

Wilton-Lyndeborough Cooperative School District
School Administrative Unit #63

192 Forest Road Lyndeborough, NH 03082
603-654-8088

Bryan K. Lane
Superintendent of Schools

Betty Moore, M.Ed.
Director of Student Support Services

Lise Tucker
Business Administrator

EXPLANATION OF WARRANT ARTICLE 5

Collective Bargaining Agreement with the WLC Teachers' Association

It was identified as the negotiation process began that the salary schedule in the current contract did not attract candidates to the district. Over the past years candidates have chosen to take positions in other districts rather than WLC. In addition, teachers have left the district after gaining valuable experience to take positions where they would be better paid. A comparative analysis showed that our salary schedule over time was one of the lowest in the region.

The negotiation team for the school district had specific goals when the negotiations began.

- Create a salary schedule that would help the district attract high quality candidates
- Create a salary schedule that would help the district retain quality teachers
- Gain concessions in health insurance to offset costs of the new salary schedule

The negotiations led to a successful end, meeting each of these goals. The salary schedule at the end of the three year contract will make WLC competitive with districts by increasing the starting pay and adjusting the salary schedule to have fewer steps with specific increases that reward a persons' decision to remain as a teacher in our district.

The teachers agreed to a change in insurance plan that created a 12.5% savings to both the district and the employee. This savings in health insurance will continue on through the contract. The result of the salary increase offset by the savings from the change in health insurance resulted in a first year cost of the contract being \$36,891 with our current staff. This increase along with the decrease in the operating budget costs results in a tax reduction of about \$3.00 for Lyndeborough. The contract will have a cost increase of \$3.87 for the year in Wilton.

The entire collective bargaining agreement is on the district website under the budget tab.

SUMMARY OF CONTRACT CHANGES

- 3 year agreement
- New Salary Schedule
- Agreement that step placement on the salary schedule does not reflect years of experience.
- Created language so that no new hire be placed on a step higher than a current teacher with similar experience.
- Change over in health insurance plan saving the district over \$35,000 annually. Split will be 85/15.
- In year one, district will contribute to FSA for some employees totaling \$6,500 maximum.
- FSA management will be changed so that money remaining in the account can be rolled over annually up to federal limitations.
- Increase in the amount paid to teachers for special project work in the summer from \$150 per day to \$250 per day.

- Teachers will be paid in the case they need to move a classroom over the summer.
- District will consider the last day of school for students an early release day when possible, teachers work the full day.
- Sick bank modification so that teachers who have in excess of the maximum of 90 sick days will have one day per year applied to the sick bank.
- Sabbaticals- language changed so that Board “may” approve versus “shall” approve and all applications will be reviewed by the Superintendent.