

Article 3, RESS and District Agreement

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 Educational Support Staff, 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>
2019-2020	\$75,702
2020-2021	\$83,131
2021-2022	\$72,395

Article 3, RESS and District Agreement (continued)

and further to raise and appropriate the sum of \$75,702 (Seventy Five Thousand, Seven Hundred Two 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- 5; No- 0)

(Recommended by the Budget Committee: Yes - 4; No - 2)

BROAD OVERVIEW OF PROPOSED CHANGES

AGREEMENT BETWEEN THE RAYMOND SCHOOL DISTRICT

AND

**THE RAYMOND EDUCATIONAL SUPPORT STAFF,
AFT-NH Local #4823, AFL-CIO**

Duration

Three Year Agreement: **July 1, ~~2017~~ 2019- June 30, ~~2019~~ 2022**

Insurance Contributions (currently 97.5%)

For employees hired before July 1, 2019:

Effective July 1, 2019, the School District will pay 96% of the single, two-person or family plan.

Effective July 1, 2020, the School District will pay 95% of the single, two-person or family plan.

Effective July 1, 2021, the School District will pay 94% of the single, two-person or family plan.

For employees hired on or after July 1, 2019:

Effective July 1, 2019, the School District will pay 90% of the single, two-person or family plan.

Effective July 1, 2020, the School District will pay 88% of the single, two-person or family plan.

Salary Increases - Current Employees

Employees shall receive annual increases each year of the contract in the following amounts:

2019-20 \$.60/hr. Increase from 2018-19 wage rate

2020-21 \$.60/hr. Increase from 2019-20 wage rate

2021-22 \$.50/hr. Increase from 2020-21 wage rate

Adjusted Pay Ranges-Grades

New hires shall be hired within the following pay ranges based on pay grade. Pay range will be commensurate with experience.

GRADE	MINIMUM	MAXIMUM
1	\$9.75 \$10.75	\$14.00 \$15.00
2	\$10.75 \$11.75	\$15.00 \$16.00
3	\$11.75 \$12.75	\$16.00 \$17.00
4	\$12.25 \$13.25	\$17.50 \$18.50
5	\$12.75 \$13.75	\$18.00 \$19.00

Pay Grades

Pay Grades are defined as follows:

Pay Grade 1: Cafeteria Worker

Pay Grade 2: Nurse's Aide, Para-educators I

Pay Grade 3: Custodian, **Para-educator II, Licensed Nursing Assistant,**

Pay Grade 4: Cafeteria Manager, Head Custodian, Night Lead Custodian, **Licensed Practical Nurse**

Pay Grade 5: Secretary, Receptionist, Accounts Payable, Payroll, Financial Assistant

Stipends

Certification as Paraeducator I or SNA I ~~\$350~~ **\$450**

Certification as SNA II ~~\$400~~ **\$500**

Associates Degree or Certification as
Paraeducator II ~~\$450~~ **\$550**

Bachelor's Degree ~~\$650~~ **\$750**

Longevity

Effective July 1, 2019

11-15 years of service	\$500.00 (Clarification: After completing 10 years of service.)
16 or more years of service	\$750.00 (Clarification: After completing 15 years of service.)
20 or more years of service	\$1,000 (Clarification: After completing 20 years of service.)

Effective July 1, 2021

11-15 years of service	\$600.00 (Clarification: After completing 10 years of service.)
16 or more years of service	\$850.00 (Clarification: After completing 15 years of service.)
20 or more years of service	\$1,000 (Clarification: After completing 20 years of service.)

Language Adjustments

- Full time definition changed from 35 hours to 30 hours per week
- Term 'Aides' changed to para-educators
- Union activity - rights clarified (use of facilities and equipment, dissemination of information, etc.)

Other adjustments (highlights)

- ~~Nurse's Aide~~ Licensed Nursing Assistant and Licensed Practical Nurse added to recognition clause
- Probationary period shortened to 30 days
- From 3 sick days per year to 4 sick days per year for part time employees
- Increase professional leave by 1 day
- Members (5 years or more) can *apply* for up to 12 weeks of unpaid leave

Total Cost: *New Money*

Estimated Tax Impact

Year 1: \$75,702

\$0.08 per thousand

Year 2: \$83,131

\$0.09 per thousand

Year 3: \$72,395

\$0.08 per thousand

Total Over Three Years: **\$231,228**