

RTM

OCTOBER 2014

ITEMS

1 – 3 – 4 – 5

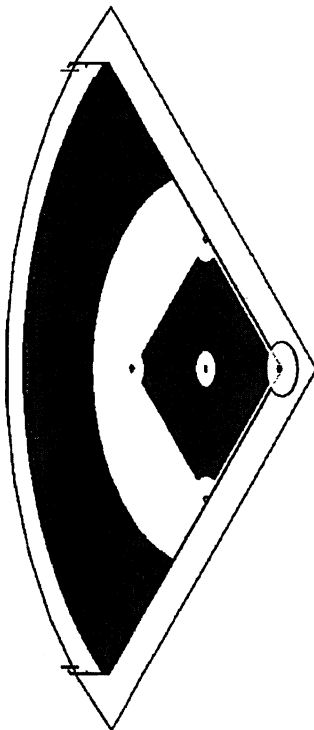
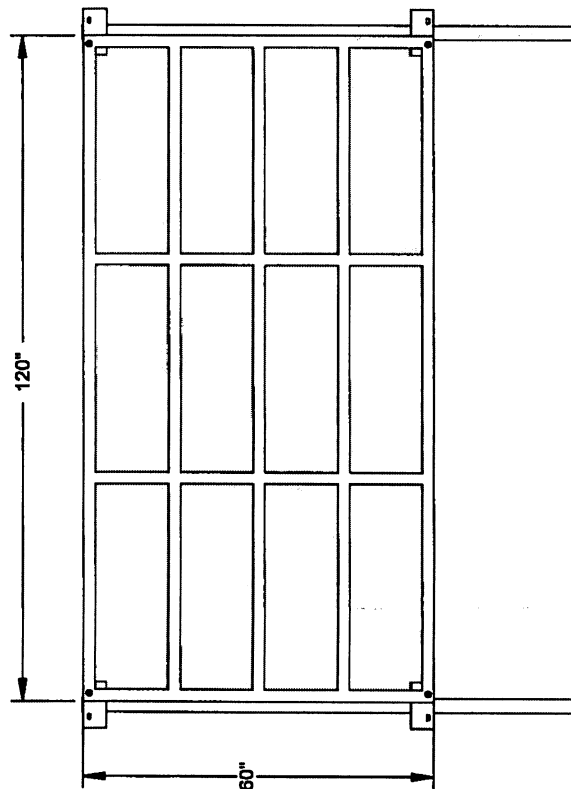
Item 1

ROW-5 - Removable Outfield Wall, 5' High Panel Sizes and Layout

Project: United Way - Greenwich, CT

Notes:

- Overall Linear Feet: 160' Outfield Arc Length
- Total # Panels: 16ea.
- Panel's Size: 60" x 114"
- Total # Posts: 17ea.



COLOR CHART:

■ BLUE	■ GREEN	■ NAVY BLUE	■ BLACK
■ RED	■ YELLOW	■ BRIGHT ORANGE	■ MAROON

APE

Aluminum Athletic Equipment
1000 Enterprise Drive, Royersford, PA 19488
Toll Free: (800) 523-5471 Phone: (610) 825-5555
www.aapeports.com

DESCRIPTION:

ROW-5 - Removable Outfield Wall - Specifications

NOTE:

Project: United Way, Greenwich, CT - Wiffle Ball Field

MODEL:

ROW-5

CATEGORY:

CUSTOMER

DATE:

3/26/14

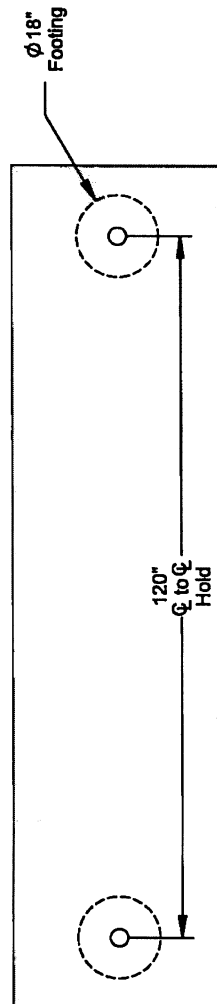
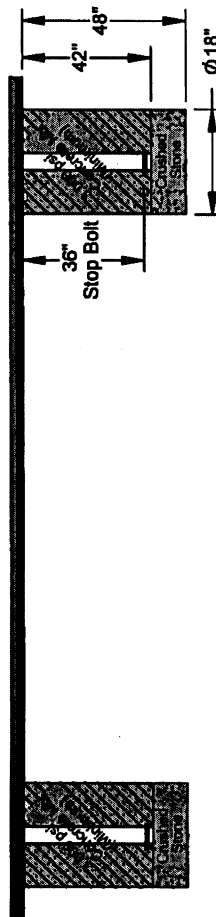
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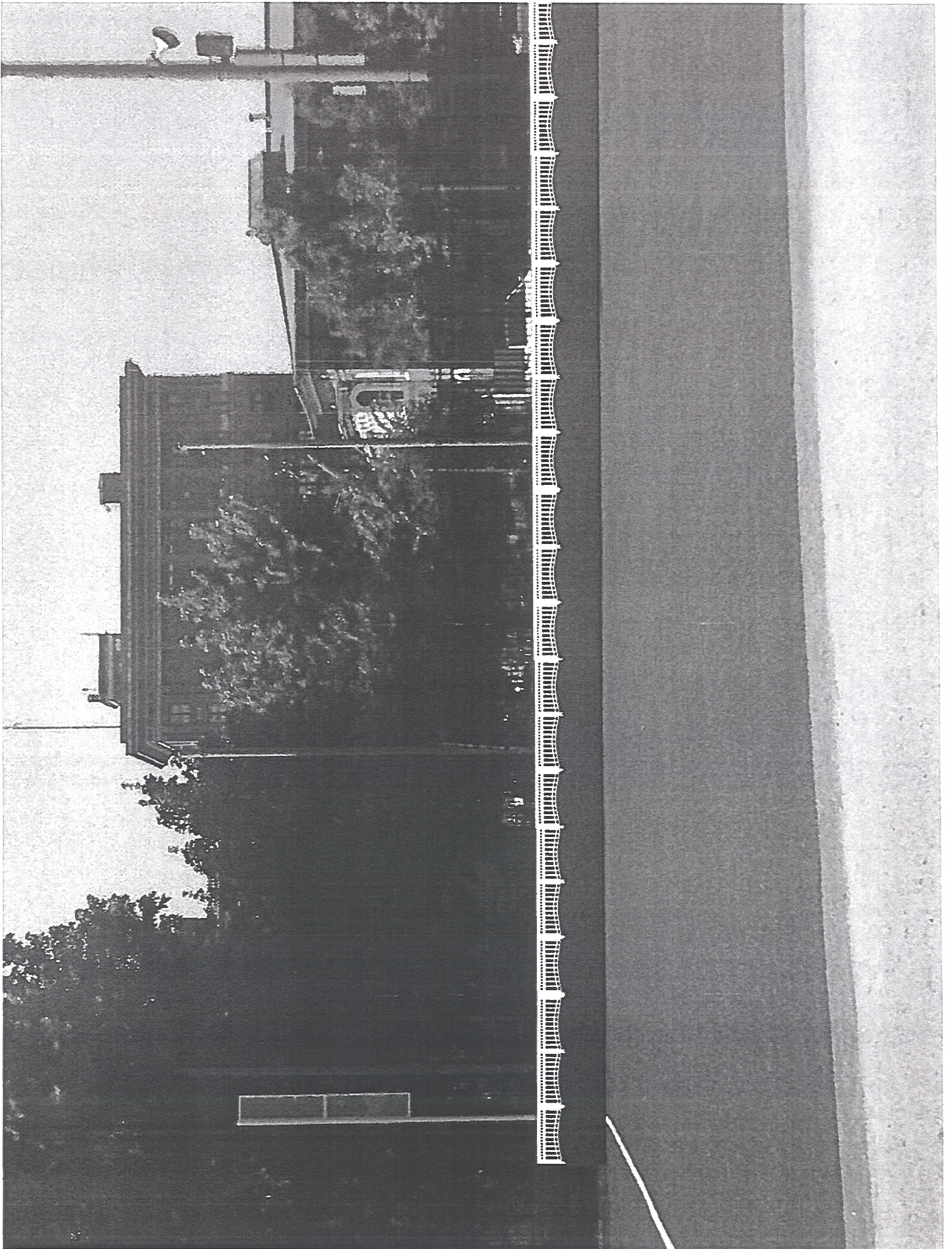
CAD FILE:

ROW-5 - Specifications

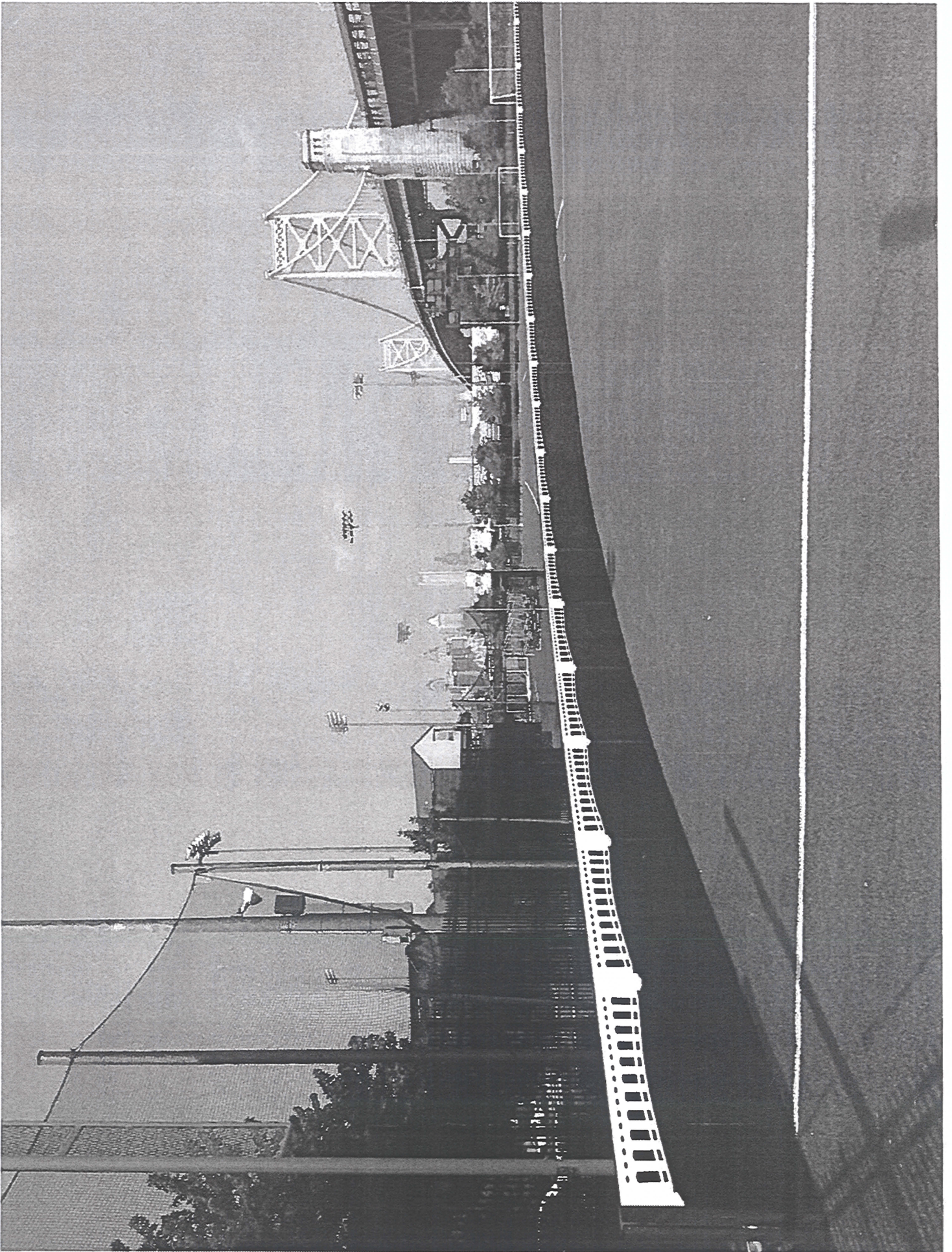
ROW-5-JWGC-C-001



Item 1



Item 1



TEAMSTERS LOCAL 456 2014 - 2016 COST OF CONTRACT

	Year 1 2014 - 2015				Year 2 2015 - 2016		
	Current Costs	Revised Costs	\$ Variance	% Variance	Revised Costs	\$ Variance	% Variance
Wages							
Base Full-time	\$20,829,973	\$21,350,723	\$520,749	2.50%	\$21,884,491	\$533,768	2.50%
Base Part-time	\$1,903,657	\$1,951,249	\$47,591	2.50%	\$2,000,030	\$48,781	2.50%
Overtime	\$2,644,091	\$2,710,194	\$66,102	2.50%	\$2,777,948	\$67,755	2.50%
Longevity	\$283,250	\$283,250	\$0	0.00%	\$283,250	\$0	0.00%
Out of Class	\$223,800	\$229,395	\$5,595	2.50%	\$235,130	\$5,735	2.50%
Differentials/Stand-By	\$306,924	\$306,924	\$0	0.00%	\$306,924	\$0	0.00%
Totals	\$26,191,696	\$26,831,734	\$640,038	0.19%	\$27,487,773	\$656,039	2.45%
Non Wage Payments							
Uniform Allowance	\$56,600	\$56,600	\$0	0.00%	\$56,600	\$0	0.00%
Safety Shoe Reimbursement	\$16,500	\$16,500	\$0	0.00%	\$16,500	\$0	0.00%
Tool Reimbursement	\$6,000	\$6,000	\$0	0.00%	\$6,000	\$0	0.00%
Total	\$79,100	\$79,100	\$0	0.00%	\$79,100	\$0	0.00%
Paid Leave							
Vacation	\$1,365,730	\$1,399,874	\$34,143	2.50%	\$1,434,871	\$34,997	2.50%
Sick	\$1,081,812	\$1,108,858	\$27,045	2.50%	\$1,136,579	\$27,721	2.50%
Personal	\$93,716	\$96,059	\$2,343	2.50%	\$98,460	\$2,401	2.50%
Misc Leave (Jury, Military, Funeral)	\$50,894	\$52,166	\$1,272	2.50%	\$53,471	\$1,304	2.50%
Total	\$2,592,153	\$2,656,956	\$64,804	2.50%	\$2,723,380	\$66,424	2.50%
Insurance							
Medical	\$7,571,330	\$7,529,493	-\$41,837	-0.55%	\$7,942,863	\$413,370	5.49%
Dental	\$440,001	\$451,555	\$11,554	2.63%	\$454,309	\$2,754	0.61%
Life	\$35,952	\$35,952	\$0	0.00%	\$39,940	\$3,988	11.09%
AD&D	\$7,148	\$7,148	\$0	0.00%	\$7,940	\$792	11.08%
LTD	\$98,994	\$101,592	\$2,599	2.62%	\$104,256	\$2,664	2.62%
Welfare Fund	\$42,000	\$42,000	\$0	0.00%	\$50,250	\$8,250	19.64%
Total	\$8,195,424	\$8,167,740	-\$27,685	-0.34%	\$8,599,557	\$431,818	5.29%
Retirement							
DB	\$1,077,561	\$1,063,133	-\$14,428	-1.34%	\$1,047,310	-\$15,823	-1.49%
DC (5%)	\$346,298	\$381,644	\$35,346	10.21%	\$418,541	\$36,897	9.67%
401-K Town Match	\$483,790	\$483,790	\$0	0.00%	\$498,090	\$14,300	2.96%
OPEB	\$23,576	\$26,995	\$3,419	14.50%	\$30,909	\$3,914	14.50%
RHSA (0.5%)	\$104,150	\$106,754	\$2,604	2.50%	\$109,422	\$2,669	2.50%
Total	\$2,035,374	\$2,062,315	\$26,940	1.32%	\$2,104,271	\$41,957	2.03%
Totals	\$39,093,747	\$39,207,670	\$113,923	0.29%	\$40,994,082	\$1,786,411	4.56%
		0.29%			4.56%		4.86%

Includes a medical premium increase of 14.5% effective Jan 2015 and 14.5% in Jan 2016.

inc over 2 yrs

Includes a dental premium increase of 2.0% effective Jan 2015 and 2.0% in Jan. 2016.

Life insurance premium decreased by 5% in 2015

LTD insurance premium reduced by 10% in 2015

Retirement based on normal cost as of July 1, 2013 valuation of 7.75% of payroll and turnover of 10 (DB to DC) per year.



TOWN OF GREENWICH

Finance Department

TO: David Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski, Comptroller

DATE: September 25, 2014

SUBJECT: REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR
THE 2014-2016 LABOR SETTLEMENT BETWEEN THE TOWN OF
GREENWICH AND TEAMSTERS LOCAL 456

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 27, 2014 are correct and I am in agreement.

9-25-2014
Date

Peter Mynarski
Comptroller

cc: Alfred C. Cava, Director of Labor Relations

TOWN OF GREENWICH AND TEAMSTERS LOCAL 456
SUMMARY OF NEGOTIATED CHANGES
JULY 1, 2014 – JUNE 30, 2016

Article/Section	SUBJECT	SUMMARY OF NEGOTIATED CHANGE
Article III (1)(a)	Electronic Pay Advice	Re-letter this paragraph as (a) and provide that all employees with direct deposit shall receive their pay advice electronically.
Article III (1) (b)	Lag Payroll	Institute a 5 day lag payroll. Provide the union with 60 days advance notice of its implementation.
Article III (7) (D)	BOE Overtime	BOE to maintain two overtime lists at Greenwich High School and each middle school for Monday to Saturday overtime and Sunday overtime.
Article III (9)	Minimum Call Out Pay	The 3 hour minimum for call out pay shall not apply when the employee is provided 48 hours advance notice of the assignment.
Article III (13) (A)	Out-of-Class	The requirement to pay out of class for a full day is amended to a minimum of ½ day.
Article III (13) (B)	Out-of-Class	Revise language for appointments to long-term absences (1 in 3 rule added).
Article III (19)	Lead Custodian	Amend paragraph to provide for a Lead Custodian on the evening shift at Greenwich High School at the T-12 rate of pay.
Article IV	Holidays	Replace Columbus Day and Veteran's Day as paid holidays at the BOE and provide BOE employees with 2 floating holidays. Veterans who request Veteran's Day off shall be granted the day off charged to the floating holiday or vacation. The BOE may redeploy staff on Veteran's Day should it become necessary for staffing school facilities. This would include Columbus and Veterans Day 2014.
Article V (3)	Vacations	Vacation leave may be approved in one hour increments under certain conditions.
Article V (4)	Vacation	Amend this paragraph to reflect current practices in requesting and approving vacation leave.
Article V (6) (7)	Vacation	Amend paragraph 6 as to approving advanced vacation leave and delete paragraph 7.

Item 3

Article VI (8)	Sick Leave	Replace existing sick incentive program with quarterly program for all employees retro to July 1, 2014. Perfect attendance each quarter earns a 1.25 vacation day credited in July of the following fiscal year. Approved vacation and personal leave and time off for medical appointments during the work day considered as reporting to work for purposes of the incentive program.
Article VI (9)	Sick Leave	Delete this paragraph as it is outdated.
Article VII (9)	Injury Leave	Revise employee reporting requirements for work place accidents.
Article VI (11)	Injury Leave	Revise language.
Article XI (1-2)	Medical Insurance	Eliminate the POS medical plan option. Employees who participate in the Town's medical insurance plan will be enrolled in the \$2000/\$4000 HDHP with Rx co-pays.
Article XI	Wellness program	Employees and spouses participating in the Town's medical insurance required to participate in the Town's wellness program or pay an increase in the employee premium co-pay of 10%.
Article XI (3)	Dental Insurance	Increase max type A – C benefits to \$2,5000 effective January 1, 2015
Article XI (5)	Life Insurance	Increase Life Insurance to \$50,000 effective July 1, 2015.
Article XI (7)	Welfare Fund	Increase Town contribution by \$25 annually effective July 1, 2015 to \$125.00 per full-time employee.
Article XII	Retirement	Language revisions.
Article XII (7)	401-k supplemental program	Increase maximum Town match by \$100 in January 2016 for 2015 contributions. (\$2,300 from \$2,200).
Article XIII	Damaged Eyeglasses	Language revisions.
Article XV	Tool Reimbursement	Language revisions regarding specialty tools.
Article XVI (7)	Seniority	Insert new paragraph from prior agreement regarding identical seniority dates in making personnel assignments.
Article XVII (1) (B)	Transfers	Transfers limited during any six month period.
Article XVII (2)	Transfers	Employee may not transfer during trial period.
Article XVII (6)	Transfers	Transfer posting shall be posted electronically.
Article XVII (10)	Promotional Lists	Revise language regarding promotional lists duration.

Article XX (F)	Seasonal Employees	Revise language to define seasons to employ non bargaining unit employees.
Article XX (H)	Temporary Employees	Revise language to provide that the BOE may employ temporary employees to perform Custodian II work during the summer shutdown period with certain conditions.
Article XXII	Duration	Two-year duration July 1, 2014 – June 30, 2016. All terms effective with RTM approval unless alternate effective dates are specifically provided.
Appendix I	General Wage Rates	7/1/2014 2.5% 7/1/2015 2.5%
Appendix I (F)	License Stipends	Add the classification of HVAC Repair Mechanic and include Unlimited HVAC Contractor/Journey person HVAC Licenses (S-1 and S-2).
Appendix II	Nathaniel Witherell Wage Rates	7/1/2014 2.5% 7/1/2015 2.5%
Appendix III	Clothing	Revise protective clothing issued to tree climbers.
Appendix IX	POS Medical Plan	POS Eliminated.
Appendix X	HD-HSA	Revise language to provide for current HSA plan.
Appendix IX	Prescription Drugs	Revise language to delete outdated language.
Appendix XII	Dental Benefits	Revise language to provide for \$2,500 benefit for Type A-C benefits effective January 1, 2015.
Appendix XIII (4)	Sewer Divisions Stand- By Pay	Revise compensation for stand-by to a payment of \$615 per week effective January 1, 2015. Delete reference to stand-by pay being based on LIUNA positions.
Appendix XVI	School Heat Alarm Response	Replace the word “pager” with “Town issued mobile device.”

SILVER SHIELD 2014 - 2017 COST OF CONTRACT

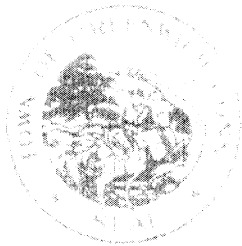
		7/1/2014 - 6/30/15			7/1/2015 - 6/30/16		7/1/2016 - 6/30/17	
	Description	Current	Incements 0.94%	GWl 2.5%	Incements 0.85%	GWl 2.5%	Incements 0.29%	GWl 2.5%
Salary	105 - REG HOURLY	\$11,419,071	\$11,526,498	\$11,814,634	\$11,915,144	\$12,213,022	\$12,248,586	\$12,572,183
	221 - POL MID OT	\$678,437	\$684,820	\$701,940	\$707,912	\$725,610	\$727,723	\$745,916
	222 - POL DAY OT	\$972,428	\$981,576	\$1,006,115	\$1,014,675	\$1,040,041	\$1,043,070	\$1,069,147
	223 - POL EVE OT	\$795,256	\$802,738	\$822,806	\$829,806	\$850,551	\$853,028	\$874,353
	225 - OT COURT	\$7,782	\$7,855	\$8,052	\$8,120	\$8,323	\$8,347	\$8,556
	227 - POL OCCDAY	\$4,988	\$5,035	\$5,161	\$5,204	\$5,335	\$5,350	\$5,484
	228 - POL OCCEVE	\$125	\$127	\$130	\$131	\$134	\$135	\$138
	391, 393 Night Diff	\$159,637	\$159,637	\$159,637	\$159,637	\$159,637	\$159,637	\$159,637
	397 Holiday	\$682,257	\$688,676	\$705,893	\$711,898	\$729,695	\$731,820	\$750,116
	500 - EMT/MRT	\$290,600	\$290,600	\$290,600	\$290,600	\$311,450	\$311,450	\$332,300
	501 - STANDY BY	\$23,380	\$23,600	\$24,190	\$24,396	\$49,800	\$49,800	\$51,045
	502 - UNIFORM	\$177,685	\$177,685	\$183,727	\$183,727	\$183,727	\$183,727	\$183,727
	503 - COLLEGE CR	\$111,350	\$111,350	\$111,350	\$111,350	\$111,350	\$111,350	\$111,350
	504 - DOG WARDEN	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
	519 - SRU	\$11,500	\$11,500	\$11,500	\$11,500	\$11,500	\$11,500	\$11,500
	Dive Team	\$0	\$0	\$3,000	\$3,000	\$6,000	\$6,000	\$6,000
	529 - INJURY PAY	\$129,419	\$130,637	\$133,903	\$135,042	\$138,418	\$138,821	\$142,291
	560, 561 - OUT OF CLA	\$13,734	\$13,864	\$14,210	\$14,331	\$14,689	\$14,732	\$15,101
	600 - ACC VAC	\$28,437	\$28,704	\$29,422	\$29,672	\$30,414	\$30,502	\$31,265
	601 - ACCUM SICK	\$154,113	\$155,563	\$159,452	\$160,808	\$164,828	\$165,308	\$169,441
	Sub total	\$15,670,199	\$15,810,463	\$16,195,720	\$16,326,952	\$16,764,525	\$16,810,886	\$17,249,549
			0.90%	2.44%	0.81%	2.68%	0.28%	2.61%
Life Insur.	Basic Group Term Life	\$22,747	\$23,044	\$23,620	\$33,887	\$34,734	\$34,835	\$35,755
	A,D & D	\$4,522	\$4,564	\$4,679	\$7,078	\$7,255	\$7,276	\$7,468
	Line of Duty	\$6,612	\$6,612	\$6,612	\$6,612	\$6,612	\$6,612	\$6,612
	Total	\$33,881	\$34,220	\$34,910	\$47,576	\$48,600	\$48,723	\$49,835
Retirement			1.00%	2.02%	36.28%	2.15%	0.25%	2.28%
	Tier I /Tier II DB *	\$1,913,317	\$1,930,512	\$1,976,631	\$1,992,719	\$2,047,097	\$2,052,779	\$2,107,494
	Deferred Comp Town Match	\$188,970	\$188,970	\$188,970	\$188,970	\$197,770	\$197,770	\$206,570
	OPEB **	\$305,043	\$305,043	\$349,274	\$349,274	\$399,919	\$399,919	\$439,911
	Medicare (1.45%)	\$227,218	\$229,252	\$234,838	\$236,741	\$243,086	\$243,758	\$250,118
	Total	\$2,634,548	\$2,653,777	\$2,749,713	\$2,767,703	\$2,887,872	\$2,894,225	\$3,004,094
Health			0.73%	3.62%	0.65%	4.34%	0.22%	3.80%
	Current			Revised Costs		Revised Coast		Revised Coast
	Medical (Town portion of prem) ***	\$3,594,058		\$3,222,465		\$3,137,918		\$3,492,787
	Variance			-10.34%		-2.62%		11.31%
Grand Totals		\$21,932,686		\$22,202,809		\$22,838,915		\$23,796,265
				1.23%		2.86%		4.19%

* Normal cost as of July 1, 2013 valuation of 14.68% of payroll. Tier I and Tier II cost blended. Tier I = 123 employees; Tier II = 24 employees.

** OPEC Costs from July 1, 2013 Valuation

*** Medical premiums includes actual 2015 premium increase of 14.5%, estimated 14.5% increase for 2016 and estimated premium increase of 10% for 2017.

Dental premiums include actual 2015 premium increase of 2%, estimated 2% increase for 2016 and 2017.



TOWN OF GREENWICH

Finance Department

TO: David Detjen, Chairman
Labor Contracts Committee

FROM: Peter Mynarski, Comptroller

DATE: September 29, 2014

SUBJECT: REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR
THE 2014-2017 LABOR SETTLEMENT BETWEEN THE TOWN OF
GREENWICH AND SILVER SHIELD 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 27, 2014 are correct and I am in agreement.

9-29-2014
Date


Comptroller

cc: Alfred C. Cava, Director of Labor Relations

TOWN OF GREENWICH AND SILVER SHIELD ASSOCIATION
COLLECTIVE BARGAINING AGREEMENT 2014 - 2017
SUMMARY OF NEGOTIATED CHANGES

<i>Article/Section/Paragraph</i>	<i>Subject</i>	<i>Summary of Negotiated Change</i>
Article III (A) and (B)	Payroll Deduction	Technical amendments, deduct union dues on a bi-weekly basis, mandated direct deposit and electronic pay advice.
Article III new (C)	Lag Payroll	Language authorizing the Town to implement a five day lag payroll.
Article IV(D)	Collective Bargaining	Technical amendments.
Article V (B)	Work Week	Amendments confirming to current practices.
Article VI	Extra Duty Assignments	Provide for a procedure to pay employees all third party extra duty assignments through the Town's payroll system. Provide for a procedure to regulate extra duty assignments.
Article VI	Extra Duty Assignments	Provide that employees who take a tour off to work a side job shall use 8 hours of compensatory time if available prior to using a vacation day.
Article VI (K)	Stand-by pay	Technical amendments to be consistent with implementation of ADP payroll system.
Article VI (M)	Self-Substitutions	Provide for parameters governing the practice of self-substitutions.
Article IX	Sick Leave	Amend the sick leave incentive program to permit an employee who uses no sick leave during the fiscal year to opt for a personal day rather than a vacation day for the incentive for the last quarter of the fiscal year.
Article VIII	Out-of-Classification	Technical changes and provide for payment for sergeants working as the shift commander in one hour increments. MPO replacements to be the most senior certified JV officer working the shift absent specific direction from the shift commander of the affected shift.
Article IX	Personal Leave	Technical changes.
Article X	Injury Leave	Provide for authorization for the Town to institute a workers' compensation managed care plan.
Article XIII (E)	Notice	Amend to be consistent with current practice regarding five day notice.

Item 4

Article XIV	Medical Insurance	Effective January 1, 2015 eliminate the POS medical option and provide for a \$2000/\$4000 HDHP with Rx co-pays. One time additional Town contribution to employee HSA in January 2015 of \$250/\$500. Provide for a mandated wellness program for the employee beginning 2015 and employee and spouse beginning 2016. (Town will make full HSA contribution to eligible retirees in the HDHP).
Article XIV	Life Insurance	Effective July 1, 2015 modify life insurance to 1.5x base from 1x base.
Article XV	Retirement	Technical language changes.
Article XV (K)	401-k	Increase Town matching contributions by \$100 in January 2016 and \$100 in January 2017.
Article XVIII	Employee Accounts	Amend this article to provide for on-line access to employee information and leave information on bi-weekly pay advice.
Article XXI (A)	Education Allowance	Amend to delete minimum requirements for law enforcement subjects.
Article XXI (C), (D) and (E)	Training	Technical amendments change EMT to read EMR. Increase EMR stipend by \$300 effective July 1, 2015 and \$300 effective July 1, 2016.
Article XXI new para (I)	Training/Dive Team	Dive Team provide for stipend of \$500 (\$250/\$250).
Article XXIV (B) (I)	Bill of Rights	Technical amendments re: notice to employee.
Article XXV (H)	Conditions of Employment	Require all employees on active patrol to wear body armor. Reimburse employees for cost of the purchase of a body armor carrier (vest) max. of \$150.
Article XXVI	Duration	Amend Article to provide for a three-year contract 7/1/2014 – 6/30/2017
Article XXVII	Probation	Amend to incorporate prior agreement on probationary periods.
Appendix I	Wages	GW1 2.5% eff. 7/14, 2.5% eff. 7/15, 2.5% eff. 7/16.
Appendix I	Wages – Notes	Title changes, shift diff. - delete overtime reference
Appendix I	Detective First Grade	Create new salary grade for Detective First Grade assignment.

Item 4

TOTAL COST TOWN OF GREENWICH - BOE - GEA CONTRACT FY15-16 to FY16-17

	2014-2015 BASE	2015-2016 YEAR 1	2016-2017 YEAR 2	NEW CONTRACT TOTAL
Total Wages - Appendix A	\$ 81,402,598	\$ 83,833,665	\$ 86,343,517	\$ 170,177,181
\$ change year-to-year		2,431,067	2,509,852	
% change year-to-year		2.99%	2.99%	
\$ total contract cost change				7,371,986
% total contract cost change				4.53%
Medical /Pharmacy	14,260,245	16,067,857	17,814,535	33,882,392
Dental	869,175	886,559	904,290	1,790,849
Total TOWN Health Care	\$ 15,129,420	\$ 16,954,416	\$ 18,718,825	\$ 35,673,241
\$ change year-to-year		1,824,996	1,764,409	
% change year-to-year		12.06%	10.41%	
\$ total contract cost change				\$ 5,414,401
% total contract cost change				17.89%
Program Associates	60,398	62,814	63,442	126,256
Learning Facilitators	115,000	119,600	120,796	240,396
Summer School Compensation	806,632	869,457	895,454	1,764,911
Appendix B - Coaches	756,973	764,043	771,183	1,535,226
Appendix C - Student Activities	273,638	294,584	297,429	592,013
TOTAL OTHER	\$ 2,012,641	\$ 2,110,497	\$ 2,148,304	\$ 4,258,802
\$ change year-to-year		97,856	37,807	
% change year-to-year		4.86%	1.79%	
\$ total contract cost change				233,520
% total contract cost change				5.80%
TOTAL	\$ 98,544,659	\$ 102,898,578	\$ 107,210,646	\$ 210,109,224
\$ change year-to-year		4,353,919	4,312,069	
% change year-to-year		4.42%	4.19%	
\$ total contract cost change				13,019,906
% total contract cost change				6.61%

Item 5

Item 5



TOWN OF GREENWICH

Finance Department

October 2, 2014

TO: David Detjen, Chairman
Labor & Contracts Committee

FROM: Peter Mynarski
Comptroller

REQUIRED CONFIRMATION OF THE ESTIMATED COSTS FOR THE 2016-
2017 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 27, 2014 are correct and I am in agreement.

10.3.2014
Date


Comptroller

cc: Alfred C. Cava, Director of Labor Relations



MEMORANDUM

TO: Greenwich Board of Education. Dr. William McKersie,
Dr. Robert Lichtenfeld, Mr. Alfred Cava

FROM: Tom Mooney

DATE: October 2, 2014

RE: Summary of the 2015-2017 GEA Contract Settlement

On September 2, 2014, the Negotiations Committee (Peter Sherr, Chairperson), Jennifer Dayton, Peter Bernstein, Robert Lichtenfeld, Alfred Cava and I) reached a tentative agreement with the Negotiations Committee of the Greenwich Education Association. The Greenwich Board of Education and the Greenwich Education Association then promptly ratified the new contract, which has the following key terms:

I. Duration:

The new contract is for two years, July 1, 2015 through June 30, 2017.

II. Salary:

Teachers not yet at maximum shall receive full step movement in each of the two years. In addition, there shall be increases of \$640 on each step in 2015-2016, and \$850 on each step in 2016-2017. The total projected cost of salary increases is 2.99% in 2015-2016 and 2.99% in 2016-2017.

III. Insurance:

The agreement includes modest changes in health insurance, as follows:

- The POS plan was eliminated, and the high deductible health plan will be the sole option, effective January 1, 2016.
- For those teachers not eligible to participate in the health savings account associated with the high deductible health plan, the Board will provide a health reimbursement account.
- Outdated language concerning the prescription drug benefit will be deleted, and the insurance appendices will be updated.
- The current dental plan will be attached as a new appendix.

IV. Language issues:

The parties agreed on limited changes in the contract language, as follows:

- Article 9(A): The Board will have the right to implement a payroll lag of five days to reduce the time teachers are paid in advance.
- Article 9(D): The Board may now require that teachers be paid by direct deposit, with electronic pay information.
- Article 13(C)(1): The contract language concerning personal leave was restored so that the Administration may now again ask for reasons before granting personal leave requests.
- Article 19(D)(5): Position postings will provide more information about the position in question.
- Article 21(D): Compensation for summer school will now be at 100% of pro-rated per diem salary for the teacher.
- Article 22: Part-time teachers(.5 FTE and above) may now be required attend all professional development activities

In addition, the parties agreed to create an advisory committee to study the demands on teacher time and to make suggestions to the Superintendent and the Board on whether it may be possible to change expectations or procedures to reduce the impact of demands on teacher time. The committee is to start its work promptly and to report to the Superintendent and the Board on its findings and recommendations by March 1, 2015.

V. Appendices and stipends (other than Appendix C):

- 2015-2016: Each stipend will be increased by 1%.
- 2016-2017: Each stipend will be increased by 1%.

VI. Appendix C:

- For 2015-2016, there will be a total increase of 4%, with position restructuring.
- For 2016-2017, each stipend will be increased by 1%.