

Collective Bargaining Agreement

JOHN STARK REGIONAL SCHOOL DISTRICT
PUBLIC HEARING
April 19, 2017

Warrant Articles - March 14 Vote

- Article 4- JSTA Collective Bargaining Agreement in the amount of \$175,518 in yr. 1, \$100,228 in yr. 2, \$106,647 in yr. 3 - **DID NOT PASS**
- Article 5- Authorization to call a special meeting to address cost items only - **PASSED**

John Stark Teachers' Contract

Highlights of Agreement

- Provides a three-year agreement
- Reduces the percentage increases between steps from the current contract
- Institutes salary bands that require additional professional development to progress from one band to the next (years 1-5, years 6-10, years 11-16, and 16+, increasing the minimum state requirements for recertification and targeting in-depth topic areas)
- Requires the attainment of a masters degree after 10 years of experience to progress on the salary scale

Year One

- In year one (2017-2018) of the contract, all members will remain on their existing step from the 2016-2017 salary schedule.
- Each full-time member will receive an additional \$1,000 in compensation beyond their 2016-2017 step.

Years Two & Three

- Members move to the previously negotiated salary schedule.
- Members “lose” a step, which results in savings for the remainder of the contract and beyond.

Year by Year Comparison

	Year One FY 17-18	Year Two FY 18-19	Year Three FY 19-20	Total
Original Contract	\$175,518.00	\$100,228.00	\$106,647.00	\$382,393.00
Renegotiated Contract	\$104,149.00	\$126,319.00	\$98,780.00	\$329,248.00
	Decrease	Increase	Decrease	Total Decrease
	-\$71,369.00	\$26,091.00	-\$7,867.00	-\$53,145.00

Tax Impact

March 14 Teachers' Contract (Weare and Henniker)	\$0.14
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Revised Teachers' Contract (Weare and Henniker)	\$0.08
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\$20 on a \$250,000 home

We want to thank you for your continued support of the educational programming for the students in the John Stark Regional School District.