

Current Negotiation Position  
 From: Union #38 School Committees  
 Date: 1/9/2020

The Union #38 School Committees value and respect the teachers of Union #38, and have been working diligently towards reaching a fair and equitable negotiated settlement that can be financially supported by our member communities. To this end, the parties have reached tentative agreements on many proposals and are currently working with a State mediator to help facilitate the process. The Committee is hopeful that a settlement can be reached in the near future and will continue to negotiate in good faith through the State mediation process.

The following represents the financial positions of each party as following the December 4, 2019 State facilitated mediation session:

Union #38 School Committees	Union #38 Teachers Association
<p style="text-align: center;"><b><u>Wage Scale Increases</u></b></p> <p><b>Year 1:</b>      1% for Steps 3-13                              2% for Steps 14 &amp; 20</p> <p><b>Year 2:</b>      1.5% for Steps 3-13                              2% for Steps 14 &amp; 20</p> <p><b>Year 3:</b>      2% across all Steps</p>	<p style="text-align: center;"><b><u>Wage Scale Increases</u></b></p> <p><b>Year 1:</b>      1% for Steps 3-13                              2% for Steps 14 &amp; 20</p> <p><b>Year 2:</b>      2% for Steps 3-13                              2% for Steps 14 &amp; 20</p> <p><b>Year 3:</b>      2% across all Steps</p>

Teachers on Steps 3-13 will receive the negotiated percentage increase in addition to a step increase based on the current step schedule. Therefore, the actual wage increase for teachers on steps 3-13 could be 4% or more each year.

As part of the parties' respective financial packages, both parties were in agreement to increase 3 year longevity payment from current \$3,000 for three years (\$9,000 total) to three years of \$4,000 (\$12,000 total) and to increase the tutoring rate to \$33 per hour.

**Retirement Benefit**

The Union #38 School Committees do not believe that it is sustainable to continue indefinitely with the retirement benefit as currently constituted, which pays employees for unused sick days at their daily rate at the time of retirement. The School Committees have proposed a new retirement benefit for unused sick days (mirroring Frontier Regional's new hire retirement benefit) which caps the maximum retirement benefit for unused sick days at \$5,600 per retired teacher hired after July 1, 2020. **No current teacher would be negatively impacted by the change in the retirement benefit.**

Retirement benefit payments for unused sick days made to teachers in Union #38 have already had significant impacts on town budgets, including necessitating additional warrants at town meetings. In 2016, retirement benefits were paid out to four teachers in the amounts of: **\$31,985, \$24,807, \$16,129, and \$13,705**. In 2017, a teacher retired and received a retirement benefit payout of **\$19,420**. In 2018, a teacher retired and received a retirement benefit payout of **\$18,606**. In 2020 a teacher retiring is scheduled to receive a retirement benefit payout of **\$32,988**. As salaries increase, so do the potential costs of the current retirement benefit for unused sick days. These amounts significantly exceed the average retirement benefit offered by school districts in the region for unused sick days.

The Union #38 Teachers Association rejects any change to the retirement benefit for unused sick days without significant additional compensation being attached to the change. As indicated above, this retirement benefit change is a sustainable approach to a long-term problem, and only affect employees hired after July 1, 2020. There will be no savings to the Union #38 School Committees that could be appropriated to Union #38 employees during the term of this contract, as it would likely be 20+ years until any savings are realized.

-Union #38 Teacher Negotiation Committee