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Statement regarding Administrators Contract

1 message

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The Board of Education and Danbury School Administrators' Association ("DSAA") are pleased to report that a 3-year collective bargaining agreement has been ratified by the parties. The agreement covers changes to salaries, insurance benefits, and some working conditions. "This was a positive experience, and while there was compromise necessary on both sides, we are pleased with the final results." said Pat Joaquim, Vice-President of DSAA. Dr. Sal Pascarella, Superintendent of Schools, echoed Ms. Joaquim's comments: "We are pleased to be able to reach this agreement with our administrators by balancing the Board's strong desire to recognize the hard work and many efforts of our administrative team with the need for fiscal prudence." The Agreement will be effective from July 1, 2013 through June 30, 2017.

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Joint Press Release

Danbury Public Schools
National Education Association Danbury

October 24, 2013

For Immediate Release

Danbury Board of Education and Teachers Agree to Three Year Contract

The Danbury Board of Education and NEA Danbury, the union that represents Danbury teachers, reached agreement on a three year contract that will be in effect from July 1, 2014 to June 30, 2017. The teachers approved the contract on Tuesday, October 22; the Board of Education on October 23.

The three year contract covers salaries, insurance and other working conditions.

Teachers will move one "step" in each year of the contract. Steps are payment increments determined by a teacher's years of experience in the district. Teachers who are at the maximum step, who cannot receive step movements, will receive cost of living increases of 1.0% in the first year of the contract, 1.25% in the second, and 1.5% in the final year. In addition, teachers who are hired by the District after June 30, 2014, will not be eligible for "longevity" increments. Longevity increments are payments added to a teacher's salary after 20, 24 and 28 years of service.

Teachers agreed to major changes in their insurance plan by eliminating the current Preferred Provider Option (PPO) plan. On September 1, 2014, teachers will move to a High Deductible Health Plan (HDHP). HDHPs are plans that have higher deductibles than traditional health plans and lower premiums. Users pay the full cost of medical care, rather than copayments, until the deductible is met. Once the deductible is met, the user pays 10% of medical costs until a maximum out of pocket amount is reached. The HDHP is coupled with a Health Savings Account (HSA) that allows users to pay for medical services with pre-tax dollars. In addition, teachers will be responsible for a greater portion of the insurance premium cost each year. It is estimated that by switching to the HDHP the Board of Education will realize substantial savings in future health care costs.

The new contract also includes several changes in contract language. Teachers will be required to spend two additional hours in after school meetings each month, with a goal of reducing the need for shortened student days for professional development. According to Danbury Schools Superintendent, Dr. Sal Pascarella, "The early release days for professional development were very hard on students and parents and we are pleased that we came to an agreement that could allow us to limit them without decreasing time available for professional development." Also under the new contract, teachers new to Danbury may be required to spend an additional two days in orientation activities and all teachers will be able to use up to five of their sick days each year for family illness.

"The Board recognizes the hard work that teachers put in every day. With all of the changes occurring in education, especially the Common Core Standards and the new evaluation system, it is a real comfort that the contract is settled for three years," Dr. Pascarella stated. "The contract represents a balance between rewarding teachers for their hard work and maintaining fiscal responsibility. It allows us to serve the students of Danbury in the best way possible"

"This year's negotiations had a very positive tone and the Board and Superintendent were responsive to the concerns of teachers that we brought forward," claimed Cindy Mirochine, president of the teachers' union. "After a number of years with limited step movements, teachers are thrilled to be advancing a step in each year of the contract. The new insurance plan is going to be an adjustment for our members upon implementation, but there will be workshops held this year to help familiarize teachers with the new system. It was a priority for our negotiations team to maintain the same level of insurance coverage. The HDHP/HAS maintains the services, it is a different method of payment."

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DANBURY BOE/NEA-DANBURY
TENTATIVE AGREEMENT SUMMARY
October 23, 2013

- I. Duration – 3 years (through the 2016-17 school year)
- II. Insurance – Mandatory High Deductible Health Plan with Health Care Savings Account

A. Premium Contributions

| | |
|---------|--------|
| 2014-15 | 16.5% |
| 2015-16 | 17.5 % |
| 2016-17 | 18.5% |

B. Full Replacement HDHP plan

Deductibles of \$2,000 (I); \$4,000 (F)

Employer HSA contribution

| | |
|---------|---------------|
| 2014-15 | \$1250/\$2500 |
| 2015-16 | \$1125/\$2250 |
| 2016-17 | \$1125/\$2250 |

Premium cost sharing at 90% employer/10% employee to maximum Out of Pocket (OOP) loss:

| | |
|---------|-------------|
| 2014-15 | \$250/\$500 |
| 2015-16 | \$250/\$500 |
| 2016-17 | \$250/\$500 |

III. Wages

| | |
|---------|---|
| 2014-15 | Step plus 1.0% for teachers at top step = 3.06% |
| 2015-16 | Step plus 1.25% for teachers at top step =3.03% |
| 2016-17 | Step plus 1.5% for teachers at top step=3.20% |

Longevity: Increments capped at \$2,400 going forward
No longevity for those teachers hired after July 1, 2014

DANBURY BOE/DANBURY SCHOOL ADMINISTRATORS
TENTATIVE AGREEMENT SUMMARY
October 23, 2013

- I. Duration – 3 years (through the 2016-17 school year)
- II. Insurance – Mandatory High Deductible Health Plan with Health Care Savings Account

A. Premium Contributions

| | |
|---------|------|
| 2014-15 | 15% |
| 2015-16 | 16 % |
| 2016-17 | 17% |

B. Full Replacement HDHP plan

Deductibles of \$2,000 (I); \$4,000 (F)

Employer HSA contribution

| | |
|---------|---------------|
| 2014-15 | \$1250/\$2500 |
| 2015-16 | \$1125/\$2250 |
| 2016-17 | \$1000/\$2000 |

Premium cost sharing at 90% employer/10% employee to maximum Out of Pocket (OOP) loss:

| | |
|---------|--------------|
| 2014-15 | \$250/\$500 |
| 2015-16 | \$375/\$750 |
| 2016-17 | \$500/\$1000 |

III. Wages

| | |
|---------|-----------|
| 2014-15 | 2.75% GWI |
| 2015-16 | 2.5% GWI |
| 2016-17 | 2.5% GWI |