

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter "MOA") is made by and between the Greenwich Board of Education (the "Board") and the Greenwich Organization of School Administrators ("GOSA"), both of which are sometimes hereinafter referred to as "the parties".

WHEREAS, the parties have entered into a Tentative Agreement regarding the successor agreement to the collective bargaining agreement between the Board and GOSA covering the period July 1, 2016 to June 30, 2019 (the "Tentative Agreement"); and

WHEREAS, the Tentative Agreement provides, in relevant part, that Article IV and Appendix B, Appendix C, Appendix D, and Appendix E of the operative collective bargaining agreement between the Board and GOSA covering the period July 1, 2013 to June 30, 2016 (the "CBA") shall be revised to conform to certain principles; and

WHEREAS, the parties recognize that, as a condition precedent to implementing the revisions to Article IV and Appendix B, Appendix C, Appendix D, and Appendix E of the CBA set forth in the Tentative Agreement, the GOSA bargaining unit must be admitted to the Connecticut Partnership Plan 2.0, as defined by P.A. 15-93 ("CPP").

NOW THEREFORE, the parties agree as follows:

1. The Board shall apply for admission of the GOSA bargaining unit to the CPP.
2. Upon admission of the GOSA bargaining unit to the CPP, the Board shall join the CPP, with such membership to be effective July 1, 2016.
3. Participation in the CPP shall include the provisions set forth in the Tentative Agreement.
4. Should the CPP deny admission in the CPP to the GOSA bargaining unit, Article IV and Appendix B, Appendix C, Appendix D, and Appendix E of the CBA shall be subject to negotiation in accordance with Conn. Gen. Stat. Section 10-153f(e) for the period commencing July 1, 2016.

FOR THE BOARD

FOR GOSA

Date:

Date:

TOTAL COST TOWN OF GREENWICH - BOE - GOSA CONTRACT FY16-17 to FY18-19

	2015-2016 BASE	2016-2017 YEAR 1	2017-2018 YEAR 2	2018-2019 YEAR 3	TOTAL Y1+Y2+Y3
Wages	\$ 7,581,759	\$ 7,780,585	\$ 7,982,880	\$ 8,190,435	\$ 23,953,901
Elem Pnpl Competitive Adjustment	\$	\$ 11,000	\$ 11,286	\$ 11,579	\$ 33,865
Increase Asst Pnp Work Days	\$	\$ 35,000	\$ 35,910	\$ 36,844	\$ 107,754
Ph.D Stipend Adjustment	\$	\$ 3,000	\$ 3,000	\$ 3,000	\$ 9,000
Total Wages	\$ 7,581,759	\$ 7,829,585	\$ 8,033,076	\$ 8,241,858	\$ 24,104,520
% change year-to-year		3.27%	2.60%	2.60%	
\$ change year-to-year		\$ 247,826	\$ 203,491	\$ 208,782	\$ 660,099
Medical & Pharmacy	\$ 1,192,412	\$ 990,800	\$ 1,050,248	\$ 1,113,262	\$ 3,154,310
Dental	\$ 64,746	\$ 64,702	\$ 67,292	\$ 69,984	\$ 201,978
Total TOWN Health Care	\$ 1,257,158	\$ 1,055,502	\$ 1,117,540	\$ 1,183,246	\$ 3,356,288
% change year-to-year		-16.04%	5.88%	5.88%	
\$ change year-to-year		\$ (201,656)	\$ 62,038	\$ 65,706	\$ (73,912)
403b Contributions	\$ 176,949	\$ 187,631	\$ 187,631	\$ 187,631	\$ 562,892
403b OneTime	\$ -	\$ 104,000	\$ -	\$ -	\$ -
TOTAL OTHER	\$ 176,949	\$ 291,631	\$ 187,631	\$ 187,631	\$ 562,892
% change year-to-year		64.81%	-35.66%	0.00%	
\$ change year-to-year		\$ 114,682	\$ (104,000)	\$ -	\$ 10,682
TOTAL	\$ 9,015,866	\$ 9,176,718	\$ 9,338,247	\$ 9,612,735	\$ 28,023,700
% change year-to-year		1.78%	1.76%	2.94%	
\$ change year-to-year		\$ 160,852	\$ 161,529	\$ 274,488	\$ 596,869



TOWN OF GREENWICH

Finance Department

Peter P. Mynarski, Jr., Comptroller

October 1, 2015

TO: Dave Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski
Comptroller

REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR THE 2016
- 2019 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 October 26, 2015 are correct and I am in agreement.

10-1-2015
Date

Peter P. Mynarski, Jr.
Comptroller

cc: Alfred C. Cava, Director of Labor Relations
James Hricay, Managing Director of Operations

September 4, 2015

TENTATIVE AGREEMENT
Subject to ratification by both parties

I. SALARY:

Each step of the Salary Schedule, Appendix A, shall be increased as follows:

2016-2017 \$1,000 increase to elementary principal salaries.
 2.6% GWI for all unit members.

2017-2018 2.6% GWI for all unit members.

2018-2019 2.6% GWI for all unit members.

II. INSURANCE

Article IV and Appendix B and Appendix C shall be revised to conform to the following principles. An initial draft of the implementing contract language prepared by Al Cava is attached for review:

- The Board of Education will apply for admission of the GOSA bargaining unit to the Connecticut Partnership Plan 2.0 ("CPP"), as defined by P.A. 15-93, and upon admission of the GOSA bargaining unit to the CPP, the Board of Education shall join the CPP, with such membership to be effective July 1, 2016. Participation in the CPP shall include the following provisions. Should the CPP deny admission in the CPP to the GOSA bargaining unit, Article IV and Appendix B and C shall be subject to negotiation in accordance with Conn. Gen. Stat. Section 10-153f(e) for the period commencing July 1, 2016.
- Participating employees shall pay 12% of the applicable premium for the CPP. The premium cost sharing amount for the dental benefit shall remain at 15%.
- If the actual annual increase in the renewal premium cost for the CPP effective July 1, 2017 is higher than the expected premium increase based on the projected claims for BOE/GOSA employees for the renewal year July 1, 2017, then the participating GOSA employee shall be assessed an additional amount, which amount shall be calculated as the difference between the expected premium rate increase based on projected claims costs for the BOE/GOSA employees for July 1, 2017, and the actual CPP premium rate increase effective July 1, 2017. Such additional amount, if any, shall be deducted from the administrators' biweekly paychecks in

equal amounts commencing in the first biweekly payroll following October 1, 2017 to the biweekly payroll immediately preceding June 30, 2018.

- If the actual annual increase in the renewal premium cost for the CPP effective July 1, 2018 is higher than the expected premium increase based on the projected claims for BOE/GOSA employees for the renewal year July 1, 2018, then the participating GOSA employee shall be assessed an additional amount, which amount shall be calculated as the difference between the expected premium rate increase based on projected claims costs for the BOE/GOSA employees for July 1, 2018, and the actual CPP premium rate increase effective July 1, 2018. Such additional amount, if any, shall be deducted from the administrators' biweekly paychecks in equal amounts commencing in the first biweekly payroll following October 1, 2018 to the biweekly payroll immediately preceding June 30, 2019.
- The parties further agree that, if there is an unanticipated and significant change with regard to health insurance (e.g. statutory changes regarding the CPP pooling provision, unanticipated application of Cadillac Tax, but not current features of CPP such as plan design, network, managed care), either party may require negotiations to address such unanticipated and significant change through reopener negotiations.

III. ASSOCIATION PROPOSALS:

1. ARTICLE II – EMPLOYMENT YEAR

- C. The employment year for Elementary Assistant Principals shall be two hundred and ~~[five]~~ **ten** (2**[05]10**) days.
- D. The employment year for Program Administrators (Grades 9-12) shall be two hundred and twenty (220) days [~~except that if such an Administrator is new to the district, during any year of this contract, the employment year shall be one hundred ninety nine (199) days~~].

2. ARTICLE III – SALARIES

- B. The employment year for Headmasters, Middle School Principals, Elementary Principals, Assistant Headmaster, Housemasters, Coordinators, **the Athletic Director** and Middle School Assistant Principals shall be two hundred twenty-five (225) days.
- F. The annual stipend for the Ph.D/Ed.D shall be ~~[\$1,000]~~ **\$2,500** ~~\$1,500~~.

5. ARTICLE VI – DEDUCTIONS

III. BOARD PROPOSALS:

1. Amend Article III (A) as follows:

- A. The salaries of all persons covered by this Agreement shall be as set forth in Appendix A. *All wage payments shall be made through direct deposit and the employee's pay advice shall be provided electronically. Employees shall provide the information necessary to the Town to implement direct deposit of wage payments.*

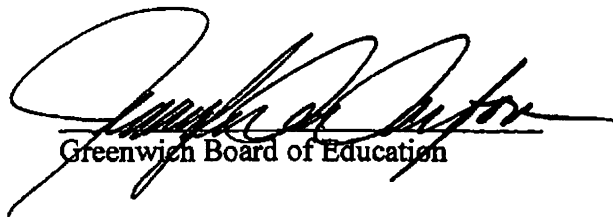
2. Amend Article III by adding a new paragraph G as follows:

- G. *Upon providing the Association and Administrators with sixty (60) days written notice, the Board may implement, on a one time basis, a five-day payroll lag without further negotiations with the Association. The lag shall be implemented by delaying the delivery of each bi-weekly pay check by one business day until a five day lag has been accomplished. For example, upon implementation of the payroll lag the bi-weekly paycheck that would be due on a Friday will be issued on the following Monday. Thereafter, the next four successive bi-weekly paychecks will be issued on Tuesday, Wednesday, Thursday and Friday thereby creating a five-day payroll lag. At termination of employment with the Town, the Administrator shall be paid the five-days of payroll lag with his or her final paycheck at the rate of pay in effect upon the Administrator's separation of service with the Town. Following the implementation of the payroll lag, newly hired Administrator's will receive his or her first paycheck on a five day lag basis. It is understood that the result of the implementation of the payroll lag will result in Administrators receiving fifty-one (51) weeks of regular pay in a fifty-two (52) week period.*

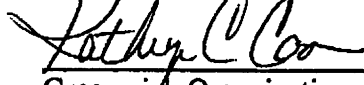
3. Amend Article VI by adding a new paragraph D as follows:

- D. All payroll deductions shall be made on a twenty-six (26) bi-weekly payroll basis.

Review and amend Article X (Agency Shop) as necessary to be consistent with this provision.



Greenwich Board of Education



Greenwich Organization of School
Administrators



ARTICLE IV
INSURANCE BENEFITS

A. Effective July 1, 2016, each Administrator shall have the annual option to participate in the Connecticut Partnership Plan 2.0 (CPP) or to waive medical insurance. The plan benefits shall be as set forth in the CPP effective on July 1, 2016 including any subsequent amendments or modifications made to the CPP by the State and its employee representatives. The administration of the CPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the CPP.

B. 1. The percentage share of premium costs for medical insurance shall be eighty-eight percent (88%) for the Board and twelve percent (12%) for the Administrator. The percentage share of premium costs for dental insurance shall be eighty-five percent (85%) for the Board and fifteen percent (15%) for the Administrator. The Administrator's percentage share shall be deducted from each of twenty-six bi-weekly paychecks on a pre-taxed basis. The Administrator percentage share of premium shall be based on individual, couple or family as appropriate (this sentence moved from paragraph H).

2. If the actual annual increase in the renewal premium cost for the CT Pooled Partnership Plan effective July 1, 2017 is higher than the expected premium increase based on the projected claims costs for BOE/GOSA employees for the renewal year July 1, 2017, then an excess premium, above the premium cost share as set forth in paragraph 1 above, will be assessed to GOSA employees. The excess premium will be calculated as the difference between the expected premium rate increase based on projected claims costs for the BOE/GOSA employees for July 1, 2017 and the actual CT Pooled Partnership Plan premium

rate increase effective July 1, 2017. The excess premium will be assessed for the full plan year effective July 1 2017 deducted from the Administrators bi-weekly paycheck in equal amounts commencing in the first bi-weekly payroll following October 1 through to the payroll immediately preceding June 30.

3. If the actual annual increase in the renewal premium cost for the CT Pooled Partnership Plan effective July 1, 2018 is higher than the expected premium increase based on the projected claims costs for BOE/GOSA employees for the renewal year July 1, 2018 then an excess premium, above the premium cost share as set forth in paragraph 1 above, will be assessed to GOSA employees. The excess premium will be calculated as the difference between the expected premium rate increase based on projected claims costs for the BOE/GOSA employees for July 1, 2018 and the actual CT Pooled Partnership Plan premium rate increase percentage effective July 1, 2018. The excess premium will be assessed for the full plan year effective July 1, 2018 deducted from the Administrators bi-weekly paycheck in equal amounts commencing in the first bi-weekly payroll following October 1 through to the payroll immediately preceding June 30.

~~A. During the annual open enrollment period each January 1, each Administrator shall select whether to waive health insurance benefits or change the health insurance plan in which to participate.~~

~~1. For the period July 1, 2013 through December 31, 2013 the health plans and employee premium co-pays that were in effect on June 30, 2013 shall continue.~~

2. ~~Effective January 1, 2014 the HSA HD medical plan as summarized in Appendix B with a deductible of \$2,000/\$4,000 and effective January 1, 2015 prescription copays of \$10/25/40 (mail order at two times for tier 2 and 3 drugs) after the deductible is met. For each Administrator who elects to participate in the HSA HD, the Board will deposit into the Administrator's HSA account one thousand two hundred fifty dollars (\$1,250) for single coverage and two thousand five hundred dollars (\$2,500) for couple or family coverage in each year the Administrator selects HSA HD coverage. The Board shall deposit into the Administrator's HSA, 100% of the Board's annual contribution in January 2014; and, for each succeeding year thereafter that the Administrator continues enrollment in the HSA HD, the Board shall deposit 33.33% in September and 66.66% in January of the Board's annual contribution. Effective January 1, 2014 the percentage share of premium costs shall be ninety percent (90%) for the Board and ten percent (10%) for the Administrator, effective January 1, 2015 the percentage share of premium costs shall be eighty nine percent (89%) for the Board and eleven percent (11%) for the Administrator and effective January 1, 2016 the percentage share of premium costs shall be eighty eight percent (88%) for the Board and twelve percent (12%) for the Administrator~~
3. ~~A point of service (POS) plan as summarized in Appendix C with an prescription drug rider as summarized in Appendix D (effective January 1, 2013 co pays of \$10, \$25, \$40) shall be available to an Administrator who 1) is not eligible for participation in the HSA HD or 2) a newly hired Administrator upon initial employment until the beginning of the new calendar year on January 1, when such employee must move to the HSA HD if eligible or waive health insurance. The percentage share of premium costs for the POS and the prescription drug rider shall be eighty five percent (85%) for the Board and fifteen percent (15%) for the Administrator.~~

BC. ~~Effective July 1, 2013 and for each remaining year of the Agreement~~ The Board shall pay or have paid on a periodic basis to an appropriate insurance representative designated by the Board for a policy or policies on which the Board is the named owner and which is or are managed by the Board through its administrative employees with the use of a third party administrator for the submission of claims to the insurance company for each year of this Agreement the following insurances:

1. The Board shall pay one hundred percent (100%) of the premium cost for term life insurance for each regular full-time Administrator in a face amount of equal to three (3) times the Administrator's compensation, rounded to the nearest one thousand dollars (\$1,000.00). This insurance shall also cover accidental death and dismemberment.
2. ~~An Administrator may, during the open enrollment period, enroll in the dental plan and waive coverage in the HSA HD. The Board shall pay eighty-five percent (85%) of the cost of the premium or premium equivalent, and the Administrator shall pay the balance of the premium or premium equivalent by payroll deduction on a pre-tax basis pursuant to Section 125 of the Internal Revenue Code. The dental plan shall have benefits that are equal to or better than the dental benefits provided under the 2010-2013 agreement, except that (a) dental services provided in a hospital shall be covered under the medical plan and (b) the maximum for class C services shall be one thousand five hundred dollars (\$1,500.00) per year and (c) preventive dental shall be at one hundred percent (100%) and~~

If the Administrators wish to change medical plan options as a result of a Qualified Life Event, they may do so without any imposition of pre-existing conditions or limitations or medical evidence requirements.

D. Each Administrator may enroll in Flexible Spending Accounts (FSAs) for both medical care and dependent/elder care pursuant to IRC Sections 125 and 129 during the enrollment period prior to the start of each calendar year. For each calendar year that an Administrator enrolls in a medical care FSA, the Board shall make a three hundred dollar (\$300) contribution to the Administrator's medical care FSA. FSA unused balances at the end of the calendar year are forfeited to the individual administrator, except for certain post calendar year withdrawals permitted by IRS Code and regulation. The total amount forfeited shall be re-deposited on a pooled basis into the FSA medical and/or dependent/elder accounts of each Administrator in the subsequent calendar year. ~~An employee who participates in the FSA may not elect to participate in the HSA HD. An employee who does participate in the FSA and elects to participate in the HSA HD must exhaust all FSA funds prior to the effective date of the HSA HD.~~

~~E. The premium equivalent rates shall be computed annually in accordance with generally accepted underwriting methodologies. The rates shall be set by a qualified third party (e.g., plan administrator or insurance consultant) designated by the Board. GOSA will have the right to review the premium equivalent rates and the underlying data.~~

F. In lieu of purchasing a policy or policies of insurance, the Board directly or through the Town may act as a self-insurer.

~~G. The Board may change the plans of insurance, in whole or in part, and also the third party administrator, provided that if the Board desires to do so, the Board shall give GOSA no less than sixty (60) days notice and also provided that the benefits, coverages, and third party administrator shall be equal to or better than the then existing insurance. GOSA may grieve any disagreement that the insurance meets the standard of equal to or better, except that the fact of a change in the size or scope of the in-network providers shall not require a finding that the insurance is not equal to or better than the then existing insurance if the proposed insurance has adequate in-network providers in number and quality within the area served.~~

~~H. The Administrator contributions required under either plan shall be made by appropriate deductions from each periodic pay of the covered Administrator based on individual, couple or family premiums as appropriate.~~

II. Insurance benefits shall not be provided for an Administrator whose certified assignment is less than one-half ($\frac{1}{2}$) time.

JI. The Board will provide for each eligible Administrator who desires it, a disability income protection plan, which shall commence on the 181st day of disability and provide the following:

1. Sixty percent (60%) of the Administrator's annual salary, not to exceed seven thousand five hundred dollars (\$7,500.00) per month.
2. Payment will continue until the disability ceases, the Administrator becomes eligible for full retirement benefits under the Connecticut State

Teachers' Retirement Fund, or he or she reaches age 65, whichever occurs first.

3. Benefits will be offset by any amount paid toward the disability by Federal Social Security, benefits payable under the Connecticut State Teachers' Retirement disability plan, Workers' Compensation, and any other offset generally found in long-term disability plans.

4. Except as provided in this Agreement the disability income protection plan shall be in accordance with the terms and conditions of the Long-Term Disability Income Plan of the Greenwich Organization of School Administrators, Town of Greenwich, Board of Education, revision 11/89, which booklet shall be updated to reflect the benefits provided pursuant to this Agreement.

KJ. Any Administrator who leaves the employ of the Board and is entitled to immediate payment of the benefits under the State Teachers' Retirement Act is eligible to carry health and accident insurance with a one hundred thousand dollar (\$100,000.00) lifetime maximum coverage until Medicare eligible at the group rate and at his or her own expense.

LK. Notwithstanding anything to the contrary in this Article, Medicare, as available, shall be the primary coverage for the Administrator or his or her spouse.

ML. Any past practice to the contrary notwithstanding, when spouses are both eligible for the health insurance, dental and prescription plans offered by the Board, they may each elect to participate and pay the established premium cost sharing

amount, or to have one spouse covered by the other with the participating spouse
paying the applicable cost sharing amount single, couple or family coverage.

| Delete appendices B, C, D and E.