

Monadnock Regional School District / MESSA 2017 Negotiations
Summary of Tentative Agreements

In addition to the specific language changes outlined below, the Parties mutually understood that, in addition to generally addressing the terms and conditions of the entire bargaining unit, the wage/benefit agreement is intended to address the impacts of the District's planned reorganization of the current Maintenance and Custodial Departments. By doing so, the District will not need to negotiate over those impacts when the reorganization goes into effect on or about July 1st.

Language:

- 2 year contract
- Art. 6.1(B): Clarify (without modifying) paraprofessional work day
- Arts. 6.2 & 6.3: Newly hired Buildings and Grounds and Trades employees will work an 8-hour day; current Buildings and Grounds and Trades employees will have option to move to an 8-hour day in exchange for a one-time stipend
- Art. 6.9: Clarify process for requesting additional reimbursement funds (not to exceed existing fund) at end of school year
- Art. 10.2: Rename "sick" leave as "wellness" leave throughout the contract; clarify total accrual and carryover; clarify uses for wellness days
- Art. 10.6: Eliminate additional bereavement day for death of a close personal friend
- Replace references to "custodians" with "Buildings and Grounds" employees
- Replace references to "maintenance" with "Trades" employees
- Replace references to "secretaries" with "Administrative Assistants"
- Replace references to "aides" with "Paraprofessionals"

Insurance:

- 82/18 split on new driver health insurance (BC3TDR – RX 10/20/45);
 - Cadillac tax avoidance language;
 - Increased insurance buyout available in Y2 of contract;
 - 82/18 split on Tri-State Vision Plan; and,
 - District administration of VSP Choice Plan B vision plan at 100% employee cost;
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Wages:

- Y1 and Y2 provide all employees on plateau steps with \$250 stipend
 - Maintenance/Trades:
 - o No increase to Maintenance/Trades scale in either Y1 or Y2;
 - o Provide all current Maintenance employees with a stipend equal to 1.5% of base pay in Y1 and Y2, as well as \$250 stipend while on plateau steps;
 - o Rename current licensed Maintenance employees as “Trades”; and,
 - o Transfer current unlicensed Maintenance employees into “Building & Grounds” Department, but agree to grandfather them onto the “Trades” wage scale
 - Building and Grounds:
 - o Y1 - Implement new wage scale as shown in Appendix A; changes to scale increases starting pay, and smooths out some jumps between steps and plateaus; and,
 - o Y2 – increase starting pay and otherwise increase scale by 1% as shown in Appendix A
 - Paraprofessionals:
 - o Y1 – Implement new wage scale as shown in Appendix A; changes to scale increases starting pay, smooths out jumps between steps, and eliminates plateaus; and,
 - o Y2 – Implement new wage scale as shown in spreadsheet; further changes to scale to increase starting pay and top of scale
 - Administrative Assistants:
 - o Y1 – Implement new wage scale as shown in Appendix A, which generally increases scale by 1.5%; changes to scale increase starting pay, and smooth out some jumps between steps and plateaus
 - o Y2 – increase starting pay and otherwise increase scale by 1.5% as shown in Appendix A
 - Buildings and Grounds and Administrative Assistants who have been on top step for more than one year receive 2% wage increase in Y1 and Y2
 - Paraprofessional employees who have been on top step for more than one year receive 2.5% wage increase in Y1 and Y2
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MESSA/MRSD – 2017 Negotiations – Cost Items Summary

	Total Wage Package	Wage Package Increase	Total Insurance Package	Insurance Package Increase	Opt-Out Increase	wage effected	Vision Insurance
Year 1	\$ 3,592,800.87	\$ 124,215.70	\$ 1,681,819.89	\$ 6,607.34		\$ -	\$ 2,050.00
Year 2	\$ 3,678,814.84	\$ 86,013.97	\$ 1,756,792.69	\$ 74,972.80	\$ 8,500.00	\$ 9,150.25	\$ -

includes opt-out

	Warrant Increase	Cumulative Increase	
Year 1	\$ 126,265.70		Wage + Vision
Year 2	\$ 95,164.22	\$ 347,695.61	Wage + Opt-Out
Year 3			

Wage Package = Salary + Distict Paid FICA/NHRS
 Opt-Out Increase (Projected)
 Warrant Increase = Wage Package + Opt-Out Increase + Vision Insurance