2) physical qualifications; (3) educational qualifications; (4) mental qualifications; (5) job training and skills;
- d. the terms of collective agreements negotiated between the parties in the past providing for compensation and fringe benefits, including, but not limited to, the provisions for salary, insurance and retirement benefits, medical and hospitalization benefits, paid time off and job security.

Below is a summary of each party's position on the disputed issues followed by a discussion of the evidence and the Fact Finder's recommendations for settlement.

### 1. Health Insurance

#### a) The District's position

The District proposes that effective January 1, 2026, all active VTA members move from the Classic Blue Indemnity Plan ("Classic Plan")—a plan which has existed in the District for decades in which many VTA members already participate—to the PPO Plan H ("PPO" or "PPO Plan"). The District contends that switching to the PPO would be a proverbial "win-win," with most VTA members saving money annually on premium expenses. The District makes three points in support of its position.

The first point raised by the District is that its proposal to transition VTA members to the PPO Plan is a step toward fundamental fairness across all employee groups. The PPO Plan is not an experimental or niche offering; it is a stable, long-standing program that has existed within the District for decades. Currently, the PPO Plan covers a broad spectrum of District employees, including many VTA members who have already voluntarily chosen to participate in it. Moving all active VTA members to this same PPO Plan ensures that health benefits are administered consistently across the entire workforce, rather than maintaining a fragmented system where one group receives unique, costly advantages.

Furthermore, the District contends that creating or maintaining a specialized plan for teachers only—one that includes "carve-outs" like the requested diabetic care coverage—would be inherently inequitable. Forcing the District to customize the PPO Plan solely for the VTA would eliminate the very savings intended to benefit both the District and the employees themselves. It is unreasonable to expect the District to provide a tailored insurance structure for one bargaining unit when a proven, functional plan already serves the rest of the District's staff. Ensuring that all employees operate under the same PPO guidelines prevents the creation of a tiered system of benefits, fostering a more unified and fiscally responsible environment.

The District also contends that the VTA agreed to make this switch as part of their package counterproposal on February 28, 2025. However, in their last counterproposal before fact-finding, the District contends that the VTA reneged when it added the caveat that diabetic care coverage in the PPO Plan must match the diabetic care coverage in the Classic Plan, even though the PPO Plan has never had the same diabetic care coverage as the Classic Plan.

The second point raised by the District is that its proposal to move all retirees who become Medicare eligible at age 65 to the Medicare Advantage Plan ("MAP") is another "win-win" because the cost of the MAP would be less for the District and VTA employees.

In support of this point, the District provides the following calculations. Currently, an eligible VTA retiree pays the following percentages towards the health insurance premium: Retiree - 30%; Retiree's Spouse - 50%; and Family - 50%. Between the ages

of 55-65, a retiree receives health insurance coverage through the same plan as active employees, either the Classic Plan or the PPO Plan. Assuming all employees and retirees switch to the PPO as a result of reaching a new agreement, a VTA retiree would pay the following amounts based on the 2025-2026 PPO Premium rate of \$12,513 per individual:

Retiree Share (30%)	\$3,754
Spouse Share (50%)	<u>\$6,257</u>
Retiree & Spouse PPO Total	\$10,011

Thus, assuming a retiree and their spouse are both 65 and have no dependent children, coverage for both of them with two individual plans will cost \$10,011.

The 2025-2026 MAP premium is \$407.12 per month, or \$4,885.44 per year, per Medicare eligible retiree or spouse. Since MAP only covers an individual, both the retiree and their spouse have to purchase a plan, similar to having two PPO plans; however, the cost to the retiree at the 2025-2026 MAP rate of \$4,885 per individual is significantly less:

Retiree Share (30%)	\$1,466
Spouse Share (50%)	<u>\$2,443</u>
Retiree & Spouse MAP Total	\$3,909

In summary, the District claims that if all Medicare-eligible retirees transition to the MAP, VTA retirees would pay \$6,102 less annually for similar health insurance coverage, so it would be illogical to not make this transition.

The District also claims that transitioning all Medicare-eligible retirees to a MAP is a move that enhances the long-term sustainability of retiree health benefits while providing quality and comparable coverage. By moving to a MAP, the District claims it can better manage rising healthcare costs and reduce its overall retiree health liability, which is essential for increasing its level of premium support as it has done in the last several years and agreed to do in this round of bargaining. For instance, the District claims it has already increased its share of retiree premiums by 20% for retirees and 50% for spouses since 2014, and current proposals aim to further these enhancements so that it can continue to offer these significant subsidies without compromising the fiscal health of the public or the educational programs it offers.

In addition, the District claims that a MAP offers retirees a more comprehensive and streamlined healthcare experience than original Medicare alone because MAPs typically bundle hospital, medical, and prescription drug coverage into a single plan, often including extra benefits like vision, hearing, dental, and wellness programs that are not covered under traditional Medicare. Further, the District claims that these plans are specifically designed to provide predictable out-of-pocket costs and protection through annual spending limits, which can save retirees thousands of dollars annually compared to fee-for-service models. By requiring this switch at Medicare eligibility, the District ensures its former employees receive high-quality, "all-in-one" care that is both cost-effective for the individual and financially responsible for the public.

Finally, the District claims that the VTA has not argued that the MAP, together with Medicare, fails to provide retirees with coverage comparable to the Classic and PPO plans, so it questions why the VTA would want its retirees to pay more for similar health insurance coverage upon becoming Medicare eligible.

The third point raised by the District is that it has made significant increases to its share of the premium for VTA retirees over the last two collective negotiations and has continued proposed to continue do so in these negotiations but further increasing its contribution to retiree premiums beyond the current offer would be fiscally unsustainable. The District notes that since 2014-2017 it District has increased its share of the retiree health insurance premium by 20% for the retiree and 50% for the retiree's spouse, and that its current proposal would increase the District's contribution to a retiree's share by an additional 10% and the spouse's share by an additional 20%, whereas the VTA is asking for 15% and 25% increases respectively. The District illustrates the trajectory of its share of retiree health insurance premiums as follows:

DISTRICT SHARE OF RETIREE HEALTH INSURANCE PREMIUM

	2014-2017	2017-2021	2021-2024	District Proposal	VTA Proposal
Retiree	50%	70%	70%	80%	85%
Spouse			50%	70%	75%
Family	40%	50%	50%	60%	60%

The District claims that its proposal to add another 10% to the retiree's share and 20% to the spouse's share represents a significant cumulative investment in retiree

welfare, but that pushing these figures to the 15% and 25% levels requested by the VTA would create an undue financial burden that could jeopardize the District's ability to fund essential classroom resources and maintain competitive salaries for active staff. The District has projected that the increase in retiree health insurance costs from its current position to the 85% retiree / 75% spouse proposal made by the VTA to be an additional \$5,520,767 over a period of ten years. It claims that the VTA's proposal is not sustainable, especially when the District projects a structural budget deficit by 2026-2027.

Finally, the District argues that its offer to increase the retiree share by 10% and the spousal share by 20% is significant movement and should be recommended. It contends that its proposal is rooted in the need for long-term budget stability and a balanced approach to all stakeholder needs and that by subsidizing a vast majority of the premium costs, including the massive 50% increase for spouses already implemented, the District is already providing a level of support that far exceeds collective bargaining norms. The District asserts that adopting the VTA's even higher demands would ignore the significant enhancements already made over the last two collective negotiations and that to ensure it remains solvent and capable of serving both current students and future retirees, it must hold the line at the current generous offer, which already provides substantial relief to retirees facing rising healthcare costs.

b) The Association's position

The Association claims it is willing to agree to the health insurance concessions the District is seeking for active employees and prospective retirees, but only if it realizes reasonable gains on the rate of contribution for prospective retirees. Additionally, the Association is proposing that the District continue to provide coverage and benefits for diabetic care—including, but not limited to, medical supplies—at the same level as the Classic Plan for those participating in the PPO Plan.

The Association claims that the choice of health insurance plans for active employees and prospective retirees, and the contribution rates for prospective retirees are the remaining financial issues of note. The Association claims that the District has asked it to make the following three concessions regarding health insurance, all of which would generate savings for the District:

- The elimination of the Classic Plan as an option, forcing all participating employees onto the PPO Plan, and generating savings for the District;
- a mandatory move for prospective retirees who become Medicare eligible to the UnitedHealthcare Group Medicare Advantage PPO, which is currently optional; and,
- to discontinue the current Medicare Part B reimbursement(s) required under the CBA for prospective retirees and their spouses.

The Association claims that eliminating the Classic Plan opting in favor of the PPO Plan would represent significant diminishment from the Class Plan in the following areas:

<b>Benefit Name</b>	<b>Classic Plan</b>	<b>PPO Plan</b>
Out of Network Deductible - Single	\$100	\$250
Out of Network Deductible - Two Person	\$200	\$500
Out of Network Deductible - Family	\$300	\$750
Prior Authorization, Preauthorization, and Precertification	Does Not Apply, except for Medical Specialty Drugs	Required for several major areas of care
Out of Network Services, including: <ul style="list-style-type: none"> <li>• Inpatient Services</li> </ul>	Covered in Full	20% Coinsurance, Subject to Deductible
<ul style="list-style-type: none"> <li>• Inpatient Professional Services</li> <li>• Outpatient Facility Services</li> <li>• Home and Hospice Care</li> <li>• Outpatient and Office Professional Services</li> <li>• Rehab and Habilitation</li> <li>• Outpatient Professional Services</li> <li>• Preventive Services</li> </ul>		

Outpatient Physical Rehabilitation, Occupational Rehabilitation, Speech Rehabilitation	No Limit on Visits	Limited to 45 Visits Per Calendar Year, aggregate of physical, speech, and occupational therapy
Treatment of Diabetes - Non-Insulin Drugs and Supplies, Education, Equipment	Covered in Full	\$10 Copayment
Urgent Care Center Facility Visit	Covered in Full	\$25 Copayment
Prescription Coverage	\$5/\$15/\$30  (Prescriptions filled by mail order shall have employee co-pays of \$5/ generic and \$15/ brand.)	\$5/\$15/\$30  (\$5/\$30/\$60 for a ninety (90) day mail order supply.)

The Association also claims that based on the most recent premium costs and utilization numbers provided by the District, the elimination of the Classic Plan as an option for active employees, thus forcing those needing health insurance to participate in the PPO Plan, would result in an annual savings of \$873,186.

In addition, the Association claims that the District's proposal to eliminate the Medicare Part B reimbursement would generate even more savings for the District. Specifically, the Association claims that the District is required to reimburse Medicare eligible retirees \$24.80 per month for their Part B premiums and an additional \$24.80 for the Part B premiums for any Medicare eligible spouse, for a total of \$297.60 annually for the retiree, and an additional \$297.60 for their spouse.

Finally, the Association claims that the District's proposal requiring prospective retirees who become Medicare eligible to switch to the UnitedHealthcare Group Medicare Advantage PPO would result in yet more savings for the District. Specifically, the Association claims that the current premium for the UnitedHealthcare Group Medicare Advantage PPO plan optional individual coverage is \$4,885, which is significantly less expensive than individual coverage under the Classic Plan at \$14,613, or the PPO Plan at \$12,513.

The Association submits that it is willing to agree to the health insurance concessions the District is seeking for active employees and prospective retirees, but only if it realizes reasonable gains on the rate of contribution for prospective retirees and if the District continues to provide coverage and benefits for diabetic care—including, but not limited to, medical supplies—at the same level as the Classic Plan for those participating in the PPO Plan. The table below shows the current rates for several types of retiree coverage, along with the District’s proposal and the Association’s proposal.

Type of Coverage	Current Contribution Rates		District Proposal		Association Proposal	
	Retiree	District	Retiree	District	Retiree	District
Individual Coverage for Retiree	30%	70%	20%	80%	15%	85%
Individual Coverage for Spouse	50%	50%	30%	70%	25%	75%
Family Coverage if Necessary	50%	50%	40%	60%	40%	60%

In support of its proposal, the Association offers the table below containing data representing what it claims to be the contribution rates for retirees and their dependents or families as listed in the respective collective bargaining agreements in the record. The Association claims that of the nine schools with rates listed in their contracts, seven districts offer substantially better rates than Vestal, which ranks eighth above only Broome-Tioga BOCES.

	District	Individual	Family or Dependent
1	Johnson City	Same as active Service (If any, currently 0%)	Same as Active Service (If any, currently 0%)
2	Union-Endicott	5%	5%
3	Chenango Valley	Same as Last Year of Active Service (10%)	Same as Last Year of Active Service (15% for Classic Plan, 10% for PPO Plan)
4	Chenango Forks	10%	25% of two (2) individual/40%

5	Susquehanna Valley	Same as Last Year of Active Service (15%)	Same as Last Year of Active Service (15%)
6	Maine Endwell	Same as Last Year of Active Service (18%)	Same as Last Year of Active Service (18%)
7	Binghamton	20%	30%
8	Vestal	30%	50%
9	BTBOCES	35%	65%
10	Owego Apalachin	Eligible, rates not listed.	Eligible, rates not listed.

The Association contends that by adopting its proposal, Vestal would move to seventh for spousal coverage, with six districts still providing a superior rate. Based on this data, the Association claims that its proposal is fair and reasonable relative to what employees of the agreed upon comparable districts pay as the financial savings to the District of \$873,186 or more per year associated with the elimination of the Classic Plan option frames its proposal as affordable and well within the District's ability to sustain.

The Association further contends that according to the District's data, the average number of retirees each year for the past five years has been nine, and this figure is not based on the historical average the District provided the Association. In fact, the Association claims that the District appears to be using an average of 12.72 retirees per year, a number 41% higher than the historical average. Further clouding the accuracy of the District's projections is the fact that there is no obvious explanation of them in the documents themselves and no thorough explanation was provided at the hearing. Absent either, it is seemingly impossible for the Association to recreate and verify the calculations despite several attempts to do so during the preparation of this brief.

Nevertheless, the Association used an average number of ten retirees for its projections, an estimated number of retirees that favors the District. Assuming a projected 7% increase in annual health insurance premiums and an average of ten new retirees each year, the Association claims that the projections demonstrate that over a ten year period, the cumulative costs of the of its proposal to increase the District's contributions towards health insurance for prospective retirees would be \$1,227,192,

while the cumulative savings the District would enjoy from the elimination of the Classic Plan as an option for active employees and prospective retirees would result in a cumulative savings of \$12,064,334 over the same period, which would mean that the District's projected net savings over that span of time would be \$10,837,141.

Finally, the Association contends that it remains willing to make significant concessions on health insurance for both active employees and prospective retirees. The PPO Plan represents additional costs for the enrolled members, including potential exposure to significant out of network costs they would avoid under the Classic Plan. The obvious reason the District is pursuing the elimination of the Classic Plan as an option for active employees and prospective retirees is the massive annual savings the switch would generate—almost \$900,000 the first year and likely to increase each year thereafter. In return, the Association must see a fair reduction in what prospective retirees pay in retirement. The reduction should reflect the financial boon the switch represents for the District and also justify the diminishment associated with the PPO Plan. It should also adequately demonstrate the value of eliminating the Medicare Part B reimbursement and the additional savings resulting from the mandating a switch for prospective Medicare eligible retirees to the UnitedHealthcare Group Medicare Advantage PPO.

c. Discussion

Health Insurance is an expensive benefit, the cost of which typically increases at the rate of about 7% per year. For example, the total annual cost of the Classic Plan in SY2025-2026 is \$14,613 for individual coverage and \$36,240 for family coverage, and the total annual cost of the PPO Plan is \$12,513 for individual coverage and \$31,054 for family coverage. For SY2026-2027, the total projected annual cost of the Classic Plan is expected to be \$15,636 for individual coverage and \$38,777 for family coverage, and the total annual cost of the PPO Plan expected to be \$13,389 for individual coverage and \$33,228 for family coverage. Currently, about 78% of Association unit members are enrolled in the Classic Plan, while the remaining 22% are enrolled in the PPO Plan.

The District's proposal to move all Association unit members and prospective retirees to the PPO Plan would result in considerable savings to the District—about \$900,000 in the first full year of implementation. The Association has expressed a

willingness to agree to the District’s proposal—which provides savings to both the District and unit members—on the condition that the District increase its contribution to retiree health insurance.<sup>2</sup> As shown in the table below, both parties have proposed increases in the District’s contribution rates, but the disagreement among them regarding the District’s contribution rate for individual coverage and individual and spouse coverage is the sticking point in the parties’ negotiations.

Type of Coverage	Current Contribution Rates		District Proposal		Association Proposal	
	Retiree	District	Retiree	District	Retiree	District
Individual Coverage for Retiree	30%	70%	20%	80%	15%	85%
Individual Coverage for Spouse	50%	50%	30%	70%	25%	75%
Family Coverage if Necessary	50%	50%	40%	60%	40%	60%

As shown in this table, it appears that the parties are close to reaching agreement—for example they are “only” 5% apart on the District’s contribution rate for individual coverage. But this is an expensive benefit, and the differences in the parties’ proposals amount to about \$1.5 million over 10 years. To arrive at a recommendation that attempts to resolve this issue, it is necessary to review the evidence as it relates to the statutory factors most relevant to this issue—comparisons with the District’s peer group and the District’s ability to pay and the interests of the public.

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<sup>2</sup> The Association has also proposed that the District continue to provide coverage and benefits for diabetic care at the same level as the Classic Plan for those participating in the PPO Plan, although details of the cost of diabetic coverage were not fully known at the time of the hearing. It would not serve the interest of fairness for the District to provide special health insurance coverage for Teachers that other District employees or bargaining units do not enjoy. In addition, adopting special coverage for diabetes could create a perception of unfairness that could lead to calls for special coverage for other diseases that could lead to a fragmented policy landscape and limit or eliminate the financial advantage of moving to the PPO Plan. Moving to the PPO Plan—which the Association generally appears inclined to agree to—would financially benefit both the District and unit members, who also benefit from lower contribution rates. In the case of members who have diabetes, the evidence does not address whether these savings would be enough to offset any increases in the costs of treatment but, nevertheless, they could be applied to such costs. For these reasons, the Fact Finder does not recommend adopting this aspect of the Association’s proposal.

The statutory factors invite comparisons to conditions of employment—which include health insurance—with other school districts. Evidence introduced at the hearing shows that the District is below its peers on the level of retiree health insurance provided, as shown in the table below.

	<b>District</b>	<b>Individual</b>	<b>Family or Dependent</b>
1	Johnson City	Same as active Service (If any, currently 0%)	Same as Active Service (If any, currently 0%)
2	Union-Endicott	5%	5%
3	Chenango Valley	Same as Last Year of Active Service (10%)	Same as Last Year of Active Service (15% for Classic Plan, 10% for PPO Plan)
4	Chenango Forks	10%	25% of two (2) individual/40%
5	Susquehanna Valley	Same as Last Year of Active Service (15%)	Same as Last Year of Active Service (15%)
6	Maine Endwell	Same as Last Year of Active Service (18%)	Same as Last Year of Active Service (18%)
7	Binghamton	20%	30%
8	<b>Vestal</b>	<b>30%</b>	<b>50%</b>
9	BTBOCES	35%	65%
10	Owego Apalachin	Eligible, rates not listed.	Eligible, rates not listed.

Thus, the District’s standing among its peers on the rate of employer contributions to retiree health insurance weighs in favor of increases to the District’s retiree contribution, but this conclusion is tempered by the District’s standing on salaries. As shown in the Findings of Fact above, data assembled by the NYS Education Department, shows that Vestal teachers exceed the regional averages at every percentile except the 75<sup>th</sup>. In terms of average salary, Vestal teachers are among the highest paid in the region, with the third highest average salary behind Susquehanna Valley and Chenango Forks. Because salaries are part of an overall compensation package that includes health insurance, District employees earning

higher wages than their peers—and, in turn, higher pension benefits—have more money than their peers to fund health insurance contributions.

The District’s ability to fund increases to retiree insurance and the interests of the public—including District Teachers—should also be considered. The District acknowledges that it is a “wealthy” district, and the evidence shows that its taxpayers have been more generous than most in funding their children’s education. Nevertheless, the issue of whether or how much school taxes will be increased is often a sensitive one that all districts must be concerned about, regardless of the perceived wealth of the district. In this regard, it appears that the District has upheld the public trust in the administration of its finances as its current financial position is sound, but there are reasons to be cautious moving forward. This point is underscored by reviewing the District’s projected fund balance. Specifically, the District is expected to have a healthy unassigned fund balance of 3,799,463 in SY2025-2026, but it drops to \$1,393,126 in SY2026-2027 and is projected to be in the red in SY2027-2028 at -\$3,512,943.

The most persuasive factor weighing in favor of the Association’s position on retiree health insurance rate increases is that the District would have significant savings of over \$900,000 per year if the Association agrees to the District’s proposal.<sup>3</sup> The District projects that some of this money would be used to fund salary increases, fund a tentatively agreed to 403(b) contribution to unit members at retirement, and to reduce the tax levy in the later years of a proposed new agreement. Both parties have also proposed using some of these savings for increases to the District’s contribution rate for retiree health insurance. In that regard, over the period from SY 2024-2025 through SY2034-2035, the District’s retiree health insurance costs would increase by about \$4 million under its proposal, while these costs would increase by about \$5.5 million under the Association’s proposal. To further put those numbers in perspective, under the first full year of a new agreement—SY 2026-2027—the projected cost of the District’s retiree health insurance is about \$52,000 more

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<sup>3</sup> It is also noteworthy that Association members will also save money under the District’s proposal. If the District moves to the PPO Plan, active teachers in the individual plan will save \$284, and active teachers in the family plan will save \$700 per year on their share of the annual health insurance premium. On an annual base salary of \$70,000, this is equivalent to an additional 1% salary increase for those in the family plan.

under the Association’s proposal than the District’s proposal.<sup>4</sup> By the fifth full year of a new agreement—SY2030-2031—the projected cost of the District’s retiree health insurance is about \$146,000 more under the Association’s proposal than the District’s proposal.<sup>5</sup> In sum, the District has the ability to increase its current proposal but the significance of this expense overall and the extent to which is expected to increase over the years warrants a cautious approach.

d. Recommendation on Health Insurance

In summary, the Fact-Finder concludes that the District’s proposal to increase its contribution rate for retiree coverage 10% for individual coverage, 20% for individual and spouse retiree coverage, and 10% for family coverage is significant, but the District should do more to elevate its standing among its peers and compensate the unit for agreeing to the PPO. The District’s finances are presently sound but projections of declining fund balances over the next four years warrant a cautious approach to additional spending. On balance, these conclusions support a recommendation that the District provide additional increases in retiree contribution rates over those it proposed, but not at the level proposed by the Association. The “sweet spot” to resolve this dispute is for the parties to meet in the middle on those contribution rates where they disagree, as shown on the table below.

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<sup>4</sup> Total cost of District’s contribution towards retiree health insurance under the Association’s proposal (\$860,212) minus the total cost of the District’s contribution towards retiree health insurance under the District’s proposal (\$807,546) equals the additional cost of the Association’s proposal.  $\$860,212 - \$807,546 = \$52,666$

<sup>5</sup> Total cost of District’s contribution towards retiree health insurance under the Association’s proposal (\$2,400,487) minus the total cost of the District’s contribution towards retiree health insurance under the District’s proposal (\$2,253,617) equals the additional cost of the Association’s proposal.  $\$2,400,487 - \$2,253,617 = \$146,870$

For the above-stated reasons, the Fact-Finder recommends that the parties adopt the District’s October 21, 2025 proposal on Health Insurance Benefits, except that the District’s contribution rates for retirees should be as follows:

Type of Coverage	Recommended Contribution Rates	
	District	Retiree
Individual Coverage for Retiree	82.5%	17.5%
Individual Coverage for Spouse	72.5%	27.5%
Family Coverage	60%	40%

2. VTA President Release Time

a. The District’s Position

Pursuant to a Memorandum of Understanding (“MOU”) between the parties entered into 2015, the VTA President is released from two teaching periods, homeroom assignment, and duty assignments. The District has proposed the elimination of the MOU and that the “VTA President shall be relieved of the equivalent of one class period, homeroom duty, and their contractual duty.”

The District argues that the VTA President’s primary professional obligation is as a full-time teacher who provides high-quality instruction to students and that he should not work a reduced schedule at taxpayer expense. Further, the District argues that its current proposal to end the reduced teaching load of two classes and requiring the VTA President to teach four classes—which is still a one class reduction from the normal full teaching load of five classes at the secondary level—would ensure that the VTA President remains fully integrated into the classroom environment, aligning their daily experience with that of the educators they represent and maximizing the direct educational value provided to the students of the District.

The District also maintains that a reduced teaching load for the VTA President creates a significant inequity between the VTA leadership and the rank-and-file educators they represent and that by only teaching three classes, the VTA President is

shielded from the full scope of the daily instructional responsibilities, grading volume, and student engagement required of their peers. Returning the President to a four class load ensures a shared professional experience across the faculty, reinforcing the principle that all staff members are primarily dedicated to the core mission of student education.

Finally, the District also contends that the VTA's counter-proposal to decrease Association business days from 52 to 42 days per year offers no tangible benefit to the public or the school system because District records show they only use an average of 25 days annually.

b. The Association's Position

The Association submits that its President's release time is a valuable resource for individual members and the Association as a whole. Additionally, the Association contends that students are better served with a consistent teacher and reassigning the periods the President is released from to permanent staff members allows for that. However, the Association contends that to address the District's concerns, it has proposed reducing the number of Association business days provided for in ARTICLE-3—ASSOCIATION RIGHTS from 52 to 42, which it submits represents a comparable reduction in release time available to the Association.

c. Discussion

The District's argument that the VTA President should not work a reduced schedule at taxpayer expense raises the issue of whether it is in the interest of the public to pay for the VTA President to conduct Association business. The District's proposal does not eliminate any concern that it is not in the taxpayers' interest to do so because it still provides for release time for the VTA President—albeit one less class period than what is currently provided. The parties also agreed in the MOU that the “District, staff and students would benefit from greater availability of the Association President during the Association contractual workday,” so unless circumstances have changed from when the MOU was reached—and there is insufficient evidence in the record to support that conclusion—it appears that there is a mutual benefit to providing the Association President with some release time.

The other relevant statutory factor concerns how peer districts treat this issue. The table below shows that the District’s current allocation of two class periods of release time is among the most generous in the region.

<b>District</b>	<b>President’s release time</b>
Binghamton	90 days
Chenango Forks	Unlimited as arranged with Principal
Chenango Valley	38 minutes/day
Johnson City	Supervisory duties
Maine-Endwell	Supervisory duties
Owego-Apalachin	40 minutes per day
Susquehanna Valley	½ day per month
Union-Endicott	Homeroom, study hall, and extra duties
Vestal	Two teaching periods, homeroom, and duties

This data also suggests that the District’s proposal to provide the VTA President with release time equivalent to one class period, homeroom, and contractual duty is still more favorable than most of the District’s peers. This evidence weighs in favor of some reduction in the VTA President’s release time.

d. Recommendation on VTA President Release Time

For the above-stated reasons, the Fact-Finder recommends that the parties adopt the District’s proposal on Workload for the VTA President, as described in the District’s October 21, 2025 proposal, and the Association retain a total of 52 days of professional leave with pay to attend to Association business, as provided in Article 3 of the CBA.

3. Additional Meetings

a. The District’s Position

The District submits that the parties have tentatively agreed on a framework for additional professional meeting time that would provide for four additional one-hour meetings per year beginning in SY2026-2027—two occurring after-school, and two occurring on Early Release Days. The District contends that the parties have agreed that the after-school meetings would be scheduled sufficiently in advance and not held

on the last day of the week and that the core disagreement between the parties on this topic is the Association's insistence that the two additional after-school meetings sunset at the expiration of a new agreement, and that teachers cannot be required to perform extra work before or after any of these meetings. It is the District's position that the long-term operational stability and the necessity of maintaining consistent professional standards beyond the current contract cycle require the additional after-school meeting time to be permanent.

Vestal currently has the least number of monthly after-school hours meetings in the region compared to neighboring districts. By establishing these meetings—two after-school and two on Early Release Days—the District is seeking to address this regional disparity. Ensuring these hours do not expire is a critical step in providing Vestal educators with the same collaborative opportunities as their regional peers, ultimately benefiting student instruction and district-wide academic performance.

The District maintains that the tentatively agreed-upon framework for two additional hours of professional meeting time is a vital investment in the continuous improvement of educational outcomes, and it notes that it is only proposing two additional hours because the other two meetings would be held on Early Release Days within the normal Teacher work day. The District is concerned that allowing these meetings to sunset at the expiration of a new collective bargaining agreement, the District risks creating a "cliff" for professional development, where essential collaborative time is abruptly withdrawn regardless of student or staff ongoing needs. The District insists that permanent integration of this time ensures that it can engage in multi-year strategic planning and curriculum alignment, providing a reliable structure that survives the fluctuations of contract negotiations and offers teachers a predictable schedule for years to come.

Furthermore, the District views these meetings as a fundamental component of the modern teaching profession, rather than a temporary burden. Allowing these meetings to expire would undermine the progress made in establishing a culture of consistent, data-driven collaboration between the District and the VTA. While the VTA expresses concerns regarding the workload surrounding these sessions, the District's commitment to scheduling after-school meetings sufficiently in advance demonstrates a

clear intent to balance professional requirements with personal time. Making this additional time a permanent fixture prevents the administrative inefficiency of renegotiating basic professional standards every few years, allowing both parties to focus on the content of the meetings rather than the right to hold them.

In addition to maintaining long-term stability, the District contends that the ability to require limited work surrounding these meetings is essential for their overall effectiveness. Professional meetings are most productive when participants are properly prepared and when the insights gained can be transitioned into actionable steps. Restricting the District's ability to require limited work before or after these sessions could lead to inefficient "starting from scratch" during the meetings themselves, wasting valuable collaborative time.

Reasonable expectations for preparation, such as reviewing an agenda or data set, ensure that the four additional meetings per year are high-impact and respect the professional time of all attendees. Since the District has already agreed to schedule after-school meetings sufficiently in advance, teachers have the necessary foresight to manage their schedules around these modest requirements. By opposing a "no extra work" rule, the District is not seeking to overburden staff, but rather to ensure that the two after-school and two Early Release Day meetings serve as meaningful venues for professional growth rather than mere administrative box-checking.

Finally, the District asserts that it has offered fair compensation for the additional two hours of after-school meeting time. The District has proposed adding \$300.00 to the base salary of every teacher beginning in the 2026-2027 school year, when these additional meetings would start. This equates to \$150/hour for teachers. Assuming teachers spend an hour in pre and post preparation work for the meeting, they are still being paid \$75/hour for their time. This is a win for both the District and the teachers.

b. The Association's Position

The Association claims that the District's proposal would result in two hours of additional reporting time beyond the normal workday and the loss of two hours of planning time for individual teachers on Early Release Days ("ERD"), when students are dismissed prior to the end of the teachers' contractual day. The Association contends that it has some concerns regarding the scheduling of the additional meetings, but its

primary concern is related to the District's insistence that the following language be included:

VTA members shall make reasonable preparations for the meetings that pertain to their normal teaching responsibilities such as reviewing literacy benchmarks, assessment results, etc. VTA members will follow-up after the meetings by implementing new materials, instructional strategies and/or assessments in their classrooms/departments.

The Association submits that the open-ended nature of this language could potentially be abused by the District to dramatically increase the workload of employees. As an effort to meet the District's needs and allow for a brief trial period, the Association has proposed language to protect against a dramatic increase in workload and splitting the \$300 increase in compensation into two \$150 components, as follows:

- Employees would receive a permanent increase to their base salary of \$150 in return for making the two meetings on the ERD permanent and losing the associated planning time; and,
- Employees would receive an additional \$150 during the 2025-2026, 2026-2027, and 2027-2028 school years for the two meetings beyond the contractual workday, which would sunset (along with the additional compensation) at the end of the contract.

The Association notes that in a recent Memorandum of Agreement between the parties that addressed faculty meetings, among other things, the Association agreed that faculty meetings could be up to one hour in length and that up to three faculty meetings per year may be up to one and one-half hours in length. The Association contends that the CBA allows for professional development to be offered in faculty meetings, and its proposal combined with the lengths permitted under the faculty meeting agreement should be ample time to meet the needs of the District.

Finally, the Association claims that the fundamental roadblocks to a settlement remain trust and fair value. In that regard, the Association claims that it has difficulty trusting that the District will not heap additional work on its members in relation to the two additional meetings beyond the workday that it has proposed. The Association submits that it has proposed a rational and reasonable solution and simply limiting the two meetings—and the related compensation—to the life of the contract would allow

both the District and Association to assess whether the meetings are consistent with their expectations.

c. Discussion

To begin this discussion, it is necessary to first review the language in the parties' proposals. The District's October 21, 2025 proposal states:

Monthly Meetings: Beginning with the 2026-2027 school year, VTA members will participate in two one-hour meetings per year, to begin five minutes after the end of the contractual day (in addition to the current monthly faculty meetings). VTA members will also participate in two one-hour meetings held on Early Release Days. The meetings may consist of small groups of individuals (i.e. grade 2 teachers, earth science teachers, or nurses) or could be used for large group professional learning and/or department or grade-level meetings. These meetings may be co-facilitated by department chairs in collaboration with building and district administrators or other professional developers. VTA members shall make reasonable preparations for the meetings that pertain to their normal teaching responsibilities such as reviewing literacy benchmarks, assessment results, etc. VTA members will follow-up after the meetings by implementing new materials, instructional strategies and/or assessments in their classrooms/departments. After school meeting dates may vary and not be scheduled at the same time for all VTA members (i.e. grade 2 teachers could meet on one date and grade 3 teachers could meet on another date). Meetings shall not be scheduled on the last day of the work week. Notice of meetings shall be provided a minimum of two (2) weeks in advance, however, in the event that a meeting is missed due to a school cancellation, meetings may be re-scheduled with less than two (2) weeks notice.

The Association's October 20, 2025 proposal states:

VTA members will participate in four (4) additional meetings as outlined below. The meetings may consist of small groups of individuals (i.e. grade 2 teachers, earth science teachers, or nurses) or could be used for large group professional learning and/or department or grade-level meetings. The purpose of these meetings shall be to foster collaboration and innovation and meetings shall not result in an increased workload for staff members beyond the meetings. These meetings may be co-facilitated by department chairs in collaboration with building and district administrators or other professional developers.

Two after school meetings shall be conducted in accordance with the following:

- Shall only occur only during the 2025-2026, 2026-2027, and 2027-2028 school years.

- Dates may vary and may not be scheduled at the same time for all VTA members (i.e. grade 2 teachers could meet on one date and grade 3 teachers could meet on another date).
- Shall not be scheduled on the last day of the work week.
- A minimum of two weeks' notice of the meeting dates shall be provided.
- Shall begin five minutes after the end of the contractual workday.
- Each employee shall receive \$150/yr for the 2025-2026, 2026-2027, and 2027-2028 school years.

Two meetings shall be conducted on Early Release Days in accordance with the following:

- Meetings on ERD will be scheduled in the last hour of the workday.
- A Minimum of two weeks' notice of the meeting dates shall be provided.
- Effective July 1, 2025, \$150 will be added to the base salary of each employee and the additional meetings on ERD shall not sunset.

There are elements to the parties' competing proposals on this issue in which they appear to agree and those they do not. Specifically, it appears that the Association may agree to the District's proposal to hold four additional meetings each year, but it has some concerns. The Association asserts that its primary concern is the following language in the fifth sentence of the District's proposal:

VTA members shall make reasonable preparations for the meetings that pertain to their normal teaching responsibilities such as reviewing literacy benchmarks, assessment results, etc. VTA members will follow-up after the meetings by implementing new materials, instructional strategies and/or assessments in their classrooms/departments.

The Association believes that this language is open-ended and could potentially be abused by the District to dramatically increase the workload of employees. As a way to ameliorate the possible long-term effect of this language on its members, the Association has proposed language stating that:

The purpose of these meetings shall be to foster collaboration and innovation and meetings shall not result in an increased workload for staff members beyond the meetings.

The Association also proposes that the two after-school meetings per year cease or "sunset" after the expiration of the final year of a new agreement, which would provide a "trial period" that would allow the parties to assess whether the meetings are consistent with their expectations. In addition, the Association proposes that the \$300 payment to

member's base salary included in the District's proposal be divided, such that \$150 would be added to the base for the two ERD meetings, and each member would receive \$150/yr for the 2025-2026, 2026-2027, and 2027-2028 school years for the after-school meetings.

Although the above quoted sentence from the District's proposal appears to be a good faith effort to require Teachers to participate in the meetings and follow-through with possible topics discussed, this language is open-ended and could be interpreted to permit the District to increase Teachers' workloads. It also could be seen as an effort to force teachers to perform additional work rather than be guided by their own sense of professionalism.

Rather than forgoing what could be an opportunity for professional growth and additional compensation for Teachers, the better outcome would be to adopt that part of the District's proposal providing for the four additional meetings and also address the Association's primary concern. This could be done by deleting the language in the District's proposal that is of concern to the Association and replacing it with the sentence in the Association's proposal describing the purpose of the after school meetings. If this concern is addressed in that manner, the meetings should occur without sunseting at the end of a new agreement so that the District may engage in multi-year strategic planning and curriculum alignment and Teachers' should have \$300 added to their base salary in SY2026-2027 as proposed by the District.

It is also noted that the Association's October 20, 2025 proposal expressed a concern that at least two weeks' notice of meetings be provided, and it appears that the District addressed that concern in a manner that should be agreeable to the Association in the District's October 21, 2025 proposal by requiring "a minimum of two weeks" notice.

d. Recommendation on Additional Meetings

For the above-stated reasons, the Fact-Finder recommends that the parties adopt the District's October 21, 2025 proposal, except that the fifth sentence of that proposal that is of concern to the Association shall be deleted and replaced with the sentence in the Association's proposal describing the purpose of the after school meetings.

## Summary of Recommendations

### 1. Health Insurance

The Fact-Finder recommends that the parties adopt the District's October 21, 2025 proposal on Health Insurance Benefits, except that the District's contribution rates for retirees should be increased as follows:

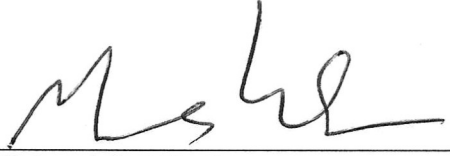
Type of Coverage	Recommended Contribution Rates	
	District	Retiree
Individual Coverage for Retiree	82.5%	17.5%
Individual Coverage for Spouse	72.5%	27.5%
Family Coverage	60%	40%

### 2. VTA President Release Time

The Fact-Finder recommends that the parties adopt the District's proposal on Workload for the VTA President, as described in the District's October 21, 2025 proposal, and the Association retain a total of 52 days of professional leave with pay to attend to Association business, as provided in Article 3 of the CBA.

### 3. Additional Meetings

The Fact-Finder recommends that the parties adopt the District's October 21, 2025 proposal, except that the fifth sentence of that proposal that is of concern to the Association shall be deleted and replaced with the sentence in the Association's proposal describing the purpose of the after school meetings.

  
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Michael G. Whelan

1/20/26  
Date