

# Proposed New Agreement

Between the Raymond Education Association and the  
Raymond School District

# Proposed Adjustments to Collective Bargaining Agreement (CBA)

Changes in the language of the CBA that have no direct, calculable financial implications.

Changes in salary, benefits or other aspects of the CBA that do have direct financial implications.

**Three Year Agreement**

# Highlights of Language Changes

- Speech & Language Pathologists/Therapists are *removed* from the Association; Math Specialist and ELO Coordinator are included.
- Notification dates for track changes (Oct. 1) and final retirement notice (Dec. 1) for timing of severance payments) *moved up*.
- *Individual* amount for workshop reimbursement increased (\$250 to \$500 while *collective* allotment remains the same).

# Language Change Highlights *Continued*

- Long term substitutes will be paid according to their education and experience *upon contract*.
- Increased flexibility with Open Houses and Parent Teacher Conferences.
- Absences taken in one hour increments (at minimum).

# Language Change Highlights *Continued*

Increased consistency with:

- Work day (7 hours 30 minutes at each school)
- Planning time (250 minutes per week for all members)
- Faculty meeting attendance after work hours (30 minutes per month)

# Salary & Benefits Changes

District contributions toward health insurance premiums will reduce over time for the current Yellow No Choice Fund plan:

- Year 1 - 91% plus increase of premium.
- Year 2 - 89%
- Year 3 - 87%

# Salary & Benefits Changes *Continued*

Salaries will be in accord with newly established pay scale:

- Year 1 - \$500 flat increase and with no step increases
- Year 2 - Advance one step if not already on the top step
- Year 3 - Advance one step if not already on the top step

# Estimated Costs - Benefits Changes

Estimated increases due to FICA, Retirement and Insurance Contributions combined:

- Year 1 - \$24,127
- Year 2 - \$81,933
- Year 3 - \$66,992



# Estimated Cost - Salaries

Estimated increased due to changes in salary/compensation:

- Year 1 - \$67,159
- Year 2 - \$377,383
- Year 3 - \$325,269

# Total Estimated Increases Over 3 Years

<u>Year</u>	<u>Estimated Total Increases:</u>
2021-22	\$ 91,286
2022-23	\$459,316
2023-24	\$392,262

# Warrant Article (including estimated tax impact)

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:

*(Continued next slide)*

## Year Estimated Increase

2021-22 \$ 91,286

2022-23 \$459,316

2023-24 \$392,262

and further to raise and appropriate the sum of \$91,286 (ninety one thousand, two hundred and eighty six 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?

Questions?