

SUMMARY OF TENTATIVE AGREEMENTS

Here are the terms that the Teachers Union and the School Committee have ratified:

A. Previously Implemented Terms.

Virtually everything that was implemented on January 2, 2009 has now been incorporated in the new agreement, along with a slightly modified pay for performance process, and all of the language terms awarded us in Arbitrator Ryan's decision.

1. Salaries.

The 2008 4.73% salary increase is eliminated, and the basic salary schedule that took effect on 5/1/07 remains in effect through October 31, 2011.

2. Educational Increments.

Reduced roughly by half. Now Bachelors + 36 hours merits \$750 annual paid add-on, up to \$2,500 for a Doctorate.

3. Health Insurance.

- a) 20% contribution by all employees and those retiring after 11/1/08.
- b) \$500 Deductible Co-Insurance Plan/Elimination of Classic.
- c) \$5,000 "buyback" eliminated for employees not taking coverage.
- d) Subsidy of co-pays eliminated.
- e) Prescription co-pays rise to \$7/\$30/\$50 (Previously \$5/\$20).
- f) Employees who do not need School Department coverage are ineligible for coverage Affidavits of need required only of all who do not presently receive coverage, and the School Department agrees to address "hardships" of teachers stopping coverage [new language 2009-2011].
- g) Retirees coverage limited to individual coverage and to 2 years after retirement or age 65, whichever is sooner, with 20% retiree contribution.

4. Personal Days.

Reduce by one. One remaining.

5. Legal Proceedings.

Eliminate requirement that School Department pay employee to attend legal proceedings (e.g., suit against the School Department, divorce proceedings, etc.) unless the employee appears on behalf of the School Department.

6. Longevity Pay.

- a) Reduce annual payments by approximately half.
- b) Eliminate \$5,700 "bonus" paid in year of retirement.
- c) Change retirement year bonus to apply only to those with at least 25 years service (up from 15).

7. "In-Service Facilitation."

Reduce retirement year bonus from roughly \$5,000 to \$2,500.

[Deferred raise (\$1,000) from 1991 restored to affected teachers. It was eliminated by unilateral implementation.]

8. Language.

- a) Deletion of all reference to health or dental insurance carrier.
- b) Clarify teacher's requirement to pay full cost of insurance when on LOA.
- c) Provide flexibility to Administration in scheduling preparation periods.
- d) Reduce bargaining unit representation on screening committees.
- e) Change time of job fair to facilitate hiring.

9. Pay for Performance.

Previously implemented plan will continue, with nine teachers joining the Committee. The pay plan will not be implemented until 11/1/11 (after the next contract negotiation). The Committee will negotiate over the plan with the Union, as required by law.

B. Additional Changes Resulting From 2010 Negotiations.

1. Annual Sick Leave.

For teachers hired before 1/1/84 on annual sick leave is reduced from 20 to 15 days.

2. Maximum Class Size.

Raised from 25 to 28, except in elementary schools, where it remains at 25.

- Class size now to be determined based on budget requirements and Committee policy, not just physical plant.

3. School Year.

Three Professional Development days added (increasing teachers' year to 184 days), keeping teachers in classrooms for 3 days, saving substitute costs. Teachers will be paid for these days only if additional funding is received over budgeted funds.

4. Fifteen minutes per day added to High School, ending long problem of inadequate passing time, resulting in waste of first 20 minutes of class time. Instruction time increased fifteen minutes in Middle School. Common planning time of an hour and fifteen minutes per week added to Elementary Schools. Teachers will receive no extra compensation.

- Superintendent will fix the starting and ending times for each school, with none starting before 7:00 a.m.

5. Unforeseen Revenues.

Except for restricted funds, any unforeseen additions to revenues will be used 66 2/3% at the discretion of the School Committee and 33 1/3% for (1) recall of teachers, or, (2) reduction of class size, or, (3) payment for professional days, or, (4) salary increases in the 2010-2011 school year.