

## School Article 3 - REA Collective Bargaining Agreement

This article will approve a three-year Collective bargaining agreement reached between the Raymond School Board and the Raymond Education Association (REA), and it will approve raising and appropriating funds for increases in salaries and benefits for the upcoming fiscal year. There are currently 119 Teachers and other professional members of REA who would be affected by this new contract.

A new pay scale will be implemented by the School District. Salaries will be adjusted accordingly: Year 1 - \$500 flat increase 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. Longevity pay will be available for REA members who have reached the top step.

District contributions toward health insurance premiums will continue to decrease for the current Yellow No Choice Fund plan: Year 1- 91% plus increase of premium; Year 2 - 89%; Year 3 - 87%. Contributions by employees will increase proportionally to the District's decrease.

In addition to salary and benefit changes, there are non-monetary changes in this contract. (1) Some staff positions will be added to the REA while contracted staff will be removed. Notification dates for track changes and final retirement notices will be moved up for better financial planning. Reimbursement for an individual workshop is increased but the total amount available to staff is unchanged. Pay for long-term substitutes will be changed. Standard times for the workday, absences, planning, and attendance at faculty meetings after hours be introduced for all schools. Open houses and Parent Teacher conferences will have more scheduling flexibility.

In 2021-2022 - Cost increases are: salaries - \$67,159; benefits - \$24,127; for a total of \$91,286. Cost decreases: District contributions toward health insurance premiums will reduce over time for the current Yellow No Choice Fund plan: 91% plus increase of premium.

In 2022-2023 - Estimated Cost increases are: salaries - \$377,383; benefits - \$81,933; for a total of \$459,316. Cost decreases: District contributions toward health insurance premiums will decrease to 89%.

In 2023-2024 - Estimated Cost increases are: salaries - \$325,269; benefits - \$66,992; for a total of \$392,262. Cost decreases: District contributions toward health insurance premiums will decrease to 87%.

The estimated tax impact for the first year of this Warrant Article is \$0.10 per thousand of valuation or \$20.00 on a \$200,000 home. The estimated tax increase for the second year is \$0.48, and for the third year is \$0.41 per thousand of valuation.

**A YES vote** approves a 3-year contract for members of the Raymond Education Association and funds the 1st year of the agreement.

**A NO vote** means that professional staff will continue to work under the current contract.

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### **Reasons why some voters might vote yes:**

- Agree with the changes in cost items and language.
- To increase pay for professional members of REA, per the new pay scale. (3) (4)
- Want to include Math Specialist and Extended Learning Opportunities (ELO) Coordinator in the REA.
- To continue to decrease the District's contribution to health care costs.

### **Reasons why some voters might vote no:**

- Objection to any or all terms of the Collective Bargaining Agreement.
- Prefer to have a special meeting to address a revised agreement.
- Want to maintain the District's current health contribution level.
- Uncertain tax rates for Years 2 and 3 of the contract.

### **References:**

1. Speech & Language Pathologists/Therapists are removed from REA while the Math Specialist and ELO Coordinator are included; notification dates are earlier for track changes (Oct. 1) and final retirement notice (Dec. 1 for timing of severance payments); individual amount for workshop reimbursement is increased (from \$250 to \$500 while collective allotment remains the same); long term substitutes will be paid according to their education and experience upon contract; increased flexibility with Open Houses and Parent Teacher Conferences; absences will be taken in one hour increments (at minimum). Also, there will be increased consistency with: workday (7 hours 30 minutes at each school); planning time (250 minutes per week for all members); and faculty meeting attendance after work hours (30 minutes per month). - PowerPoint presentation by Superintendent Dr. Tina McCoy and Business Administrator Marjorie Whitmore to the Budget Committee, 1/7/21.
2. Raymond schools are 151st out of 162 school districts in starting pay, making it hard to hire and keep teachers - School Board Chair Joe Saulnier to Budget Committee, 1/7/21.
3. Raymond offers "very low" starting salaries for Teachers. -Superintendent of Schools, Dr. Tina McCoy, speaking to the Budget Committee, 1/7/21.