



Raymond School District

REA Collective Bargaining Agreement
Warrant Article #4

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Shall the School District vote to approve the cost items included in the collective bargaining agreement reached between the Raymond School Board and the Raymond Education Association, which calls for the following changes in salaries and benefits at the current staffing levels from those paid in the prior fiscal year:

<u>Year</u>	<u>Estimated Increase</u>
2014-2015	\$145,305

and further to raise and appropriate the sum of \$145,305 (One Hundred Forty Five Thousand, Three Hundred Five Dollars) for the upcoming fiscal 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 current staffing levels? (Recommended by the School Board: Yes – 4; No - 0) (by Budget Committee: Yes - ; No -)



Language Changes

Article X – Insurance

- District Contribution for SchoolCare HMO Health Insurance remains at 83% for single, 2-person or family coverage
- Prescription co-payment changed from 5/15/35 to 10/30/65



Language Changes

Article XI – Leaves

- Unused Personal Leave Time bought back by the District at the end of contracted year at the certified substitute pay rate (currently \$75/day)
- Four calendar days advance notice needed for personal leave time
- Maximum number of members taking a personal day on the same date is five at each school



Language Changes

Article XIV – Salary

- New seventeen step/salary scale
- Each member advances one step
- Each step is \$1,100 higher than prior step on the 2013-2014 step/salary scale resulting in average 2.3% salary increase per member



Language Changes

Article XVI – Duration Provision

- One Year Agreement
- Duration: July 1, 2014 – June 30, 2015

Summary of Estimated Costs for 133 REA Members

Salary Increases	\$144,889
Longevity Increases	3,900
Social Security Increases	11,382
NH Retirement Increases	<u>21,069</u>
Total Salary Related Increases	\$181,240
Personal Leave Costs	7,290
Health Insurance Savings	<u>(43,225)</u>
Net Estimated Costs	\$145,305

(\$.17 per \$1,000)