

**WEST HARTFORD PUBLIC SCHOOL DISTRICT**

**Agenda Item:** Ratification of the West Hartford Public Schools Professional Employees CSEA, Local 2001 SEIU Contract

**Meeting Date:** October 15, 2013

**From:** Tom Moore, Assistant Superintendent  
Rick Ledwith, Executive Director of Human Resources  
Chip Ward, Director of Finance and Planning

**Through:** Karen L. List, Superintendent

**Recommendation:** THAT the Board of Education ratify the negotiated agreement between West Hartford Public Schools Professional Employees **CSEA, Local 2001 SEIU** and the Board of Education, for the period of July 1, 2012 through June 30, 2016.

**Background:** The negotiations between the Professional Employees and the Board of Education representatives were successfully completed in September 2013. The members of the Professional Employees union have ratified the proposed agreement. Highlights of the agreement are as follows:

<b>Wages:</b>	2012-13	Wage Freeze
	2013-14	2% Wage/Step Increase
	2014-15	2% Wage/Step Increase
	2015-16	2% Wage/Step Increase

**Health Insurance:** Employee health care contributions increase from 13% to 16% for the HMO and from 17% TO 18.5% for the PPO. Increase office visit copay to \$25, in-patient hospital co-pay to \$150 and out-patient co-pay to \$150. Increase R/X copays to \$5/\$25/\$40 retail and \$10/\$50/\$80 for mandatory mail order program.

Implement a High Deductible Health Plan with Health Savings Account (\$1,500/\$3,000 deductible) as an option for employees to choose. Employee health care contributions for this plan will increase from 14.5% to 15.5%.

**Agenda Item:  
V. A.**

**Pension:** Increase current employee contribution from 3% to 4.25%. For bargaining unit employees who are hired by the Town on or after October 15, 2013, the Pension Ordinance shall be modified to reflect the following Hybrid Plan (Defined Benefit/Defined Contribution): A member hired after October 15, 2013 shall receive a retirement allowance payable during the member's lifetime of an annual amount equal to 1% of the member's final average compensation multiplied by the member's years of credited service. The member shall contribute 3% of base wages to the pension fund for this benefit. A member hired after October 15, 2013 shall also be enrolled in a 457 Defined Contribution Plan. The Board and the employee shall each make a non-elective contribution of 2.25% of the employee's base wages to the employee's account.

**Sick Leave (Retirement):** Eliminate benefit for new hires.

Tom Moore, Rick Ledwith and Chip Ward will be available for questions.