

RTM

September 17, 2012

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ATTACHMENT 1
CERTIFIED COST OF CONTRACT

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TOWN OF GREENWICH

Finance Department

Peter P. Mynarski, Jr., Director

August 24, 2012

TO: Dave Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski
Comptroller

REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR THE 2013-2016 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE GREENWICH BOARD OF EDUCATION AND GREENWICH ASSOCIATION OF SCHOOL ADMINISTRATORS

As required by the Representative Town Meeting approved Sense of the Meeting Resolution, Item 22, Paragraph 3, dated June 9, 1980, I am certifying the attached estimate of annual costs to the Labor Contracts Committee and the Representative Town Meeting for September 17, 2012 are correct and I am in agreement.

8/23/12
Date

Peter P. Mynarski, Jr.
Comptroller

cc: Alfred C. Cava, Director of Labor Relations
Ben Branyan, Managing Director of Operations

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TOTAL COST TOWN OF GREENWICH - BOE - GOSA CONTRACT FY13-14 to FY15-16

	2012-2013 BASE	2013-2014 YEAR 1	2014-2015 YEAR 2	2015-2016 YEAR 3	THREE YEAR COMPARISON
Wages	\$ 7,414,409	\$ 7,414,409	\$ 7,599,769	\$ 7,789,763	\$ 22,243,227
403b Contributions	\$ 177,836	\$ 185,810	\$ 190,455	\$ 214,806	\$ 533,507
House Master Days	\$ -	\$ 19,148	\$ 19,626	\$ 20,117	\$ -
Total Wages	\$ 7,592,245	\$ 7,619,366	\$ 7,809,850	\$ 8,024,686	\$ 22,776,734
% change year-to-year		0.36%	2.50%	2.75%	2.97%
\$ change year-to-year	\$	\$ 27,122	\$ 190,484	\$ 214,836	\$ 677,169
Medical	\$ 852,490	\$ 821,661	\$ 776,310	\$ 758,099	\$ 2,557,471
Pharmacy	\$ 22,522	\$ 11,261	\$ -	\$ -	\$ 67,566
Dental	\$ 55,383	\$ 55,383	\$ 55,383	\$ 55,383	\$ 166,149
HC Hold Harmless	\$ -	\$ 42,000	\$ -	\$ -	\$ -
Long Term Disability	\$ 19,395	\$ 22,909	\$ 22,909	\$ 22,909	\$ 58,185
Total TOWN Health Care	\$ 949,790	\$ 953,214	\$ 854,602	\$ 836,391	\$ 2,849,371
% change year-to-year		0.36%	-10.35%	-2.13%	-7.20%
\$ change year-to-year	\$	\$ 3,424	\$ (98,612)	\$ (18,211)	\$ (205,163)
Education Development Grants	\$ 15,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 45,000
TOTAL OTHER	\$ 15,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 45,000
% change year-to-year		100.00%	0.00%	0.00%	100.00%
\$ change year-to-year	\$	\$ 15,000	\$ -	\$ -	\$ 45,000
TOTAL	\$ 8,557,035	\$ 8,602,580	\$ 8,694,452	\$ 8,891,077	\$ 25,671,104
% change year-to-year		0.53%	1.07%	2.26%	2.01%
\$ change year-to-year	\$	\$ 45,545	\$ 91,872	\$ 196,625	\$ 517,006

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SUMMARY OF CHANGES

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SHIPMAN & GOODWIN LLP
COUNSELORS AT LAW

TO: Peter Sherr, Chair, Negotiations Committee

FROM: Tom Mooney

RE: Summary of Agreement with the Greenwich Organization of School Administrators

DATE: August 24, 2012

Last month, the Greenwich Board of Education reached a tentative agreement with the Greenwich Organization of School Administrators (GOSA), and earlier this week, you advised me that GOSA has ratified the agreement. In anticipation of the Board's vote to ratify the agreement, you have asked me to describe the terms of the new contract:

A. Duration:

The new contract is three years, July 1, 2013 through June 30, 2016.

COMMENT: Three-year contracts have been the norm with GOSA, and they are typical of administrator contracts statewide.

B. Salary:

2013-2014: No general wage increase.
Step movement for those eligible.

2014-2015: 2.5% general wage increase.
Step movement for those eligible.

2015-2016: 2.5% general wage increase.
Step movement for those eligible.

COMMENT: This settlement is patterned after the settlement reached last year with the GEA. There is no increase on the salary schedule in the first year, and there is a 2.5% increase in the second and third

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years of the contract. While step movement is granted in each year and there was step movement in only the first year for the GEA, the step cost for GEA was 2.31%. By contrast, for GOSA the projected cost for step movement is de minimis, only 0.07% in the first year only.

C. Health Insurance:

GOSA accepted the Board's insurance proposal, effective July 1, 2013. This plan conforms to the HD-HSA plan that was negotiated with the GEA last year, and it offers similar, significant cost reductions. Given that increased costs will be imposed on the administrators in the first year when there is no salary increase, the Board agreed to make a one-time additional payment to administrators of \$500 or \$1,000 (based on whether administrators participate in individual or family coverage) in the first year of this agreement. This payment holds administrators harmless against this additional cost for only that one year, and the additional cost will be borne by the administrators in future years.

D. Other provisions:

- The monthly cap on disability payments was raised to \$7,500 from \$6,000 to permit payment of 60% of salary in cases of disability in accordance with the plan.
- The Board will make an additional payment to the tax-sheltered annuity of \$400 or \$300, depending on the work year of the administrator.
- The amount the Board budgets under Article IX(A) for educational development grants increases by \$15,000 to \$30,000 effective July 1, 2013.
- The work year for house administrators and the dean of students increases from 220 days to 225 days, effective July 1, 2013.
- The parties agreed to a side letter clarifying the timing of deductions for health insurance as well as the tax-sheltered annuity payments that the Board makes under the contract.

COMMENT:

These additional provisions complete the agreement reached. The relatively minor cost of these provisions made it possible for the Board team to achieve this favorable settlement, wherein GOSA takes a salary freeze in the first year and accepts the significant insurance changes whereby its members will now participate in the mandatory HD-HSA plan. Moreover, some of these provisions benefit the Board as well. The increased work year for

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housemasters and deans will provide better coverage at the High School, and the educational development grants improve professional skills of the administrators.

In summary, this Agreement compares favorably to the potential outcome of arbitration proceedings, if they had been necessary. The Board achieved both of its major goals – a salary freeze in the first year and adoption of the mandatory HD-HSA insurance program. Moreover, the Board preserved its management rights through these negotiations, and the language of the contract remains favorable to the Board of Education.

I hope that this brief explanation of the tentative agreement is helpful to you. Please let me know if we can be of any further assistance. Thank you.