



STATE OF CONNECTICUT
TOWN OF GREENWICH

A **special** Representative Town Meeting of the Town of Greenwich will be held in the Moderator's Hall of Central Middle School on Monday October 29, 2007 at 8:00 P.M.(E.D.T.) for the following purposes:

1. To consider and act upon the following resolution, requested by the Superintendent of Schools

RESOLVED, that the Representative Town Meeting of the Town of Greenwich hereby rejects the Arbitration Award *dated October 18, 2007* between the Board of Education and the Greenwich Education Association, representing school teachers, for the period July 1, 2008, to June 30, 2009.

Referred to Education Committee
Referred to Finance Committee
Referred to Labor Contracts Committee

Dated at Greenwich, Ct
October 22, 2007

THOMAS J. BYRNE
MODERATOR
CARMELLA C. BUDKINS
TOWN CLERK

ITEM NO.: **1**
DEPARTMENT: Board of Education
CONTACT: Ellen Flanagan 625-7460
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REFERRED TO: Education, Finance, Labor Contracts Committees
VOTES:

EXPLANATORY COMMENTS

The Greenwich Public Schools Board of Education has received an Arbitration Award (per CGS Section 10-153f) as the result of engaging in collective bargaining with the Greenwich Education Association (GEA). The Arbitration panel accepted the Board of Education's 2.8% GWI offer but rejected the Board's pilot performance compensation program. This represents a 3.267% GWI for the life of the contract. ***Next June, the parties will commence negotiations for a successor agreement, to be effective for the period commencing July 1, 2009.***

The provision for a one year reopener (2008-09) was part of the original three year agreement approved by the RTM in October 2005:

- Article 9: The contract will be reopened for the third year for the purpose of negotiations over restructuring the salary schedule. Prior to such negotiations, the parties will engage in a good faith discussion over the advisability of revising the salary structure and/or phase out the current step structure. The parties agreed specifically to discuss the following:
 - whether any new compensation system will apply to all new teachers only and whether and how current teachers will be included;
 - whether step movement will be based on demonstration of proficiency in accordance with the Novice, Competent, Accomplished and Master teacher levels under the Common Core of Teaching;
 - whether new teachers who score 3 or 4 on their BEST portfolios will be placed in the Competent category for salary purposes;
 - what additional salary will be provided for advanced degrees.

After the committee reports, the parties may agree on revisions to the salary structure. Absent agreement the parties will negotiate over these issues.

- Article 10: The extra duty schedules will be increased by the general wage increase of 3.5% in 2006-2007 and 2007-2008, with a reopener in 2008-2009.
- Article 21: Salaries for summer school teachers are increased by 3.5% in 2006-2007 and by 3.5% in 2007-2008, with a reopener in 2008-2009.

- Appendix B: Coaches salaries are increased by 3.5% in 2006-2007 and 2007-2008, with a reopener in 2008-2009. Through mutual agreement, the parties can agree on a restructuring of coaching salaries instead.
- Appendix C: Extra-compensation positions are increased by 3.5% in 2006-2007 and by 3.5% in 2007-2008, with a reopener in 2008-2009.

The full arbitration award will be posted on the District website no later than Monday, October 22nd. The first ten pages of the award are procedural and the next thirty are briefs submitted by the Board and the GEA. The key pages are p. 40-53 and the dissent p. 60-64.

Members of the Negotiating Committee, the Town's Director of Labor Relations, and District administrators will be available to answer questions and provide supplemental materials, including cost of contract, at the committee meetings scheduled to discuss this issue (Labor Contracts, Education, Finance) on Wednesday, October 24th.