

RTM

October 24 , 2011

ITEM 5

Item # 5

Finance Department

**TOWN OF GREENWICH
CONNECTICUT**

September 15, 2011

TO: Dave Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski
Comptroller

**REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR THE 2012-
2015 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
GREENWICH BOARD OF EDUCATION AND GREENWICH EDUCATION
ASSOCIATION**

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 24, 2011 are correct and I am in agreement.

9-16-2011
Date


Comptroller

cc: Alfred C. Cava, Director of Labor Relations

TOTAL COST TOWN OF GREENWICH - BOE - GEA CONTRACT FY12-13 to FY14-15

	2011-2012 BASE	2012-2013 YEAR 1	2013-2014 YEAR 2	2014-2015 YEAR 3	TOTAL Y1+Y2+Y3
Total Wages - Appendix A	\$ 77,245,433	\$ 79,026,747	\$ 81,002,416	\$ 83,027,476	\$ 243,056,640
% change year-to-year		2.31%	2.50%	2.50%	4.89%
\$ change year-to-year	\$	\$ 1,781,314	\$ 1,975,669	\$ 2,025,060	\$ 5,782,043
Medical	\$ 13,737,789	\$ 13,023,352	\$ 12,313,073	\$ 11,944,020	\$ 37,280,445
Pharmacy	\$ 1,618,001	\$ 792,834	\$ 74,007	\$ 74,007	\$ 940,847
Dental	\$ 890,472	\$ 924,917	\$ 924,917	\$ 924,917	\$ 2,774,752
Total TOWN Health Care	\$ 16,246,262	\$ 14,741,103	\$ 13,311,997	\$ 12,942,944	\$ 40,996,044
% change year-to-year		-9.26%	-9.69%	-2.77%	-20.33%
\$ change year-to-year	\$	\$ (1,505,159)	\$ (1,429,106)	\$ (369,053)	\$ (3,303,318)
Additional Funding for Tuition	\$ 200,000	\$ 200,000	\$ 210,000	\$ 220,000	\$ 630,000
Additional Funding for EDL	\$ 150,000	\$ 150,000	\$ 160,000	\$ 170,000	\$ 480,000
Appendix B - Coaches - GWI	\$ 705,818	\$ 705,818	\$ 722,345	\$ 739,286	\$ 2,167,450
Appendix C - Student Activities	\$ 283,892	\$ 283,892	\$ 290,989	\$ 298,264	\$ 873,145
TOTAL OTHER	\$ 1,339,710	\$ 1,339,710	\$ 1,383,335	\$ 1,427,550	\$ 4,150,595
% change year-to-year		0.00%	3.26%	3.20%	6.56%
\$ change year-to-year	\$	\$ -	\$ 43,624	\$ 44,215	\$ 87,840
TOTAL	\$ 94,831,406	\$ 95,107,560	\$ 95,697,747	\$ 97,397,970	\$ 288,203,278
% change year-to-year		0.29%	0.62%	1.78%	2.71%
\$ change year-to-year	\$	\$ 276,155	\$ 590,187	\$ 1,700,223	\$ 2,566,565

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ATTACHMENT 2
SUMMARY OF CHANGES

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Greenwich Board of Education

September 19, 2011

**SUMMARY OF THE CHANGES IN THE 2012-2015 CONTRACT
WITH THE GREENWICH EDUCATION ASSOCIATION**

Prepared by Thomas Mooney, Shipman & Goodwin

The successor agreement between the Greenwich Board of Education and the Greenwich Education Association will become effective July 1, 2012. The negotiations were focused on economic issues, particularly the need to moderate costs for health insurance. Language changes were also made, but they are less significant, as described below.

Health Insurance:

Significant changes were made in the health insurance provisions:

July 1, 2012: the current plan design will largely continue for six months, as follows:

- The PPO plan with cost sharing of 15%.
- Prescription co-pays of \$10/25/40.
- The PPO will be available for employees hired prior to July 1, 2012 until January 1, 2013. Teachers hired after July 1, 2012 will be in the High Deductible – Health Savings Account Plan (HD-HSA), as described below.
- Thereafter, the \$10 POS plan with a 15% premium cost share and prescription deductibles of \$10/25/40 will remain available for (1) employees who are not eligible for the HD-HSA and (2) new hires upon initial employment until the beginning of the new calendar year on January 1, when such employees must move to HD-HSA if eligible.

January 1, 2013: All eligible teachers must now participate in a HD-HSA plan. The plan design features are:

- \$2000/4000 deductibles for individuals and families respectively.
- Town contribution \$1250/\$2500, to be paid 100% on January 1, 2013.
- No prescription co-pays after deductible.
- Employee premium cost sharing will now be 10%.
- Also on January 1, 2013, benefit maximums of \$2,500 will be introduced for dental services for classes A, B and C. Employee premium cost for dental benefits will track that for the HD-HSA

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plan, with premium cost sharing of 10% on January 1, 2013, increasing to 11% on January 1, 2014, and to 12% on January 1, 2015.

January 1, 2014: The HD-HSA plan design will be changed in three ways:

- The Town contribution \$1250/\$2500 will now be paid 2/3rd January 1, 1/3rd September 1.
- Teachers will now pay prescription copays of \$10/25/40 (mail order at two times) after the deductible is met.
- Premium contribution will be 11%.

January 1, 2015:

- The HD-HSA plan design continues, except that the premium contribution is now 12%.

Salary:

2012-2013	Step movement (2.31%). No general wage increase.
2013-2014	General wage increase of 2.5%. No step movement.
2014-2015	General wage increase of 2.5%. No step movement.

Language Changes and Related Issues:

Article 3(A):

- A. The Board reserves the right to provide teachers *with a current district-wide* Teachers' Handbook. Any such Handbook shall be for informational purposes only, and the provisions of this Agreement shall prevail in all areas it addresses. The Board reserves the right to amend any such Teachers' Handbook from time to time, with the understanding that this right shall not affect the right of the Association to request negotiations over any changes in mandatory subjects of negotiation.

Article 8:

The daily rate for curriculum growth and development activities, and special projects will be:

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\$210 in 2012-2013 (no change)

\$220 in 2013-2014

\$230 in 2014-2015

Article 9(B):

- B. Salary advancement shall not be automatic. If, however, a salary increment shall be withheld from more than ten percent (10%) of the teaching staff in any fiscal year, the evaluation process will be reviewed. By way of illustration and not by way of limitation, the Board contemplates withholding an increment for the succeeding school year for any teacher who was at any time during the current school year on an intensive assistance improvement plan for more than fifty percent (50%) of the current school year. The Board shall not exercise its right to withhold salary advancement in an arbitrary or capricious manner, but this requirement shall not expand the basis for grieving an evaluation as set forth in Article 4. *A teacher must work at least ninety (90) school days in one year to be advanced to the next step the following year.*

Article 10:

- Program associates: maintain current stipend for 2012-2013, increase stipend by 2.5% in 2013-2014 and by 2.5% in 2014-2015.
- Learning facilitators: maintain current stipend for 2012-2013, increase stipend by 2.5% in 2013-2014 and by 2.5% 2014-2015.
- The stipend for TEAM (new state teacher mentoring program) will be \$1000.

Article 12:

- A. Each teacher who ~~was~~ *has been continuously* employed as a teacher in the Greenwich Public School System as of July 1, 1997 and who has accumulated and is entitled to sick leave at the time of his/her retirement (with eligibility for immediate retirement benefits under the teacher's retirement system) or death shall receive one-half ($\frac{1}{2}$) of a day's pay for each day of unused sick leave up to eighty (80) days; provided that in no instance shall he/she be paid more than forty (40) days sick leave computed on the lesser of (a) \$13,321.60, or (b) the particular teacher's per diem rate as of July 1, 1997.

Article 13(E):

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5. Requests for days for bereavement leave above those provided under this Section E shall be considered under Leave of Absence, ~~as included in the most current revision of the Teachers' Handbook.~~

Article 15:

- The tuition reimbursement fund will continue at \$200,000 in 2012-2013, and it will increase to \$210,000 in 2013-2014 and to \$220,000 in 2014-2015.
- The EDL fund will continue at \$150,000 in 2012-2013, and it will increase to \$160,000 in 2013-2014 and to \$170,000 in 2014-2015.

Add new Paragraph 1(d) to read:

- d. Special consideration shall be given to courses that do not fit the semester schedule, and money shall be appropriated for the approved course and held until the grade is submitted.*

Article 21(D):

- D. Compensation for teachers in the summer school program shall be equal to 85% of the teacher's ~~per diem or~~ hourly rate *in 2012-2013, 90% of the teacher's hourly rate in 2013-2014, and 95% of the teacher's hourly rate in 2014-2015.*

Article 25(D):

- D. Any one teacher elected president of the Association shall be given a 1.0 FTE leave of absence without pay for the year(s) in which he/she shall so serve. ~~The GEA shall reimburse the Board for the salary of the president during his/her leave by paying the Board the average employment cost of the president and his/her replacement (including salary, longevity, health insurance and other benefits, and other costs attributable to employment, e.g., workers' compensation insurance).~~ Upon return from such leave the teacher shall be returned to a comparable position in the system. During the period of such leave the teacher shall be entitled to receive the benefits of a full-time teacher in the system, except to the extent that such benefits cannot be provided as the result of any legal requirement or the decision of the Connecticut Teachers' Retirement Board. *The GEA shall reimburse the Board for the salary of the President during his/her leave. The salary shall include longevity, if applicable. The President shall receive a regular step increase to be included in the Association cost, if applicable.*

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Appendices B and C: The stipend amounts contained in these Appendices shall be revised in the same manner as Appendix A:

2012-2013:

- Step movement.
- No general wage increase.

2013-2014:

- General wage increase of 2.5%.
- No step movement.

2014-2015:

- General wage increase of 2.5%.
- No step movement.

Side Letters:

The Personal Leave side letter shall continue.

A new side letter shall be added, as follows:

In the recently-concluded negotiations, the parties agreed that the work load issues of data analysis and the impact of special education students on class size considerations are properly the subject of continued professional dialog. Accordingly, the Superintendent and the President of the GEA shall each name three representatives to a committee to review such concerns. The charge of the committee shall be to review related professional expectations and to discuss recommendations for change. Topics shall include work load, weighting of special education students, and guaranteeing daily current elementary preparation (teacher directed).

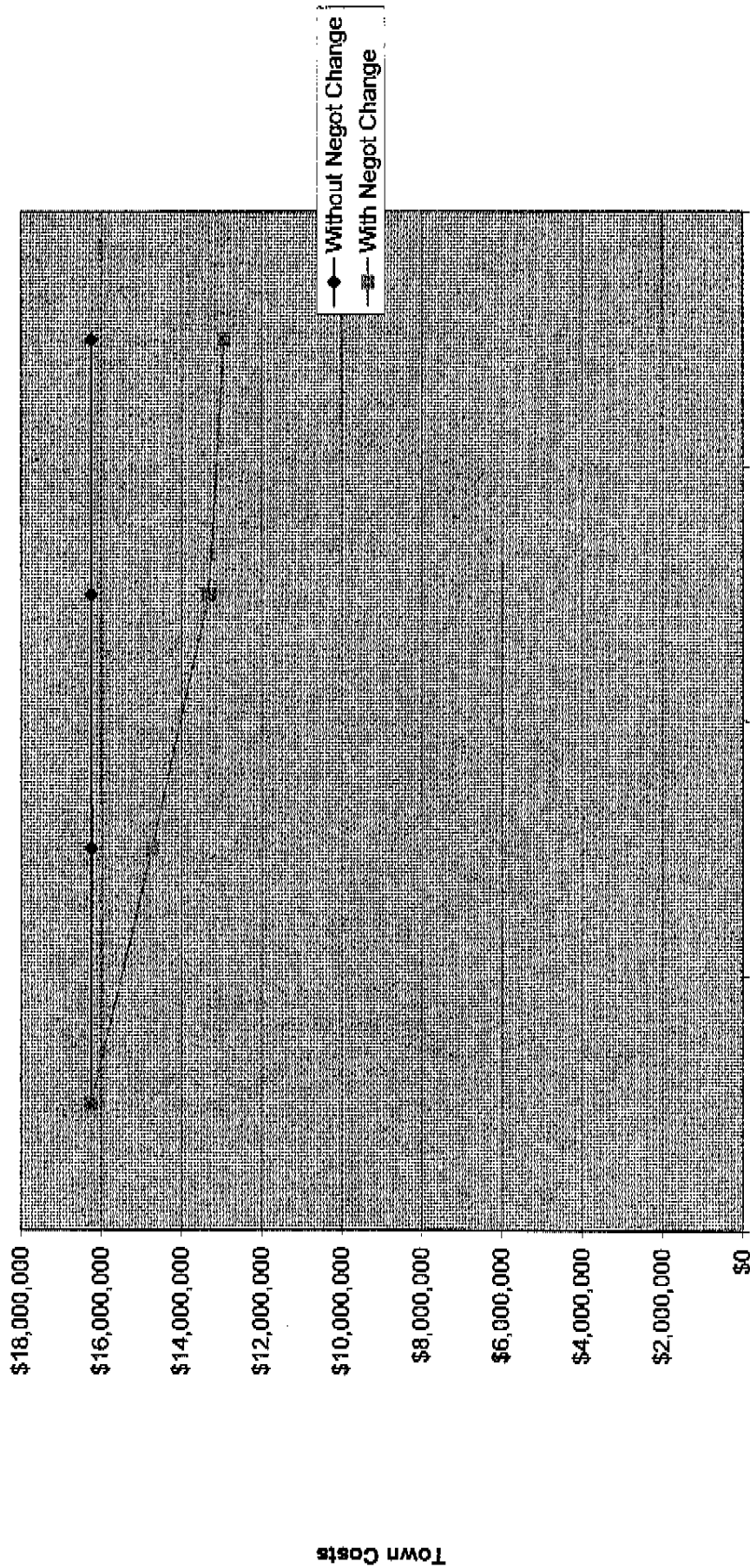
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ATTACHMENT 4

GEA TOWN MEDICAL COSTS 2012-2015

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GEA Town Medical Costs 2012 - 2015



	Calendar Years			
	2012	2013	2014	2015
Without Negot Change	1-Jan-12 \$16,246,262	1-Jan-13 \$16,246,262	1-Jan-14 \$16,246,262	1-Jan-15 \$16,246,262
With Negot Change	\$16,246,262	\$14,741,103	\$13,311,997	\$12,942,944

CIGNA Premiums Fixed for 2012 and 2013.

9/27/2011

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MEDICAL PLAN OPTIONS BY BARGAINING UNIT

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Medical Plan Options by Bargaining Unit with Employee Premium Cost Share

<u>Medical Plan</u>	<u>GMEA</u> <u>2010 - 2013</u>	<u>Local 456</u> <u>2008 - 2011</u>	<u>Local 1042</u> <u>2009 - 2012</u>	<u>Silver Shield</u> <u>2010 - 2014</u>	<u>AFSCME</u> <u>2008 - 2012</u>	<u>LJUNA Local</u> <u>136 Town</u> <u>2010 - 2013</u>	<u>LJUNA Local</u> <u>136 BOE</u> <u>2010 - 2013</u>	<u>GEA</u> <u>2012 - 2015</u>	<u>GOSA</u> <u>2010 - 2013</u>
\$10 PPO	n/a	n/a	n/a	n/a	Available 15%	n/a	n/a	n/a	n/a
\$10/\$15 POS (Old)	n/a	n/a	n/a	n/a	Available 12%	n/a	n/a	n/a	n/a
\$15 PPO	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Terminates 12/31/12 15%	n/a
\$15 PPO HD	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Terminates 12/31/12 10%	n/a
\$10 POS (former HealthNet)	Available 9% eff. 7/12 10%	Available 10%	Available 10%	Available 10%	Available 10%	Available 9% eff. 7/12 10%	Available 10%	Limited for non eligible HSA and new hires in initial year of employment. 10,11,12%	Available 10%
\$10 POE (former HealthNet)	Available 9% eff. 7/12 10%	Available 10%	Available 10%	Available 10%	Available 10%	Available 9% eff. 7/12 10%	Available 10%	n/a	Available 10%
1500/3000 HSA	n/a	Available 10%	Available 10%	n/a	Available 10%	n/a	n/a	Terminates 12/31/12 8%	Available 10%
1500/3000 HSA with RX	Available 9% eff. 7/12 10%	n/a	n/a	Available 10%	n/a	Available 9% eff. 7/12 10%	Available 10%	n/a	n/a
2000/4000 HSA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Eff 1/1/2013 10%	n/a
2000/4000 HSA with Rx	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Eff 1/1/2014 11%, 12% eff 1/2015	n/a

September 28, 2011