



Raymond School District

REA Collective Bargaining Agreement
Warrant Article #3

REA Collective Bargaining Warrant Article #3

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>
2018-2019	\$408,424
2019-2020	\$390,650
2020-2021	\$403,531

and further to raise and appropriate the sum of \$408,424 (Four Hundred Eight Thousand, Four Hundred Twenty Four 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 – 3; No – 0)



Language Changes

Article VIII – Employment Conditions

- On a volunteer basis, Teachers may elect to serve as a substitute during their preparation period at a rate of $\frac{1}{4}$ (one quarter) the current professional substitute rate.



Language Changes

Article X – Insurance


- All Members offered the choice of two of SchoolCare's high-deductible Consumer Driven Health Plans
- District Contribution set at 93% in 2018-2019, 92% in 2019-2020 and 91% in 2020-2021 for SchoolCare's Yellow without Choice Health Plan for single, 2-person or family coverage
- District Contribution set at 100% in 2018-2019, 2019-2020 and 2020-2021 for SchoolCare's Orange Health Plan for single, 2-Person or family coverage



Language Changes

Article X – Insurance Cont.

- The Affordable Care Act's excise tax on high cost health plans is currently scheduled to go into effect on January 1, 2020
- Each member will pay one-half of any excise tax due on the health plan chosen by the member



Language Changes

Article XI – Leaves

Paragraph G – Child Rearing Leave

- The maximum length of time available for unpaid Child Rearing Leave is revised from “up to five (5) consecutive marking terms” to “up to five (5) consecutive quarters if on a quarter calendar, or up to four (4) consecutive trimesters if on a trimester calendar.”



Language Changes

Article XIV – Salary

- Each Member advances one step at beginning of school year
- Steps in Pay Schedule decrease from 17 to 15 in 2020-2021 Pay Schedule

Language Changes

Article XIV – Salary

- 2018-2019 Pay Schedule amounts are increased an average of 3.02% (average salary increase 4.9%)
- 2019-2020 Pay Schedule amounts are increased an average of 2.92% (average salary increase 4.8%)
- 2020-2021 Pay Schedule amounts are increased an average of 2.83% (average salary increase 4.7%)



Language Changes

Article XVI – Duration Provision

- Three Year Agreement
- Duration: July 1, 2018 – June 30, 2021

Summary of Estimated Costs for 127 REA Members in 2018-2019

Salary Increases	\$313,391
Longevity Increases	13,650
Substituting during Prep Period	11,869
Social Security Increases	25,927
NH Retirement Increases	<u>58,835</u>
Total Salary Related Increases	\$423,672
Health Insurance Savings	<u>(15,248)</u>
Net Estimated Costs	\$408,424

(Estimated \$.44 per \$1,000)



Summary of Estimated Costs for 127 REA Members in 2019-2020

Salary Increases	\$322,742
Longevity Increases	1,950
Social Security Increases	24,839
NH Retirement Increases	<u>56,367</u>
Total Salary Related Increases	\$405,898
Health Insurance Savings	<u>(15,248)</u>
Net Estimated Costs	\$390,650

(Estimated \$.42 per \$1,000)



Summary of Estimated Costs for 127 REA Members in 2020-2021

Salary Increases	\$331,097
Longevity Increases	3,900
Social Security Increases	25,627
NH Retirement Increases	<u>58,155</u>
Total Salary Related Increases	\$418,779
Health Insurance Savings	<u>(15,248)</u>
Net Estimated Costs	\$403,531

(Estimated \$.44 per \$1,000)

Turnover Rate for REA Members

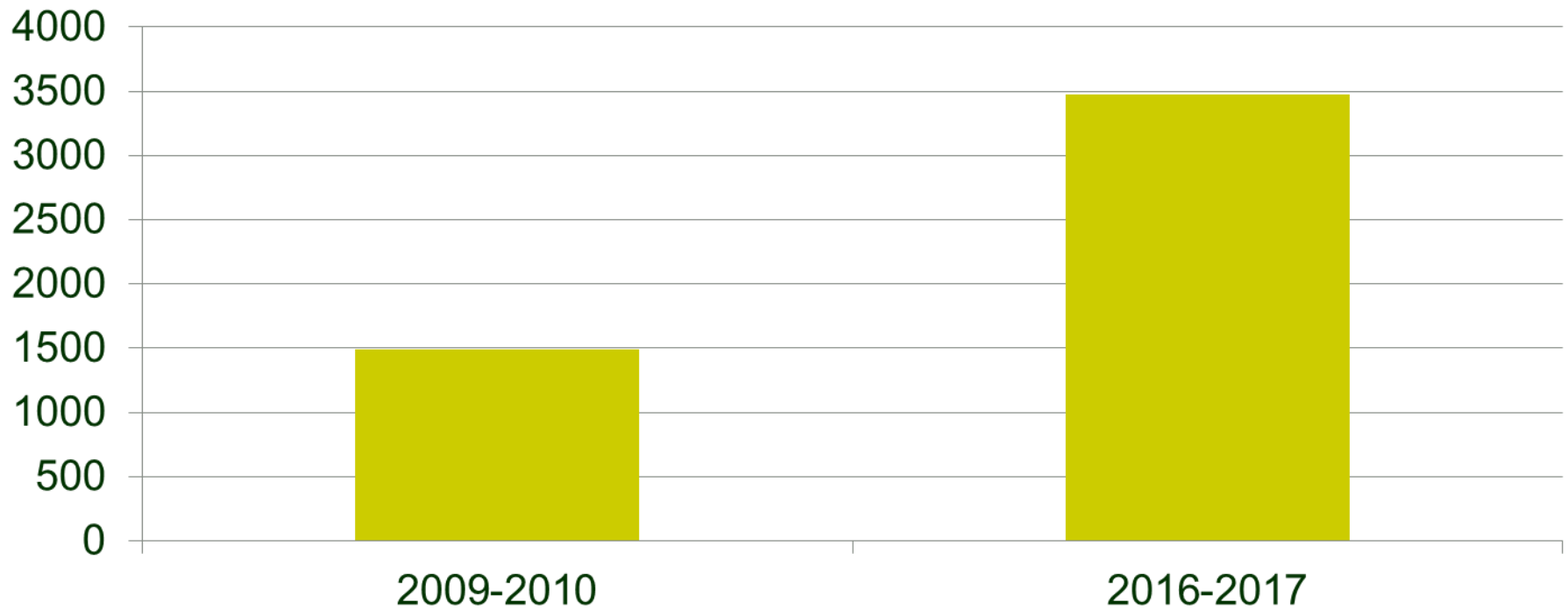
- 2013-14 School Year 11.0% (14 of 127 Members)
- 2014-15 School Year 14.2% (19 of 134 Members)
- 2015-16 School Year 10.6% (14 of 132 Members)
- 2016-17 School Year 13.8% (18 of 130 Members)

Average Salary Increase for Teachers Leaving for other Teaching Positions

- After the 2013-14 School Year \$ 8,227
- After the 2014-15 School Year \$13,257
- After the 2015-16 School Year \$ 6,752
- After the 2016-17 School Year \$ 9,870

Teacher Minimum Starting Salary

Amount State Average Higher Than Raymond



Average Teacher Salary

Amount State Average Higher Than Raymond

