

p. 1 of 13

Nomination of LUCIA D. JANSEN for Appointment to the RTM's Labor Contracts Committee

The undersigned members of the Representative Town Meeting of the Town of Greenwich hereby nominate **LUCIA D. JANSEN** for appointment as a regular member of the Representative Town Meeting's Labor Claims Committee.

Further, they request that the Town Clerk include the following resolution in the next Call published for the Representative Town Meeting:

"RESOLVED, that the following named person, nominated by petition of members of the Representative Town Meeting, be appointed a regular member of the Labor Contracts Committee for the term expiring December 31, 2013:

LUCIA D. JANSEN"

Printed Name

Residence Address

Signature

✓ Michael Spilo	386 North St Greenwich	<i>[Signature]</i>
✓ Carol Zarrilli	10 Brook Crossway, Gr.	<i>Carol Zarrilli</i>
✓ Margaret Freiberg	15 Zachary Mead Ln, Greenwich	<i>[Signature]</i>
✓ Gordon A Emms	30 Orchard St Ros Bay	<i>[Signature]</i>
Jacqueline K Hammock	51 Forest Ave #93, Old Greenwich CT	<i>Jacqueline Hammock</i>
✓ JOHN E HARKINS	45 Lockwood Ave, ^{OLD} GREENWICH CT	<i>John E Harkin</i>
✓ JULIE PISANI	33, Harding Rd, O.G. CT 06870	<i>Julie Pisani</i>
✓ N Shauri Nwabe	13 Harding Road, O.G., CT 06870	<i>[Signature]</i>
✓ John de Csepel	40 CATHLOU DR. RIVSD 06878	<i>[Signature]</i>
✓ Janice Riddell	54 Hendrie Ave. Riverside	<i>Janice Riddell</i>
✓ BRIAN PELDUNAS	7 OWENOKIE WAY, RIVSD 06878	<i>Brian Peldunas</i>
Bernard Schneider	197 Sheephill Road, Riverside CT 06878	<i>Bernard Schneider</i>
Katherine Davis	44 Patterson Ave 06830	<i>Katherine Davis</i>

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LUCIA D. JANSEN"

<u>Printed Name</u>	<u>Residence Address</u>	<u>Signature</u>
✓ John F. Toner	351 Paulsenwich Rd #06	[Signature]
✓ Christine Rossi	16 Locust Street	[Signature]
✓ Greg Frumin	22 Lenox Dr 06830	[Signature]
✓ Betsey Frumin	53 Shady Lane 06831	[Signature]
✓ Christine Edwards	111 Bible Street Cos Cob, CT 06807	[Signature]
✓ C. Nick Edwards III	111 Bible Street Cos Cob, CT 06807	[Signature]
✓ Lauren Rabin	56 Glenville Street GR 06831	[Signature]
✓ Stephen A. Warden	433 King St. Greenwich 06831	[Signature]
✓ DONALD E. HAMILTON	14 Brookridge Drive 06830	[Signature]
✓ GERRIT ARGENTO	84 Brookside Drive, GWCH 06831	[Signature]

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Printed Name

John H. Daan

Residence Address

123 Maple Ave, Greenwich

Signature

John H.

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LUCIA D. JANSEN"

Printed Name

Nikhil S. Gupte

Residence Address

296 Dalmar Hill Rd, Riverside, CT 06878

Signature

Nikhil S. Gupte

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M. Irene Dietrich

37 Gregory Rd
Cos Cob, CT 06807

M. Irene Dietrich

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ROBERT T. MAY 6 NIMITZ PLACE O.G. Robert T. May

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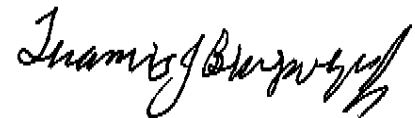
Printed Name

Residence Address

Signature

Francis J. Burzweger, Jr.

24 Cat Rock Road
Cos Cob, CT 06807



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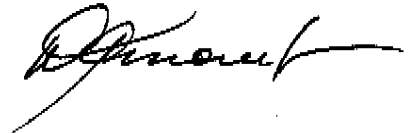
Printed Name

Residence Address

Signature

Dannis Arrouet

14 Montgomery Lane



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LUCIA D. JANSEN"

Printed Name

Dan Oziemer

Residence Address

55 Club Road

Signature



Nomination of PAUL F. CURTIS for Appointment to the RTM's Labor Contracts Committee

The undersigned members of the Representative Town Meeting of the Town of Greenwich hereby nominate **PAUL F. CURTIS** for appointment as a regular member of the Representative Town Meeting's Labor Claims Committee.

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PAUL F. CURTIS"

Printed Name

Nikhil S. Gupte

Residence Address

296 Palmer Hill Rd, Riverside, CT 06878

Signature

Nikhil S. Gupte

Proposed New Labor Contract Format
Submitted by: Lucia D. Jansen, District 7 RTM Member
October 22, 2011

Item	GEA Teachers Contract Term of Agreement	Article/ Page No.	Current Contract 2009-2012	Proposed Contract 2013 - 2016	Benchmark to other Towns																
	Wages and other comp																				
1	Salaries (Base Pay)	5, pg 6	Yearly wage increase (does not include steps): 2009-10 2.5 % 2010-11 2.4 % 2011-12 2.2 % Entry level 2011-12 salary: \$51,060 Average 2011-12 teacher salary with: BA over 13 steps: \$67,188 MA over 14 steps: \$77,865 6th year over 15 steps: \$85,154 PhD over 15 steps: \$89,329 Step, academic, extracurricular pay scales increase by the same percentage as wage increase 85.4 teachers out of 857 or 10% 1-4 years (prior tenure)	2012-13 0% 2013-14 2.5% 2014-15 2.5% Entry level 2014-15 salary: \$53,645 Average 2014-15 salary with: BA over 13 steps: \$70,590 MA over 14 steps: \$81,807 6th year over 15 steps: \$89,466 PhD over 15 steps: \$93,851																	
2	Annual "Step" Raises	5, pg 7	Yearly income "step" raises based on years of service <table><thead><tr><th></th><th>BA</th><th>MA</th><th>6th</th></tr></thead><tbody><tr><td>Years of increase:</td><td>13</td><td>17</td><td>18</td></tr><tr><td>Avg per year increase between 2009-12</td><td>6.1%</td><td>6.2%</td><td>5.9%</td></tr><tr><td></td><td>5.4%</td><td></td><td></td></tr></tbody></table> <u>PhD</u>		BA	MA	6 th	Years of increase:	13	17	18	Avg per year increase between 2009-12	6.1%	6.2%	5.9%		5.4%			2012-13 2.31% 2013-14 0% 2014-15 0% ___?___ who did not move up a step due to poor performance Of the 857 teachers, by 2014-15: 20% with BA's have totally moved out steps 35% with MA 56% with 6th degree 80% with PhD	
	BA	MA	6 th																		
Years of increase:	13	17	18																		
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Item	GEA Teachers Contract	Article/ Page No.	Current Contract	Proposed Contract	Benchmark to other Towns																																
3	Academic Lane Change	9-G,H, pg 7	Teachers move into a new "lane" with added degrees eg: moving from BA to MA, Step 1 to Step 2, salary increase: <table><thead><tr><th>Year's</th><th>Salaries</th><th>% Increase</th></tr></thead><tbody><tr><td>2008-09 to 2009-10</td><td>\$47,568 to \$56,261</td><td>18.3%</td></tr><tr><td>2009-10 to 2010-11</td><td>\$48,776 to \$57,617</td><td>18.1%</td></tr><tr><td>2010-11 to 2011-12</td><td>\$49,951 to \$58,896</td><td>17.9%</td></tr></tbody></table> Policy for career advancement only two criteria: advanced degrees and seniority	Year's	Salaries	% Increase	2008-09 to 2009-10	\$47,568 to \$56,261	18.3%	2009-10 to 2010-11	\$48,776 to \$57,617	18.1%	2010-11 to 2011-12	\$49,951 to \$58,896	17.9%	<table><thead><tr><th>Year's</th><th>Salaries</th><th>% Increase</th></tr></thead><tbody><tr><td>2011-12 to 2012-13</td><td>\$51,060 to \$58,896</td><td>15.3%</td></tr><tr><td>2012-13 to 2013-14</td><td>\$51,060 to \$56,504</td><td>10.7%</td></tr><tr><td>2013-14 to 2014-15</td><td>\$52,337 to \$59,365</td><td>13.4%</td></tr></tbody></table> Yr1 a step increase and academic lane change is included. Yr 2 and 3 teacher does not move up a step—only an academic lane change for expected payout of \$536,654 estimate. Out of 857, teacher degrees are: <table><tbody><tr><td>7.3%</td><td>BA</td></tr><tr><td>49.2%</td><td>MA</td></tr><tr><td>40.9</td><td>6th degree</td></tr><tr><td>2.5%</td><td>PhD</td></tr></tbody></table> No change in policy career advancement criteria	Year's	Salaries	% Increase	2011-12 to 2012-13	\$51,060 to \$58,896	15.3%	2012-13 to 2013-14	\$51,060 to \$56,504	10.7%	2013-14 to 2014-15	\$52,337 to \$59,365	13.4%	7.3%	BA	49.2%	MA	40.9	6 th degree	2.5%	PhD	
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4	Bonus Longevity	9, pg 8	\$1,200 per year for 20 or more years \$231,900 193.25 teachers qualify 2011-12 or 22.5% of the workforce	Same amount \$254,700 212.25 teachers qualify 2014-15 or 25% of total workforce																																	
5	BEST Mentors	10-H, pg 9	\$750 for each teacher, max of 2 teachers _____ BEST teachers in district	Replaced with TEAM \$1,000 stipend																																	
6	Tuition Reimbursement	15, pg 19	Full and part-time (20+ hrs) qualify 9 credits reimbursed per year/teacher \$50k/yr Education Development Leave for all teachers Rate of reimbursement per credit: \$350 FY 2009-10, max \$130k/district total \$375 FY 2010-11, max \$140k \$400 FY 2011-12, max \$150k	Tuition Reimbursement Fund: <table><tbody><tr><td>2012-13</td><td>\$200,000</td></tr><tr><td>2013-14</td><td>\$210,000</td></tr><tr><td>2014-15</td><td>\$220,000</td></tr></tbody></table> Education Development Leave (EDL) <table><tbody><tr><td>2012-13</td><td>\$150,000</td></tr><tr><td>2013-14</td><td>\$160,000</td></tr><tr><td>2014-15</td><td>\$170,000</td></tr></tbody></table> 1-2 days at \$190, \$200, \$210 per diem	2012-13	\$200,000	2013-14	\$210,000	2014-15	\$220,000	2012-13	\$150,000	2013-14	\$160,000	2014-15	\$170,000																					
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7	Specialist teachers Program Associate (PA) Learning Facilitator (LF)	10, pg 8	<table><thead><tr><th>Title</th><th>District</th><th>2009-10</th><th>2010-11</th><th>2011-12</th></tr></thead><tbody><tr><td>PA</td><td>#</td><td>\$4,164</td><td>\$4,289</td><td>\$4,422</td></tr><tr><td>LF elem/middle</td><td>#</td><td>\$2,196</td><td>\$2,263</td><td>\$2,332</td></tr><tr><td>LF high school</td><td>#</td><td>\$3,294</td><td>\$3,393</td><td>\$3,498</td></tr></tbody></table>	Title	District	2009-10	2010-11	2011-12	PA	#	\$4,164	\$4,289	\$4,422	LF elem/middle	#	\$2,196	\$2,263	\$2,332	LF high school	#	\$3,294	\$3,393	\$3,498	<table><thead><tr><th>PA</th><th>LF</th></tr></thead><tbody><tr><td>2012-13 same</td><td>same</td></tr><tr><td>2013-14 2.5%</td><td>2.5%</td></tr><tr><td>2014-15 2.5%</td><td>2.5%</td></tr></tbody></table>	PA	LF	2012-13 same	same	2013-14 2.5%	2.5%	2014-15 2.5%	2.5%					
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			\$154,165	\$162,172 for a 5.2% increase totaling \$474,455 over three year																																																				
8	Athletic Coaches	16, Appendix B & C	Total Dollars (2011-12) : \$636,654 + experience bonuses <table><tr><th>Qty</th><th>School</th><th>Male/Female</th><th>Total Base Salary</th><th>Experience Bonus 4-13 yrs</th></tr><tr><td>66</td><td>High</td><td>M</td><td>\$333,047</td><td>\$200-\$500 more per year</td></tr><tr><td>60</td><td>High</td><td>F</td><td>\$295,828</td><td></td></tr><tr><td></td><td>per teacher</td><td></td><td></td><td></td></tr><tr><td>12.6</td><td>Site Dir</td><td>M/F</td><td>\$ 37,219</td><td></td></tr><tr><td></td><td></td><td></td><td>\$628,875</td><td></td></tr><tr><td></td><td>Program Dir</td><td>M/F</td><td>\$2,593</td><td></td></tr><tr><td></td><td>Middle Sports Dir</td><td></td><td>\$5,186</td><td></td></tr><tr><td></td><td>Total</td><td></td><td>\$636,654</td><td></td></tr></table>	Qty	School	Male/Female	Total Base Salary	Experience Bonus 4-13 yrs	66	High	M	\$333,047	\$200-\$500 more per year	60	High	F	\$295,828			per teacher				12.6	Site Dir	M/F	\$ 37,219					\$628,875			Program Dir	M/F	\$2,593			Middle Sports Dir		\$5,186			Total		\$636,654		All the same base pay amounts with: <table><tr><td>2012-13</td><td>0% wage, yes to a step raise</td></tr><tr><td>2013-14</td><td>2.5%, no step raise</td></tr><tr><td>2014-15</td><td>2.5% no step raise</td></tr></table>	2012-13	0% wage, yes to a step raise	2013-14	2.5%, no step raise	2014-15	2.5% no step raise	
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9	Student Activities	Appendix C, pg C1-2	Total Dollars (2011-12): \$246,752 <table><tr><th>Qty</th><th>Level</th><th>Amount</th></tr><tr><td>410</td><td>High</td><td>\$171,239</td></tr><tr><td>6</td><td>Middle</td><td>56,560</td></tr><tr><td>N/A</td><td>Elem</td><td>18,953</td></tr><tr><td></td><td>Total</td><td>\$246,752</td></tr></table>	Qty	Level	Amount	410	High	\$171,239	6	Middle	56,560	N/A	Elem	18,953		Total	\$246,752	All the same base pay amounts with: <table><tr><td>2012-13</td><td>0% wage, yes step raise</td></tr><tr><td>2013-14</td><td>2.5%, no step raise</td></tr><tr><td>2014-15</td><td>2.5% no step raise</td></tr></table>	2012-13	0% wage, yes step raise	2013-14	2.5%, no step raise	2014-15	2.5% no step raise																															
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10	Reduction in Force	20, pg 26	Non-tenured staff terminated before tenured certified staff _____% teachers let go 2010-11 after tenure due to poor performance	Same 0 ____ let go due to poor performance																																																				
11	Summer School	21, pg 27	Earn 85% of teachers per diem or hourly rate	<table><tr><td>2012-13</td><td>85% per diem or hourly rate</td></tr><tr><td>2013-14</td><td>90%</td></tr><tr><td>2014-15</td><td>95%</td></tr></table> \$3,111,743 allocated for all three years a 16.9% increase over current contract	2012-13	85% per diem or hourly rate	2013-14	90%	2014-15	95%																																														
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	Work Schedule																																																							
12	Employment (work) Year	8, pg 5	187 days (190 for new teachers) (37 weeks)	Same																																																				

14 of 18

13	Curriculum growth & development / special projects	8, pg 5	Days can be added to work year with a per diem rate: 2009-10: \$190 2010-11: \$208 2011-12: \$210 \$18,000 max total district cost	2012-13 \$210 2013-14 \$220 2014-15 \$230 MAX ????		
14	Extra Duties, Meetings	10, pg 9 22, pg 28	Teacher needs to provide 30 hours per year to benefit school district Meetings: 4 afternoon meetings per month, no longer than 90 minutes (after work day); 3 max meetings per year at night	Same		
15	Vacation		Not Applicable	Not applicable		
16	Calendar Hours	Appendix F, pg 83	Elementary: 6:30 student :50 pre/post 7:20 36 hr/wk Middle School: 6:50 student :50 pre/post 7:40 37 hr/wk High School: 6:45 student :50 pre/post 7:35 36.75 hr/wk	Same		
17	Special Education Teachers	29, pg 31	Add'l pre/post planning time and clerical assistance allowed e.g. typing individual educational program	Same		
18	Leave of absence days Sick/Disability Personal Days Bereavement Professional leave Caregiver leave	13, pg 13	23+ Total potential days with pay 15 - sick/disability—cumulative to 165 days 3 - personal (religion, court appearance, jury duty) 5 - bereavement x - prof'l leave as needed 187 - caregiver leave without pay	Same, except: After 5 days of bereavement considered Leave of Absence		

19	Union leave for teachers who are officers	25, pg 30	10 - days leave includes pay/benefits 3 - days max by any one officer (teacher) \$ 0 - reimbursement by union Teacher required to participate in union \$850 annual teacher pay deducted	Same	
20	Teacher elected President of the Union	25, pg 30	Leave of absence with benefits, no pay \$ 0 - reimbursement by union	1 year Leave of Absence Step increases paid by Union	
21	Substitutes (one for every teacher from an approved list of subs)	18, pg 23	_____ substitutes in district \$ _____ per diem rate _____ how high of steps can go	Same	
22	Part-time teacher (not certified)	11-M, pg 12	_____ part-time teachers _____ receiving benefits (1/2 time or greater)	Same	
23	Furlough Fringe Benefits		No mention	Same	
24	Medical Insurance	11, pg 9 & Appendix D-12	Full and part-time (20+ hrs) qualify <u>Plan I (PPO) premium balance</u> Town Teacher Co-pay Deductible 2009-10 87% 13% \$15 \$200 indiv, \$300 family 2010-11 86%, 14% 2011-12 85% 15% <u>Plan II (HD-PPO) premium balance</u> Town Teacher Co-pay Deductible 2009-10 92% 8% \$15 \$1000 indiv, \$2000 family 2010-11 91%, 9% 2011-12 90% 10% <u>Plan III (HAS-HD) premium balance</u> Town Teacher Co-pay Deductible 2009-10 92% 8% \$None \$1250 indiv or	Starting Jan 1, 2013 Deductible \$2000/\$4000 indiv, \$3000 family Town pays \$1250/\$2500 No prescription co-pays after deductible Employee premium cost sharing will be 10% Max benefit: \$2,500 In Jan 2014, HD-HAS the Town pays \$1,250/\$2500 paid Jan 1 and 1/3 rd Sept 1 Teachers pay prescription co-pays of \$10/25/40 Premium contribution will be 11% Jan 1, 2015 plan continues, except that the premium contribution is now 12% Savings in: 2012-13 - -9.26% 2013-14 - -9.69% 2014-15 - -2.77 For a total savings: \$3,303,318 Y1+Y2+Y3 = \$40,996,044	

169/0

			family 2010-11 92%, 8% 2011-12 92% 8%			
	Prescription		11-Appendix D-4		Town pays premium the same as health plans	No co-pays employee premium cost 10%
26	Dental				___% Town pays, ___% teacher pays premium \$1,500 / year max in services; 100% paid preventative	Max of \$2,500 - premium same as HD-HSA
27	Term Life Insurance/accidental death & disability		11-O, pg 12		100% Town pays premium 1 1/2 x teacher's salary	Same
28	Disability Income Protection Plan Retirement				Not applicable	Same
29	Accumulated Sick Leave		12, pg 12		No more than 40 days or \$13,321.60 or the teacher's per diem rate as of 7/1/97	Definition tightened for teacher continuously employed not just employed.
30	Lifetime Medical and OPEB, including spouse: Dental Prescription Vision Hearing		N/A		Greenwich provides a benefit to teacher (not a state mandate) as an "active state rate" as a retirement benefit to teacher school State of CT subsidizes continued health care premium costs until reach 65 years old and retiree qualifies for Medicare. The state then becomes the secondary payer. Benefit given by law, therefore, not needed in union contract 1.25% of income, active teachers pay for retired teachers 1.45% of income, active teachers pay for Medicare 12.5% state contributes of teacher payroll (3.01% retirement, 9.49% accrued unfunded liability)	In 2011-12 estimated payment of \$744,000 Greenwich will continue to pay same amount for a teacher to remain in "active status rate"
31	Lifetime Pension		N/A		Currently, no cost to Greenwich school district Funded by State of CT Teacher's Retirement System (TRS) Benefit given by law, therefore, not needed in union contract	Same

GEA Contract Analysis**Base Year Cost to New Contract 3rd Year Total Cost of Contract****October 21, 2011****Teacher Count = 857**

	Base Yr	New 3rd Yr	Increase		Total
	2011-12	2014-2015	%	\$	Y1+Y2+Y3
Contract Terms as Reported in RTM Explanations					
Base Pay-certified	77,245,433	83,027,476	7.5%	5,782,043	243,056,640
Annual step raises	Incl	Incl	Incl	Incl	incl
Health benefits (1)	16,246,262	12,942,944	-20.3%	-3,303,318	40,996,044
Tuition Reimbursement	200,000	220,000	10.0%	20,000	630,000
Education development leave (EDL)	150,000	170,000	13.3%	20,000	480,000
Athletic Coaches-high school	705,818	739,286	4.7%	33,468	2,167,450
Student Activities--all schools	283,892	298,264	5.1%	14,372	873,145
Subtotal	94,831,405	97,397,970	2.7%	2,566,566	288,203,279

Other Contract Terms-- Includes BOE Impact or Terms not Negotiable (2)

Teacher Specialist (Program Assoc, LF's)	154,165	162,172	5.2%	8,007	474,455
Summer School Salaries	956,979	1,118,841	16.9%	161,862	3,111,748
Personal Leave--side letter no financial in	0	0	0.0%	0	0
Union Leave	1,000	1,079	7.9%	79	3,156
TEAM	10,500	35,000	233.3%	24,500	105,000
Academic Lane Change (3 &4)	170,016	183,432	7.9%	13,416	536,654
Longevity Bonus (51070) (5)	231,900	254,700	9.8%	22,800	740,100
Substitutes (51050)	1,998,846	2,000,000	0.1%	1,154	6,000,000
Sick Days (51310)	772,000	791,795	2.6%	19,795	2,335,795
Accrued Sick Leave--retired (51240)	250,000	250,000	0.0%	0	750,000
Pension (currently state funded)	0	0	0.0%	0	0
OPEB (active rate status pay) (57100) (6)	800,000	912,933	14.1%	112,933	2,622,553
Term Life Insurance (6)	263,340	300,514	14.1%	37,174	863,277
Social Security (6)	1,148,536	1,310,670	14.1%	162,134	3,765,120
Workers Comp (6)	1,530,620	1,746,691	14.1%	216,071	5,017,664
Unemployment (6)	190,190	217,038	14.1%	26,848	623,478
Subtotal	8,478,092	9,284,866	9.5%	806,773	26,949,000
Final Total	103,309,497	106,682,835	3.3%	3,373,338	315,152,279

1) Blue highlights indicate item is paid out of General Fund Totalling: \$52,099,491

2) Information provided by Robert Lichtenfeld BOE and/or Peter Mynarski TOG Comptroller based on benefit estimates

3) Italicized Items Represent a Contract Article or Issue not Negotiated & Remains with Same Terms

4) Academic Lane Change based on a 3 year average of 32 teachers per year at an average increase of \$5,313.

5) \$1,200 automatically paid after 20 years of service

6) Assumes a 4.5% Increase compounded per year based on past practice