

WEST HARTFORD PUBLIC SCHOOL DISTRICT

AGENDA ITEM: Ratification of the West Hartford Board of Education Professional Employees Contract

MEETING DATE: October 3, 2017

FROM: Dr. Andrew Morrow, Assistant Superintendent
Mr. Rick Ledwith, Executive Director of Human Resources
Mr. Chip Ward, Director of Finance and Planning

THROUGH: Thomas Moore, Superintendent

RECOMMENDATION: THAT the Board of Education ratify the negotiated agreement between West Hartford Board of Education Professional Employees SEIU, CSEA, Local 2001 AFL-CIO and the Board of Education, for the period of July 1, 2016 through June 30, 2021.

BACKGROUND: The negotiations between the Professional Employees and the Board of Education representatives were successfully completed this past June. The members of the Professional Employees union ratified the proposed agreement on September 18, 2017. Highlights of the agreement are as follows:

Wages:	2016-17	1.5% General Wage Increase plus step
	2017-18	1.5% General Wage Increase plus step
	2018-19	Subject to re-opener
	2019-20	Subject to re-opener
	2020-21	Subject to re-opener

Health Insurance: The Professional Employees agreed to make the High Deductible Health Plan/Health Savings Account Plan the sole insurance option for all members, effective for the 2018-19 open enrollment period.

In the 2018-19 contract year, the Board of Education will contribute \$1,000/\$2,000 to the employee's Health Savings Account based on an annual total deductible (subject to a re-opener) of \$2,000 for an employee only plan and \$4,000 for an employee plus one or family plan. Premium Cost Sharing will increase from 15.5% to 16.0% for the HDHP.

The HDHP deductible, the Board of Education's contribution to the deductible, and the premium cost sharing percentage are subject to a re-opener effective July 1, 2018.

Pension: Increase current employee contribution from 4.25% to 4.50% effective and retroactive to 7-1-2017. The pension contribution is subject to a re-opener for the 2018-19, 2019-20 and 2020-21 plan years.

Longevity: Increase longevity by \$100 for employees in all ranges.

Dr. Andrew Morrow, Mr. Rick Ledwith and Mr. Chip Ward will be available for questions.

**AGENDA ITEM:
V. A.**