

Exeter Region Cooperative School Board
Non-Public Minutes of meeting on November 18, 2008

Board Members Present: Ray Trueman, Patty Lovejoy, Townley Chisholm,
Kris Magnusson, Jennifer Maher, Kate Segal,
Tomasen Madden-Carey

Administration Present: Supt. Mike Morgan and Assoc. Supt. Paul Flynn

Mr. Trueman requested a non-public session to discuss the outcome of negotiations with the Exeter Region Cooperative Paraprofessional Assoc. The meeting was called to order at 6:50 p.m. **Mr. Trueman made a motion to go into non-public session under RSA 91A:3II, a., seconded by Mr. Chisholm. A roll call vote was taken and all in attendance voted in favor.**

Mr. Trueman asked Mr. Flynn to speak to the terms of the agreement reached between the paras and the sub committee of the Board. Mr. Flynn indicated that the parties had agreed on a three year agreement. This is the same length of time as the initial agreement reached three years ago. The current agreement expires on June 30, 2009. Mr. Flynn then went on to explain other aspects of the agreement. The current salary grid is being condensed from 17 + steps to 12 steps. Based on the 94 paras covered under this agreement, the additional money needed to fund the first year of the salary chart would be \$59,319. With required FICA and NHRS roll ups, the entire wage package would result in approx. \$68,000. This increase is just under 4%, including step movement. Other items discussed included the District's share of the one person HMO coverage for paras remaining at 65%. In year two, that rate would increase to 67%, and in year three the rate would be 70% of a one person HMO. Mr. Flynn noted that 26 paras are currently enrolled in the health plan. Those that are not enrolled do not receive a buy out. Other items discussed included longevity and the addition of one extra day of pay if a para does not use any of their sick or personal time during the year.

A number of questions followed the presentation and committee members Lovejoy, Trueman, and Segal responded. Prior to voting on the agreement, Ms. Magnusson requested that Board members be provided with a written summary sheet showing how the various dollar amounts mentioned in the presentation were calculated. Due to time constraints and a full agenda for the regular meeting, that request could not be accommodated during the non public session. The Board agreed to hold off on a vote on the agreement until the Dec. meeting.

No further business was discussed. **Ms. Magnusson made a motion to go out of non public session, seconded by Ms. Segal. A roll call vote was taken and all members present voted in favor. The non public session ended at 7:05 p.m.**

Minutes taken by,
Paul Flynn, Associate Superintendent

PROPOSED CONTRACT WITH EXETER COOPERATIVE PARAPROFESSIONSL ASSOCIATION

- ◆ With the exception of the items listed below all contract terms remain the same as the current contract
- ◆ Term – 3 year - July 1st 2009 through June 30th 2012
- ◆ Health insurance – current contract benefit is 65% of a single person HMO plan. Proposed contract Year 1 65%, Year 2 67% and year 3 70% of single person HMO. In all cases employee can buy additional coverage (2 person, family or other plans available within ERCSD).
- ◆ Leaves – personal and sick day allowances remain the same. The following section has been added: *Employees shall receive a bonus equal to one day of pay annually if the employee does not use any sick or personal leave during the school year. Payment of bonus will be made by June 30th of each school year.*
- ◆ Compensation section: Added language that no new employee shall be hired higher than step 7. (Note language in this section also gives the Superintendent the flexibility to make exception if there is an unavailability of qualified candidates at the otherwise applicable wage rate.)
- ◆ Work days and work hours – added following language: *Work hours for Instructional Aides and Instructional Assistants assigned to the Seacoast School of Technology may be changed to accommodate any changes to the school day. Also added: At the School District's discretion additional compensation may be offered for the occasional request to work outside of the regular work day. (This was added because it is sometimes quite difficult to get aides to accompany Special Ed students to after school events such as dances, concerts etc.)*
- ◆ Course reimbursement pool was reduced from \$10,00 to \$5,000 for the first year of the contract and to \$6,000 for year 2 and \$7,000 for year 3.
- ◆ Grievance Procedures – clarified that all reference to days should read school days.
- ◆ Longevity:

Current Schedule		Proposed Schedule	
6-10 Years	1%	6-8 Years	1%
11-15 Years	2%	9-11 Years	2%
16-20 Years	3%	12-17 Years	3%
21-25 Years	4%	18-22 Years	4%
		23+ Years	5%

- ◆ Salary Grid: Current salary grid has 17 steps and allows for those past step 17 to continue to have .55/.65 to hourly wage. Proposed grid has 12 steps. All employees are placed on step that gives them .35/.45 raise. Grid for years 2 & 3 increase by 1% each year. See Salary Grid.
- ◆ Costs:

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
Health Insurance	0	\$ 3,185.00	\$ 4,777.50
Salary Grid	\$70,002.84	\$66,080.50	\$62,833.35
Longevity	\$ 2,078.00	\$ 1,678.00	\$ 1,764.00
Course Remib.	<u>(\$ 5,000.00)</u>	<u>(\$4,000.00)</u>	<u>(\$3,000.00)</u>
<u>Total Cost</u>	<u>\$67,072.84</u>	<u>\$66,943.50</u>	<u>\$66,374.85</u>

With respect to the attached salary grid, the \$59,964.74 of wages (before FICA and Retirement) in year one represents an increase of 3.5% over 2008-2009. This is based on using the same 94 paras. In year two, the increase is 3.2% over 2009-10, and in year three the increase is 2.9% over 2010-2011. The increase includes step movement. The decrease in percent increase results from more people reaching the top.

Paras Cost of Salary Changes.xls

AIDES

Current Step	New Step	Current Rate	1st Year New Rate	Diff/Hr	# Emp/Hrs per wk	# of Hours Hours	1st Year Increase	2nd Year Rate	Diff/Hr	2nd Year Increase	3rd Year Rate	Diff/HR	3rd Year Increase
1	2	\$11.25	\$11.93	\$0.68	2/7	2,562.00	\$1,742.16	\$12.44	\$0.51	\$1,306.62	\$12.99	\$0.55	\$1,409.10
2	2	\$11.55	\$11.93	\$0.38	6/7 1/7.25	9,012.75	\$3,424.84	\$12.44	\$0.51	\$4,596.50	\$12.99	\$0.55	\$4,957.01
3	3	\$11.85	\$12.32	\$0.47	8/7	10,248.00	\$4,816.56	\$12.86	\$0.54	\$5,533.92	\$13.41	\$0.55	\$5,636.40
4	4	\$12.15	\$12.73	\$0.58	6/7, 1/5.25, 1/5.5	11,849.25	\$6,872.57	\$13.28	\$0.55	\$6,517.09	\$13.85	\$0.57	\$6,754.07
5	5	\$12.45	\$13.15	\$0.70	5/7, 2/6	6,405.00	\$4,483.50	\$13.72	\$0.57	\$3,650.85	\$14.31	\$0.59	\$3,778.95
6	5	\$12.75	\$13.15	\$0.40	3/7	3,843.00	\$1,537.20	\$13.72	\$0.57	\$2,190.51	\$14.31	\$0.59	\$2,267.37
7	6	\$13.05	\$13.58	\$0.53	8/7	11,529.00	\$6,110.37	\$14.17	\$0.59	\$6,802.11	\$14.79	\$0.62	\$7,147.98
8	7	\$13.35	\$14.03	\$0.68	3/7	383.00	\$260.44	\$14.65	\$0.62	\$237.46	\$15.28	\$0.63	\$241.29
9	7	\$13.65	\$14.03	\$0.38	8/7	10,248.00	\$3,894.24	\$14.65	\$0.62	\$6,353.76	\$15.28	\$0.63	\$6,456.24
10	8	\$13.95	\$14.50	\$0.55	3/7	3,843.00	\$2,113.65	\$15.13	\$0.63	\$2,421.09	\$15.78	\$0.65	\$2,497.95
11	9	\$14.25	\$14.98	\$0.73		0.00	\$0.00	\$15.62	\$0.64	\$0.00	\$16.30	\$0.68	\$0.00
12	9	\$14.55	\$14.98	\$0.43	3/7	3,843.00	\$1,652.49	\$15.62	\$0.64	\$2,459.52	\$16.30	\$0.68	\$2,613.24
13	10	\$14.85	\$15.47	\$0.62	1/7, 1/7.25, 1/6	3,705.75	\$2,297.57	\$16.14	\$0.67	\$2,482.85	\$16.84	\$0.70	\$2,594.03
14	11	\$15.15	\$15.98	\$0.83	4/7	5,124.00	\$4,252.92	\$16.68	\$0.70	\$3,586.80	\$16.84	\$0.16	\$819.84
15	11	\$15.45	\$15.98	\$0.53		0.00	\$0.00	\$16.68	\$0.70	\$0.00	\$16.84	\$0.16	\$0.00
16	12	\$15.75	\$16.51	\$0.76	9/7, 1/4	12,261.00	\$9,318.36	\$16.68	\$0.17	\$2,084.37	\$16.84	\$0.16	\$1,961.76
17	12	\$16.05	\$16.51	\$0.46	2/7, 1/7.5	3,934.50	\$1,809.87	\$16.68	\$0.17	\$668.86	\$16.84	\$0.16	\$629.52
17	12	\$16.35	\$16.51	\$0.16	6/7, 1/5, 1/2.8	9,113.40	\$1,458.14	\$16.68	\$0.17	\$1,549.28	\$16.84	\$0.16	\$1,458.14

Assistants

5	5	\$12.85	\$13.70	\$0.85	1/7	1,281.00	\$1,088.85	\$14.36	\$0.66	\$845.46	\$15.05	\$0.69	\$883.89
11	9	\$14.95	\$15.90	\$0.95	1/7	1,281.00	\$1,216.95	\$16.67	\$0.77	\$986.37	\$17.47	\$0.80	\$1,024.80
13	10	\$15.65	\$16.50	\$0.85	1/7	1,281.00	\$1,088.85	\$17.96	\$1.46	\$1,870.26	\$18.14	\$0.18	\$230.58
17	12	\$17.40	\$17.78	\$0.38	1/7	1,281.00	\$486.78	\$17.96	\$0.18	\$230.58	\$18.14	\$0.18	\$230.58
17	12	\$17.75	\$17.78	\$0.03	1/7	1,281.00	\$38.43	\$17.96	\$0.18	\$230.58	\$18.14	\$0.18	\$230.58
17	12	\$18.25	\$18.25	\$0.00	1/7.25	1,372.50	\$0.00	\$18.25	\$0.00	\$0.00	\$18.25	\$0.00	\$0.00

Sub Total							\$59,964.74			\$56,604.85			\$53,823.32
FICA							\$4,587.30			\$4,330.27			\$4,117.48
NH Ret.							\$5,450.79			\$5,145.38			\$4,892.54
Total							<u>\$70,002.84</u>			<u>\$66,080.50</u>			<u>\$62,833.35</u>

ERCSD Para Salary Grid 2010-2012

<u>2008-2009</u>	<u>Step1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>step6</u>	<u>step 7</u>	<u>step 8</u>	<u>step 9</u>	<u>step10</u>	<u>step 11</u>	<u>step 12</u>	<u>Step 13</u>	<u>Step14</u>	<u>Step 15</u>	<u>Step 16</u>	<u>Step 17</u>
Instr. Aide	\$11.25	\$11.55	\$11.85	\$12.15	\$12.45	\$12.75	\$13.05	\$13.35	\$13.65	\$13.95	\$14.25	\$14.55	\$14.85	\$15.15	\$15.45	\$15.75	\$16.05
Instr. Asst	\$11.45	\$11.80	\$12.15	\$12.50	\$12.85	\$13.20	\$13.55	\$13.90	\$14.25	\$14.60	\$14.95	\$15.30	\$15.65	\$16.00	\$16.35	\$16.70	\$17.05

<u>2009-2010</u>	<u>Step Sizes</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
Instr. Aide	3.30%	\$11.55	\$11.93	\$12.32	\$12.73	\$13.15	\$13.58	\$14.03	\$14.50	\$14.98	\$15.47	\$15.98	\$16.51
Instr. Asst	3.80%	\$11.80	\$12.25	\$12.71	\$13.20	\$13.70	\$14.22	\$14.76	\$15.32	\$15.90	\$16.50	\$17.13	\$17.78

Individual Raises \$ Varies - places all employees on those seps or above in 2009-2010 that quarantees minimum raises of \$0.35
Varies - places all employees on those seps or above in 2009-2010 that quarantees minimum raises of \$0.45

<u>2010-2011</u>	<u>Add to Steps</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
Instr. Aide	1% \$	11.67 \$	12.05 \$	12.44 \$	12.86 \$	13.28 \$	13.72 \$	14.17 \$	14.65 \$	15.13 \$	15.62 \$	16.14 \$	16.68
Instr. Asst	1%	\$11.92	\$12.37	\$12.84	\$13.33	\$13.84	\$14.36	\$14.91	\$15.47	\$16.06	\$16.67	\$17.30	\$17.96
Individual Rases%			4.32%	4.30%	4.36%	4.33%	4.30%	4.35%	4.38%	4.34%	4.30%	4.33%	4.35%
			4.85%	4.79%	4.89%	4.83%	4.83%	4.84%	4.83%	4.82%	4.81%	4.86%	4.83%

<u>2011-2012</u>	<u>Add to Steps</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
Instr. Aide	1%	\$11.78	\$12.17	\$12.57	\$12.99	\$13.41	\$13.85	\$14.31	\$14.79	\$15.28	\$15.78	\$16.30	\$16.84
Instr. Asst	1%	\$12.04	\$12.50	\$12.97	\$13.47	\$13.98	\$14.51	\$15.06	\$15.63	\$16.22	\$16.83	\$17.47	\$18.14
Individual Raises %			4.30%	4.30%	4.30%	4.30%	4.30%	4.30%	4.30%	4.30%	4.30%	4.30%	4.30%
			4.85%	4.79%	4.89%	4.83%	4.83%	4.84%	4.83%	4.82%	4.81%	4.86%	4.83%

Longevity:
 During Years of service 6-8 1% of earnings
 During years of service 9-11 2% of earnings
 During years of service 12-17 3% of Earnings
 During years of service 18-22 4% of earnings
 During years of service 23+ 5% of earnings