



Town of Simsbury

933 HOPMEADOW STREET

P.O. BOX 495

SIMSBURY, CONNECTICUT 06070

Thomas F. Cooke - Director of Administrative Services

BOARD OF SELECTMEN MEETING **AGENDA SUBMISSION FORM**

1. **Title of submission:** Board of Education contracts with Simsbury Education Association (SEA) and Simsbury School Administrators and Supervisors Association (SSASA)
2. **Date of submission:** Thursday, December 5, 2013
3. **Date of Board Meeting:** Monday, December 9, 2013
4. **Individual or Entity making the submission:** Simsbury Board of Education
5. **Action requested of the Board of Selectmen** (Acceptance of gift, creation of reserve, approval of contract, information only, etc. Be as specific as possible with respect to the desired action of the Board.):

The Individual or Entity making the submission requests that the Board of Selectmen:

Review of negotiated contracts

6. **Individual(s) responsible for submission** (Please include complete contact information. The identified individual(s) should be prepared to present information to the Board of Selectmen at the Board Meeting.):

Mike Goman, Chair, BOE Personnel and Negotiations Sub-Committee	860-651-3361
Matt Curtis, Superintendent of Schools	860-651-3361
Burke LaClair, Business Manager	860-651-3361

7. **Summary of Submission** (Include in your summary (i) relevant dates and timelines; (ii) parties involved; (iii) a description of financial terms and conditions specifically identifying the financial exposure/commitment of the Town of Simsbury; (iv) whether or not contracts, licenses and other legal documents have been reviewed by the Town's counsel; and (v) other information that will inform the Board of Selectmen's consideration of your submission. Include any **additional** information in an attached memorandum.):

Please see attached documents

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An Equal Opportunity Employer
8:30 - 7:00 Monday
8:30 - 4:30 Tuesday through Friday

8. **Description of documents included with submission** (All documents must be in final form and signed by the appropriate party.):

The following documents are included with this submission and attached hereto:

- Presentation Summary
- SEA Board of Education Exhibit Summary
- SSASA Board of Education Exhibit Summary
- SEA Contract (2014-17)
- SSASA Contract (2014-17)

**Certified Collective Bargaining Agreement
Presentation to the Board of Selectmen
December 9, 2013**

Both collective bargaining agreement contracts before you this evening were negotiated under the timelines and provisions of the State of Connecticut Teacher Negotiation Act. Under this act, once a tentative agreement has been ratified by the Board of Education and the respective certified bargaining unit, the contracts must then be filed with the town clerk and the Commissioner of Education. The town clerk is required to give public notice of receipt of the agreements.

The terms of the agreements are binding upon the legislative body unless the legislative body rejects the contract(s) at a special or regular meeting within 30 days of the filing. No vote to approve is necessary. If no vote is taken, the contract(s) is approved. The time limits are strictly construed.

If the contract is rejected, the matter of the contract is subject to arbitration. Five days following rejection is treated as the arbitration date. Parties must either designate their representative arbitrators or inform the Commissioner of Education that they have chosen a single arbitrator.

If rejected by the legislative body, it is important to determine the issues to be submitted to the arbitration panel in that the two negotiating parties reached tentative agreement on all issues.

The members of the Board of Education who served on the negotiations committee for these collective bargaining agreements are Mike Goman, Chris Kelly, Mike Wade and Todd Burrick. The Board of Education was represented by and received counsel from Tom Mooney of Shipman and Goodwin.

You have received background information relative to these agreements and we would be happy to respond to questions you might have.

EXHIBIT II

TO: Members of the Board of Education
 FROM: Matthew Curtis, Superintendent of Schools
 DATE: November 12, 2013
 RE: Approval of the Collective Bargaining Agreement between the Simsbury Board of Education and the Simsbury Education Association effective July 1, 2014 – June 30, 2017

Negotiations leading to a new collective bargaining agreement have been completed by the Simsbury Education Association and the Board of Education. The negotiation, conducted within the restrictions of the Teacher Negotiations Act, began in mid-August and has reached the point of a tentative agreement through the negotiations and mediation process. This agreement, which is subject to ratification by the Board of Education, has been reviewed and recommended by the Board of Education Negotiations Sub-Committee. Ratification is anticipated by the Simsbury Education Association on November 11, 2013. The three year agreement contains the following components highlighted below:

1. Duration of Agreement
 July 1, 2014 – June 30, 2017

2. <u>Wage Settlement</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
General Wage Increase	1.40%	1.50%	1.60%
Step / Incremental Movement	<u>1.96%</u>	<u>1.72%</u>	<u>1.61%</u>
TOTAL	3.36%	3.22%	3.21%

3. <u>Supplemental Wage Increases</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
Athletic Coaches	1.40%	1.50%	1.60%
Advisors/Dept. Supervisors			

4. Health Insurance

A. Changes to the current HMO and PPO (OAP) health insurance plan designs, including copays will be implemented. Additionally, a High Deductible Health Plan (HDHP) will be introduced including a Health Savings Account (HSA). The HDHP will be the only plan option for new hires.

B. Revised premium share for individual and family as follows:

	<u>OAP</u>	<u>HMO</u>	<u>HDHP</u>
2014-15	17%	15%	13%
2015-16	18%	16%	14%
2016-17	Buy-up	Buy-up	15%

"Buy-up" is the option to participate in the HMO or OAP by paying the difference between (1) what the Board would have paid in premium or premium equivalent plus the applicable Board payment to offset the deductible amount for the HDHP and (2) the cost of participating in the HMO or OAP.

B. Individual/dependent premium cost sharing for dental benefit of 15% effective July 1, 2014.

5. Increased the per diem rate for compensation when school is not in session from \$35.00 per hour to:

<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
\$36.00	\$37.00	\$38.00

6. Contractual Language Changes

A. Increased, added or removed stipends for selected advisors, coordinators, mentors and supervisors.

B. Deleted reference to "civil union partner benefits."

C. Amended language regarding change of medical insurance carrier.

D. Updated language regarding interim teachers.

E. Updated language regarding preparatory time.

Below is a Board of Education motion for your consideration.

"Moved that the Board of Education ratify the proposed changes in the collective bargaining agreement between the Simsbury Board of Education and the Simsbury Education Association for the period July 1, 2014 through June 30, 2017."

/hc

TO: Members of the Board of Education
 FROM: Matthew Curtis, Superintendent of Schools
 DATE: November 12, 2013
 RE: Approval of the Collective Bargaining Agreement between the Simsbury Board of Education and the Simsbury School Administrators and Supervisors Association effective July 1, 2014 – June 30, 2017

Negotiations leading to a new collective bargaining agreement have been completed by the Simsbury School Administrators and Supervisors Association and the Board of Education. The negotiations, conducted within the restrictions of the Teacher Negotiations Act, began in mid-August. This agreement, which is subject to ratification by the Board of Education, has been reviewed and recommended by the Board of Education Negotiations Sub-Committee and has been ratified by the Simsbury School Administrators and Supervisors Association. The three year agreement contains the following components highlighted below:

1. Duration of Agreement
 July 1, 2014 – June 30, 2017

2. <u>Wage Settlement</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
General Wage Increase	2.25%	2.25%	2.25%
Step/Incremental Movement	.33%	.33%	.28%
Total	2.58%	2.58%	2.53%

Administrators not at the maximum shall advance one step in each year of the contract.

3. Health Insurance

A. Changes to the current HMO and PPO (OAP) health insurance plan designs, including copays will be implemented. Additionally, a High Deductible Health Plan (HDHP) will be introduced including a Health Savings Account (HSA). The HDHP will be the only plan option for new hires.

B. Revised premium share for individual and family as follows:

	<u>OAP</u>	<u>HMO</u>	<u>HDHP</u>
2014-15	17%	15%	13%
2015-16	18%	16%	14%
2016-17	Buy-up	Buy-up	15%

“Buy-up” is the option to participate in the HMO or OAP by paying the difference between (1) what the Board would have paid in premium or premium equivalent plus the applicable Board payment to offset the deductible amount for the HDHP and (2) the cost of participating in the HMO or OAP.

C. Individual/dependent premium cost sharing for dental benefit of 15% effective July 1, 2014.

4. The Board-paid tax sheltered annuity was increased by \$1,250 to \$4,000.

Below is a Board of Education motion for your consideration.

“Moved that the Board of Education ratify the proposed changes in the collective bargaining agreement between the Simsbury Board of Education and the Simsbury School Administrators and Supervisors Association for the period July 1, 2014 through June 30, 2017.”