

Special Board of Education Meeting

Monday, December 16, 2019 7:00 PM

Board of Education Chambers, [Address], [City], CT [Zip]

1. **CALL TO ORDER**

2. **PLEDGE OF ALLEGIANCE**

3. **EXECUTIVE SESSION**

4. **NEGOTIATIONS**

5. **ADJOURNMENT**



**Board of Education
Administrative Report**

Title of Report: SEA Collective Bargaining Agreement (July 1, 2020 – June 30, 2023)

Board Meeting Date: December 16, 2019

Action

Report

Information

Discussion

Submitted by: Brian P. Czapl

Report

The Board of Education Contract Negotiating Team and the Somers Education Association came to a tentative agreement on December 6, 2019 for new contract (duration July 1, 2020 – June 30, 2023.)

Below are some of the pertinent highlights/changes of the tentative agreement to be voted on by the Somers Board of Education.

LANGUAGE CHANGES

Miscellaneous administrative language changes based on statutes, court decisions, increased organizational efficiencies, and responses to social norms:

1. Conditions of employment and payroll deductions updates to reflect recent US Supreme Court Janus Ruling.
2. Requests for personal days changes from 48 hours to two working days.
3. Maternity, childbirth, and child rearing leave updates aligns with statute statutes.
4. Provision to re-open contract to negotiate impact if the Patient Protection and Affordable Care Act excise tax provision is implemented in 2022.
5. Clubs and activities updates reflecting current offerings.
6. Speech and Language Pathologists annual state certification fee assumed by BOE.
7. Adding grandparents and grandparent-in-laws in bereavement provision.
8. Adding life-partner in sick leave to attend to family illness provision.
9. Adding five-day leave of absence for purposes of adoption, foster placement, or birth of a child (second parent).
10. Request for professional days changes from forty-eight hours to six workdays.



**Board of Education
Administrative Report**

GENERAL WAGE INCREASES (GWI)

Somers Board of Education

<u>Proposed (2020-23)</u>	<u>Current (2017-20)</u>
2020-21 – 3.18%	2017-18 – 3.106%
2021-22 – 3.02%	2018-19 – 3.106%
<u>2022-23 – 2.86%</u>	<u>2019-20 – 3.106%</u>
Total 9.06%	Total 9.318%

Comparison to State Average
(negotiated this year**)

	<u>Somers</u>	<u>State Average</u>
2020-21	3.18%	3.04%
2021-22	3.02%	3.01%
2022-23	2.86%	3.10%
Total	9.06%	9.14%

** forty-eight contracts

HEALTH INSURANCE

Current HDHP will remain in place (\$2,250/\$4,500). A significant change from the \$1,500/\$3,000 plan was negotiated in current contract (2017-20). A post-deductible prescription co-pay provision has been added to the plan. It is estimated the addition of this provision will provide the BOE with a projected \$63,000 per year cost avoidance over the life of the contract. Employee premium shares will increase by 1% resulting in a projected cost avoidance of \$25,000. The addition of the post-deductible prescription provision along with the increase employee premium share result in a projected \$214,000 cost avoidance over the life of the contract.

	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
Premium Share	22.0%	22.5%	23.0%
Cost Avoidance: Prescription Provision**	\$63,000	\$63,000	\$63,000
Cost Avoidance: Premium Share Increase**		\$8,000	\$17,000
Tolland County Average Premium Share	16.7%	unknown	unknown
DRG-C Average Premium Share	18.3%	unknown	unknown

** Projections based on 2019-20 health insurance premiums. Actual cost avoidance will differ.