

WINDHAM SCHOOL DISTRICT

Deliberative Session February 7, 2014

Michael Joanis, Chairman
Stephanie Wimmer, Vice-Chair
Michelle Farrell
Jerome L. Rekart
Dennis Senibaldi

WARRANT ARTICLE 1: ELECTION OF OFFICERS

Article 1. Election of Officers (voting by official ballot March 11, 2014)

To the following school district offices:

- a. To choose two School Board members for the ensuing three years.

WARRANT ARTICLE 2: TENTATIVE AGREEMENT WITH TEACHERS (WEA)

ARTICLE 2 “Shall the Windham School District vote to approve the cost items included in the collective bargaining agreement reached between the School Board and WEA (Windham Education Association) which calls for the following increases in salaries and benefits at the current staffing level over the amount paid in the prior fiscal year:

<u>Fiscal Year</u>	<u>Estimated Increase</u>
2014-2015	\$488,269
2015-2016	\$505,237

and further to raise and appropriate the sum of four hundred and eighty-eight thousand, two hundred and sixty-nine Dollars (\$488,269) for the 2014-2015 year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at the current staffing levels.”

Recommended by the School Board 4-0

WEA AGREEMENT – BACKGROUND

- The last collective bargaining agreement with the teachers expired in July of 2011.
- For the past three school years, this has meant no increases to the salary schedule and no progression on “steps” associated with years of experience.
- Because we are legally obligated to abide by the terms of the most recent contract, the District has been unable to shift healthcare costs to employee as we see in other sectors.
- Windham teachers have continued to work to their fullest abilities even without a contract for the past three years.
- The teachers and the school board have been in negotiations since August and have worked together to reach an agreement that is more in line with the private sector.

WEA AGREEMENT – SIGNIFICANT CHANGES

Increased cost sharing in the area of health care benefits.

1. To allow for changes, the amount that the District pays for health care is a percentage of the cost of one of the plans that are offered. This plan is called the “driver”.
2. In the proposed contract, the “driver” changes from Comp100 to BlueChoice.
 - a) Changing the driver saves the district money. For example, a Comp100 family plan costs \$30,190.68 but the BlueChoice is \$23,864.64.
3. In year one, the employer contribution changes from 85% Comp100 to 95% of BlueChoice
4. Prescription drug co-pays increase from \$1/\$3/\$5 to levels familiar to most taxpayers (\$10/\$20/\$45)

Under the new agreement teachers will be paying 6-7 times more towards health care than they were under the old contract

WEA AGREEMENT – SIGNIFICANT CHANGES

Restoration of some missed 'steps'

1. For a teacher hired prior to 2010, there is recovery of one step in Year One and recovery of a second step in Year Two

Contract Status	Academic Year	Years of Teaching Experience	Treated like a teacher with ____ years of experience	Difference
Last year	2010-2011	3 years	3 years	0
Expired	2011-2012	4 years	3 years	1
Expired	2012-2013	5 years	3 years	2
Expired	2013-2014	6 years	3 years	3
If Passed	2014-2015	7 years	5 years	2
If Passed	2015-2016	8 years	7 years	1

2. For a teacher hired in 2011, there is recovery of one step in Year One and no recovery in Year Two
3. For a teacher hired in 2012, there is no recovery
4. For a teacher hired in 2013, there is no recovery and there is no advancement of a step in 2014

WEA AGREEMENT – NEW MONIES

CONTRACTUAL DOLLAR OBLIGATIONS ARE DEPICTED ON THE WARRANT IN TERMS OF “NEW MONIES” EACH YEAR.

NEW MONIES – YEAR ONE	
SALARY TABLE: 0% INCREASE	
STEPS: O STEP DOH 2013-2014; 1 STEP DOH 2012-2013; 2 Steps DOH 2011-2012 OR EARLIER	\$543,852.01
NEWLY QUALIFIED LONGEVITY MONIES	76,000.00
EMPLOYER PAID BENEFITS*	133,506.11
CO-CURRICULAR STIPENDS	38,111.00
HOLD-HARMLESS PAYMENTS (HEALTH INSURANCE)	41,913.89
PRESCRIPTION BENEFIT TRUST	5,000.00
HEALTH INSURANCE SAVINGS	<u>(350,114.24)</u>
YEAR ONE TOTAL NEW MONIES	<u>\$488,268.77</u>

**YEAR ONE TAX IMPACT:
\$.24/1,000
(APPROXIMATELY \$84
ON A \$350,000 HOME)**

*Applicable FICA/MEDICARE/NH Retirement System monies associated with salaries.

WEA AGREEMENT – NEW MONIES

CONTRACTUAL DOLLAR OBLIGATIONS ARE DEPICTED ON THE WARRANT IN TERMS OF “NEW MONIES” EACH YEAR.

NEW MONIES – YEAR TWO	
SALARY TABLE: 0% INCREASE	
STEPS: 1 STEP DOH 2011-2012 OR LATER; 2 Steps DOH 2010-2011 OR EARLIER	\$481,921.19
NEWLY QUALIFIED LONGEVITY MONIES	17,500.00
EMPLOYER PAID BENEFITS*	112,464.90
ELIMINATE HOLD-HARMLESS PAYMENTS	(41,913.89)
HEALTH INSURANCE SAVINGS	<u>(64,735.63)</u>
YEAR TWO TOTAL NEW MONIES	<u>\$505,236.57</u>

**YEAR TWO TAX IMPACT:
\$.245/1,000
(APPROXIMATELY \$85.75
ON A \$350,000 HOME)**

*Applicable FICA/MEDICARE/NH Retirement System monies associated with salaries.

QUESTIONS



WARRANT ARTICLE 4: INSTRUCTIONAL ASSISTANT

ARTICLE 4. “SHALL THE WINDHAM SCHOOL DISTRICT VOTE TO APPROVE THE COST ITEMS INCLUDED IN THE COLLECTIVE BARGAINING AGREEMENT REACHED BETWEEN THE SCHOOL BOARD AND AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, COUNCIL 93, LOCAL 1801 WHICH CALLS FOR THE FOLLOWING INCREASES IN SALARIES AND BENEFITS AT THE CURRENT STAFFING LEVEL OVER THE AMOUNT PAID IN THE PRIOR FISCAL YEAR:

FISCAL YEAR	ESTIMATED INCREASE
2014-2015	\$66,247
2015-2016	\$72,149
2016-2017	\$66,224

AND FURTHER TO RAISE AND APPROPRIATE THE SUM OF SIXTY-SIX THOUSAND, TWO HUNDRED AND FORTY SEVEN DOLLARS (\$66,247) FOR THE 2014-2015 YEAR, SUCH SUM REPRESENTING THE ADDITIONAL COSTS ATTRIBUTABLE TO THE INCREASE IN SALARIES AND BENEFITS REQUIRED BY THE NEW AGREEMENT OVER THOSE THAT WOULD BE PAID AT THE CURRENT STAFFING LEVELS.”

RECOMMENDED BY THE SCHOOL BOARD (5-0)

IA AGREEMENT – BACKGROUND

- THE LAST COLLECTIVE BARGAINING AGREEMENT WITH THE INSTRUCTIONAL ASSISTANTS EXPIRED IN JULY OF 2013.
- FOR THIS SCHOOL YEAR (2013/2014) THERE HAVE BEEN NO INCREASES TO THE SALARY SCHEDULE AND NO PROGRESSION ON “STEPS” ASSOCIATED WITH YEARS OF EXPERIENCE. IA WAGE SCHEDULE PROGRESSES EACH 5 YEARS OF SERVICE.
- WE ARE PRESENTING A 4-YEAR CONTRACT WITH THE INSTRUCTIONAL ASSISTANTS (AFSCME COUNCIL 93, LOCAL 1801). THE FIRST YEAR 2013/3014 IS UNCHANGED FROM THE EXISTING CONTRACT.
- INSTRUCTIONAL ASSISTANTS PLAY A CRUCIAL ROLE IN WINDHAM SCHOOLS.
- THEY ASSIST CLASSROOM TEACHERS AND WORK WITH STUDENTS REQUIRING SMALL GROUP INSTRUCTION.
- THE NEGOTIATIONS WERE PROFESSIONAL AND DEMONSTRATED A DESIRE BY BOTH SIDES TO REACH AN EQUITABLE AGREEMENT FOR THE EMPLOYEES AND THE TAXPAYERS THAT BENEFITTED THE STUDENTS OF WINDHAM.
- *INSTRUCTIONAL ASSISTANTS ARE HOURLY EMPLOYEES AND HAVE NOT AND WILL NOT RECEIVE ANY EMPLOYER CONTRIBUTION TO HEALTH CARE OR DENTAL BENEFITS*

IA AGREEMENT – HEALTHCARE

- ~~WITH THE FEDERAL HEALTHCARE LAW EFFECTIVE 1/1/14,~~ EMPLOYEES WHO WORK OVER 30+ HOURS (CURRENTLY 92 OF APPROXIMATELY 107) MUST BE OFFERED “AFFORDABLE” HEALTH INSURANCE OR THE EMPLOYER MAY BE SUBJECT TO PENALTIES.
- ONLY 3 OF THE 92 INSTRUCTIONAL ASSISTANTS WHO WORK 30+ HOURS PURCHASE HEALTH INSURANCE THROUGH THE SCHOOL DISTRICT AT 100% PREMIUM COST TO THE EMPLOYEE.
- A SURVEY CONDUCTED BY THE IAS LAST YEAR SHOWED THAT MOST MEMBERS WOULD RATHER RECEIVE HIGHER PAY THAN HEALTH INSURANCE.
- THE HEALTH CARE LAWS HAVE BEEN FURTHER CLARIFIED FOR THIS YEAR. BECAUSE ELIGIBLE EMPLOYEES HAVE ACCESS TO HEALTH CARE (AT 100% EMPLOYEE COST), THE DISTRICT WILL AVOID AN ESTIMATED \$2,000 PER ELIGIBLE EMPLOYEE (92) PENALTY.
- HOWEVER, IF AN ELIGIBLE EMPLOYEE SEEKS HEALTH CARE FROM THE STATE OF NH SYSTEM, AND IS DEEMED TO BE ELIGIBLE FOR THE PROGRAM (BASED ON AFFORDABILITY AND HOUSEHOLD INCOME), THE DISTRICT WOULD BE SUBJECT TO A PENALTY FOR THAT SPECIFIC EMPLOYEE OF APPROXIMATELY \$3,000.

IA AGREEMENT – YEAR 1 COMPENSATION

- **ALL EMPLOYEES WILL BE CREDITED THEIR WSD YEARS OF SERVICES AND PLACED APPROPRIATELY ON THE WAGE SCHEDULE.**
- **A 1% INCREASE WILL BE ADDED TO THE WAGE SCHEDULE.**
- **CERTIFIED INSTRUCTIONAL ASSISTANTS WILL HAVE AN INCREASE IN THEIR HOURLY PAY DIFFERENTIAL FROM \$0.20 TO \$0.25.**
- **INCREASE THE COMMITTEE WORK HOURLY STIPEND FROM \$20 TO \$25. IA COMMITTEE WORK IS NOT COMMON AND EXPECTED TO HAVE LITTLE TO NO COST IMPACT.**
- **INCREASE THE ANNUAL PROFESSIONAL DEVELOPMENT POOL FROM \$10,000 TO \$15,000.**

IA AGREEMENT – NEW MONIES YEAR 1

CONTRACTUAL DOLLAR OBLIGATIONS ARE DEPICTED ON THE WARRANT IN TERMS OF “NEW MONIES” EACH YEAR.

NEW MONIES – YEAR ONE	
SALARY: 1% Table Increase	\$55,620
Certified instructional assistants increase in hourly pay differential from \$0.20 to \$0.25.	\$1,274
PROFESSIONAL DEVELOPMENT INCREASE	\$5,000
FICA/MEDICARE ON APPLICABLE ITEMS	\$4,353
YEAR ONE TOTAL NEW MONIES	<u>\$66,247</u>

YEAR ONE TAX IMPACT: \$.03/1,000 (APPROXIMATELY \$11 ON A \$350,000 WINDHAM HOME)

IA AGREEMENT – NEW MONIES YEARS 2&3

CONTRACTUAL DOLLAR OBLIGATIONS ARE DEPICTED ON THE WARRANT IN TERMS OF “NEW MONIES” EACH YEAR.

NEW MONIES – YEAR TWO	
SALARY: 1% to 2.75% Table Increase	\$26,236 to \$72,148

YEAR TWO TAX IMPACT: \$0.01 to \$0.03 / 1,000 (APPROXIMATELY \$4 to \$11 ON A \$350,000 WINDHAM HOME)

NEW MONIES – YEAR THREE	
SALARY: 1% to 2.75% Table Increase	\$24,081 to \$66,223

YEAR THREE TAX IMPACT: \$0.01 to \$0.03 / 1,000 (APPROXIMATELY \$4 to \$11 ON A \$350,000 WINDHAM HOME)

WARRANT ARTICLE 5: SPECIAL MEETING

ARTICLE 5. “SHALL THE WINDHAM SCHOOL DISTRICT, IF ARTICLE 4 IS DEFEATED, AUTHORIZE THE GOVERNING BODY TO CALL ONE SPECIAL MEETING AT ITS OPTION TO ADDRESS ARTICLE 4 COST ITEMS ONLY?”

WARRANT ARTICLE 5: SPECIAL MEETING

- If Article 4 (Instructional Assistant Contract) fails, the Windham School Board can hold a special election to address this article.
- The Windham School Board and the bargaining unit could enter into negotiations to re-address the contract and if they reach a tentative agreement, they could bring it forth to the voters.
- The District would be required to follow all of the postings of a normal district meeting.
- There would be a deliberative session.
- Voting would take place by official ballot at the Windham High School.

QUESTIONS



Operating Budget

- “Shall the Windham School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$45,724,106 (Forty-five million, seven hundred and twenty-four thousand, one hundred and six Dollars)? Should this article be defeated, the default budget shall be \$44,910,000 (Forty-four million, nine hundred and ten thousand Dollars), which is the same as last year, with certain adjustments required by previous action of the Windham School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI to take up the issue of a revised operating budget only.”
- (Majority vote required)

Operating Budget

- The School Board is recommending an operating budget of \$45,724,106, which has a general fund increase of 1.64% with an estimated tax impact of \$0.35 on the tax rate, or \$123 on a home with a \$350,000 valuation.

Operating Budget

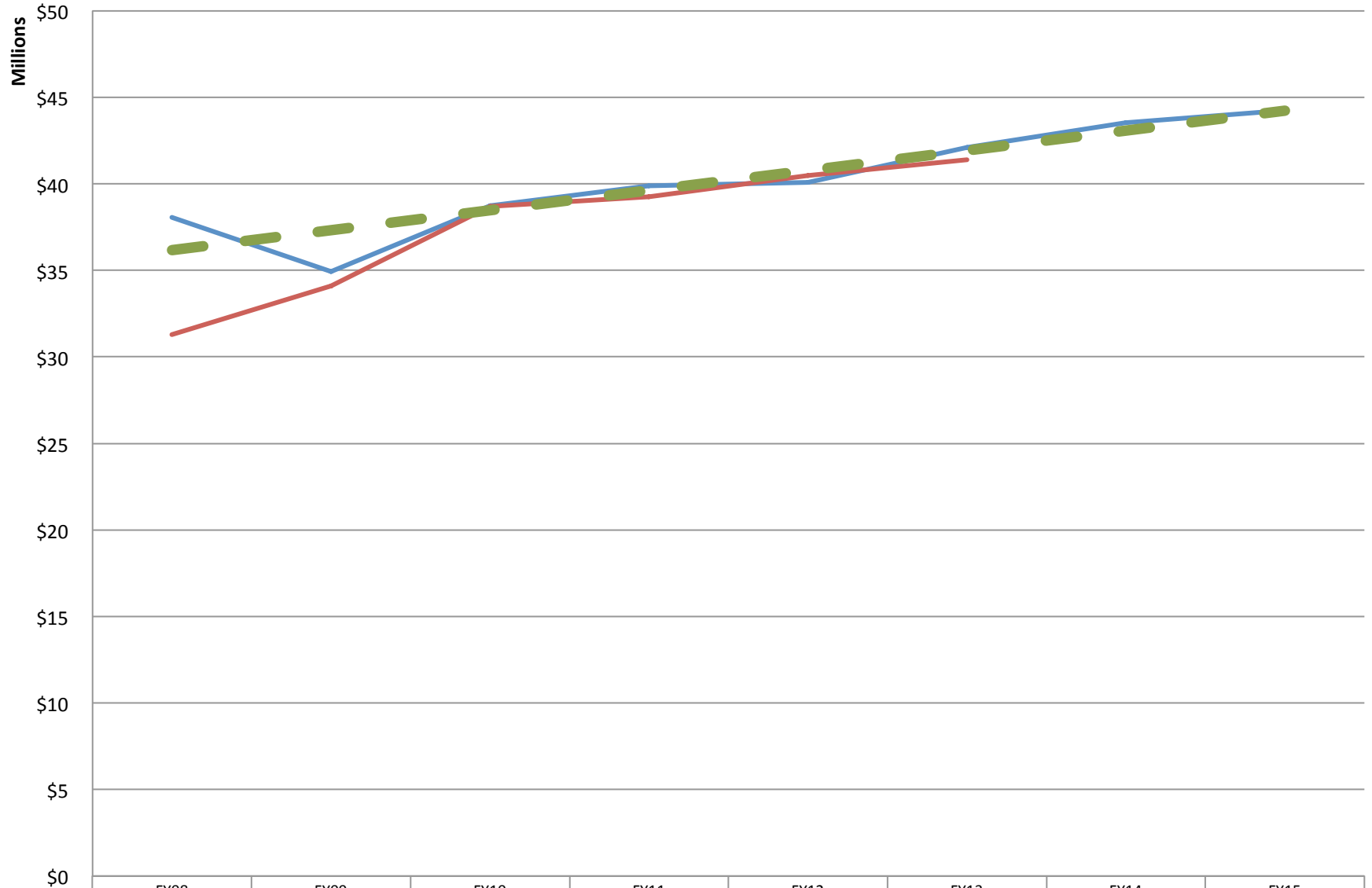
Overview

- This increase is driven by several key elements:
 - Re-deployment of the dean structure 6-12
 - 7 New or Expanded Positions
 - One additional bus

Enrollment Projections

	FY14	FY15	
Grade	Current	Projected	Increase
Pre-School	10	11	1
K	169	136	-33
1	242	214	-28
2	230	249	19
3	83	79	4
<u>GBS Total</u>	<u>724</u>	<u>678</u>	<u>-46</u>
3	163	156	-7
4	238	252	14
5	231	245	14
<u>WCS Total</u>	<u>632</u>	<u>653</u>	<u>21</u>
6	243	230	-13
7	222	243	21
8	219	224	5
<u>WMS Total</u>	<u>684</u>	<u>697</u>	<u>13</u>
9	212	225	13
10	195	198	3
11	199	190	-9
12	170	195	25
<u>WHS Total</u>	<u>776</u>	<u>808</u>	<u>32</u>
<u>Total</u>	<u>2,826</u>	<u>2,847</u>	<u>21</u>

General Fund Trend



	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15
Budget	\$38,068,307	\$34,916,691	\$38,738,636	\$39,876,289	\$40,074,905	\$42,114,822	\$43,534,228	\$44,248,731
Actual	\$31,286,809	\$34,078,584	\$38,705,949	\$39,241,428	\$40,484,675	\$41,386,202		
Increase	31.24%	-8.28%	10.95%	2.94%	0.50%	5.09%	3.37%	1.64%

General Fund Composition

Description	FY14	FY15 Proposed	Total Increase	Percentage
Salaries	\$19,797,281	\$20,408,031	\$610,750	46%
Benefits	\$10,581,560	\$10,668,750	\$87,190	24%
Contracted Services & Tuition	\$4,529,211	\$4,577,703	\$48,492	10%
Debt Service and Miscellaneous	\$4,530,581	\$4,398,151	-\$132,430	10%
Supplies	\$2,102,637	\$2,284,039	\$181,402	5%
Repairs & Maintenance	\$1,318,534	\$1,074,429	-\$244,105	2%
Equipment	\$674,424	\$837,628	\$163,204	2%

Operating Budget Composition

<u>Item</u>	<u>Fund</u>	<u>FY14</u>	<u>Default</u>	<u>Proposed</u>	<u>Increase</u>	<u>Percentage</u>
General Fund	100	\$43,534,228	\$43,440,562	\$44,248,731	\$714,503	1.64%
Federal Funds	200	\$555,161	\$555,161	\$561,098	\$5,937	
Food Service	401	\$1,044,353	\$914,277	\$914,277	(\$130,076)	
<u>Total</u>		<u>\$45,133,742</u>	\$44,910,000	\$45,724,106	\$590,364	<u>1.31%</u>

Calculation of Default

FY14 Budget	\$43,534,228	Justification
Teacher Salaries	(\$135,196)	Contractual Obligation
Debt Service	(\$130,969)	Debt Service
Health Insurance	(\$170,676)	Contractual Obligation
Employer Paid Retirement	\$13,885	Contractual Obligation
Transportation	\$45,725	Contractual Obligation
Technology	\$138,714	Staffing, 4 th lease payment, data coordinator.
IA Salaries	\$153,419	Contractual Obligation
Remaining Budget	(\$8,568)	One time costs
<u>FY15 Default Budget</u>	<u>\$43,440,562</u>	

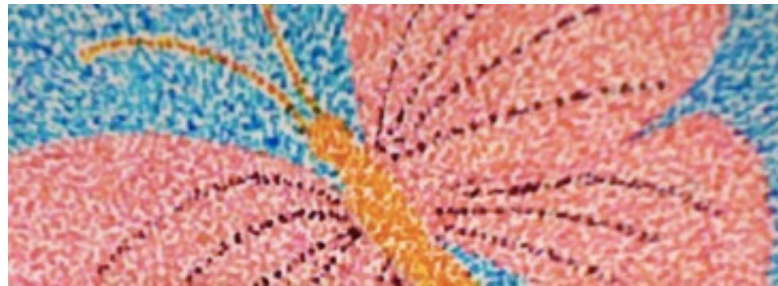
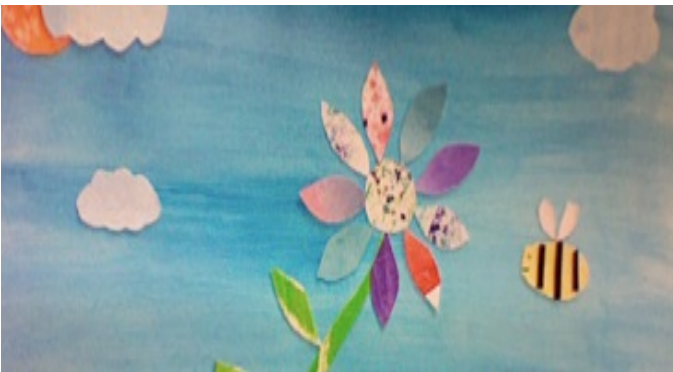
Calculation of Proposed Budget

<u>FY15 Default Budget</u>	<u>\$43,440,562</u>	
Utility Projection	\$59,440	
Building Repairs & Maintenance	\$51,853	Based on what was spent in FY13.
Technology	\$106,406	
Additional Bus	\$75,369	One additional school bus
Curriculum Realignment	\$107,444	
New Positions	\$331,340	
Remaining Budget	\$76,317	Miscellaneous supply, book, and equipment increases.
<u>FY15 Proposed Budget</u>	<u>\$44,248,731</u>	

New or Expanded Positions

Building	Request	Track	Step	Salary	Benefits	Fully Loaded Cost
WPK	.5 Teacher	M	5	\$24,802	\$16,844	\$41,646
WCS	4th Grade Teacher	B	2	\$38,626	\$28,538	\$67,164
WHS	Business Teacher	B	2	\$38,626	\$28,538	\$67,164
WMS	7th Grade Teacher	B	2	\$38,626	\$28,538	\$67,164
WHS	0.5 TV Production Coordinator	N/A	N/A	\$31,200	\$20,510	\$51,710
WMS	RTI Interventionist (Math)	N/A	N/A	\$19,212	\$4,803	\$24,015
GBS	Secretary	N/A	N/A	\$11,400	\$1,077	\$12,477
Total						\$331,340

QUESTIONS



QUESTIONS

Thank you for attending!

Please vote:

Tuesday, March 11, 2014

Windham High School

7:00 AM – 8:00 PM

LGC REBATE ACCOUNTING

FY14

Sub-Total	\$10,974,100
LGC Rebate	-\$154,859
Budget	\$10,819,241

FY15

Sub-Total	\$10,887,106
LGC Rebate	-\$160,734
Budget	\$10,726,372

DEFAULT BUDGET ACCOUNTING

○ FY14 Budget	\$10,819,241
○ Reductions & Increases	-\$ 247,728
○ One Time Appropriations	\$ 154,859
○ FY15 Default Budget	\$10,726,372