



Professional Staff Agreement

Public Hearing – January 14, 2016

Negotiations Committee

SRSD School Board

Sanborn Regional School District



Professional Staff Contract

Two Year Contract

FY 2016-2017

FY 2017-2018

Sanborn Regional School District



Continued Progress

- SRSD named 2015 Larry O'Toole Award Winner – Nellie Mae Foundation for exhibiting commendable leadership in the advancement of student-centered learning
- Teachers and administrators work as a cohesive team
- Maryanne Swegles named Art Teacher of the Year
- Memorial School Recognized once again as National PLC School
- Brian Gray named the 2016 New Hampshire Society for Technology in Education (NHSTE) Pat Keyes Technology - Using Educator Award winner
- In 2015 Sanborn had 92 NH Scholars
- State and National recognition for collaborative successes
- All four Sanborn school are NEASC Accredited

Sanborn Regional School District



Negotiation Teams

Sanborn Regional School District Sanborn Regional Education Association

School Board

Mr. Jon LeBlanc
Mrs. Jan Bennett

Advisors

Dr. Brian J. Blake, Superintendent
Ms. Carol Coppola, Business
Administrator

Professional Staff

Mr. Evan Czyzowski, Lead Negotiator
Ms. Jennifer Brown
Mr. Mark Giuliucci
Ms. Eileen Kossakoski
Ms. Amy Phillips

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Negotiation Process

- Spring 2015 – School Board Negotiating Team appointed
- June 2015 – School Board reviews old contract and discusses any concerns
- August 2015 – Ground rules and negotiation calendar set
- August 2015 – Teams meet to discuss new proposals
- Oct/Nov 2015 – Teams meet bi-weekly to create new contract language
- December 2015 – Tentative Agreements reached, Agreement ratified by Professional Staff
- January 2016 – Agreement ratified by School Board

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Salary & Compensation Changes

- **2016-2017 School Year**
 - 1 step
 - 1.75% increase
 - Top step stipend \$1,000
- **2017-2018 School Year**
 - 1 step
 - 1.75% increase
 - Top step stipend \$1,000
- **High Deductible health insurance plan for all professional staff members**
- **Establish employee funded Flexible Spending Accounts (FSA)**
- **Remove provision for Sabbatical Leave**
- **Reduce Early Retirement benefit**

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Health Insurance

Both Years

Employees choose between three high deductible health insurance plans

Employee contribution to high deductible plan – 10% of annual premium

Early retirees will now contribute at the same rate as active employees

Employer Health Insurance Savings

	Single	Two-Person	Family
# enrolled	50	46	64
Current Plan Cost	\$477,991.80	\$879,296.26	\$1,676,332.80
New Plans	\$453,421.80	\$834,087.46	\$1,591,660.80
Employer Savings	\$24,570.00	\$45,208.80	\$84,672.00
Total Employer Savings Year 1			\$154,450.80

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Professional Staff Contract Increases

	FY 2016-2017	FY 2017-2018
Salary	\$453,378	\$410,883
% Increase	4.04%	3.89%
Benefit	(\$48,723)	\$95,818
Total Increase	\$404,655	\$506,701

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Estimated Cost to Taxpayers – Professional Contract
(Cost per Thousand of Assessed Valuation)

Year	Kingston	Newton
2016-2017	est. .30/thousand	est. .33/thousand
2017-2018	est. .33/thousand	est. .36/thousand

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Estimated Tax Impact – Teacher Contract Year 1

Property Value	Kingston	Newton
\$200,000	est. \$60	est. \$66
\$300,000	est. \$90	est. \$99
\$400,000	est. \$120	est. \$131

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Teacher Contract Comparisons FY 2014-2015

Salary	Sanborn	Bedford	Epping	Exeter	Fremont	Raymond	Timberlane
Average	\$ 50,720	\$ 57,204	\$ 49,751	\$ 72,610	\$ 47,850	\$ 47,660	\$ 55,037

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Benefits to the District & Professional Staff

- Teacher Retention
 - Protecting our investment through continuity
- Allows SRSD to remain competitive with surrounding communities
- Contract will attract and retain **High Quality** teaching staff through competitive wages
- Continue forward progress striving for academic excellence
- Supports NEASC Accreditation

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Warrant Article for Consideration

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“Shall the School District vote to discontinue the Facilities Maintenance Expendable Trust Fund established in 2005 with said funds together with the accumulated interest to the date of the withdrawal (in the approximate amount of \$53,620.95) to be transferred to the School District’s general fund; and further establish a new capital reserve fund to be known as the Capital Improvement and Maintenance Capital Reserve Fund for the purpose of the care, upkeep and improvement of School District facilities, and appoint the School Board as agents to expend this fund, and finally to raise and appropriate up to \$153,621 to be placed in this fund with said sum to come from the June 30 fund balance available for transfer on July 1 (approximately \$53,621 of that amount will be from the discontinuation of the 2005 Expendable Trust Fund)? No amount to be raised from additional taxation. (majority vote required).”

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Thank You for your attention this evening!

Sanborn Regional School District