

**DARIEN BOARD OF EDUCATION REPORT TO THE RTM  
2015-2017 CONTRACT SETTLEMENT WITH  
DARIEN EDUCATION ASSOCIATION**

On September 11, 2014, the Darien Board of Education Negotiations Committee reached a tentative agreement in mediation with the Negotiations Committee of the Darien Education Association.

The contract covers a two-year period commencing on July 1, 2015. Mrs. Elizabeth Hagerty-Ross, Mrs. Heather Shea, Mr. Michael Harman, Dr. Lynne Pierson, Dr. Michael Cicchetti, Mr. Michael Feeney, Mrs. Liz Mao, and Mr. Frank Huck represented the Darien Board of Education Negotiations Committee.

This agreement was ratified by the Darien Education Association on October 2, 2014 and by the Board of Education on October 7, 2014. The contract was filed with the Darien Town Clerk on January 7, 2015. Some highlights of the agreement are as follows:

**Duration**

The new contract is for two years, July 1, 2015 through June 30, 2017. This change has been made in anticipation of the 2018 Obamacare Cadillac tax.

**Salary and Stipends**

The salary schedule will be restructured, effective July 1, 2015.

Teachers not yet at maximum shall receive full step movement in each of the two years. In addition, in 2015-2016, the maximum steps on the salary schedule will be increased by 1.2%, and in 2016-2017, the maximum steps will be increased by 0.52% and the penultimate steps will be increased by 0.50%. The total projected cost of salary increases is 3.27% in 2015-2016 and 3.13% in 2016-2017.

Stipends for Co-Curricular Activities, Leadership Positions, and Athletics will increase 1.5% each year of the contract with step movement over the life of the contract.

**Insurance**

- Maintain HD-HSA plan with \$2,000/\$4,000 deductible with 50% Board funding, with prescription co pays after deductible is satisfied.
- The OAP plan will be eliminated. Teachers not eligible for the HSA will participate in a Health Reimbursement Account and receive Board reimbursement up to the same amounts that are deposited into the HSA for eligible teachers. Board funding to the HRA shall include a rollover feature for each covered individual allowing any unused HRA deductible funds to be rolled over to the amount legally allowed.
- Employee premium cost sharing will increase to 20% in 2016-2017.

### **Total Estimated Cost of the Settlement**

	<b>2015-2016</b>	<b>%</b>	<b>2016-2017</b>	<b>%</b>
Wages	\$1,210,795	3.27	\$1,222,000	3.13
Net Medical Savings	\$(31,553)		\$(69,781)	
Net Increase	\$1,179,242	3.12	\$1,152,290	2.95

These figures are conservative since they assume a static faculty roster over the two-year period and adjustments in premium co-share during the life of the contract. In reality, retirements, departures, and new hires with less seniority have historically mitigated the budgetary impact of the wage settlement, and continued inflation in insurance costs can be expected.

### **Summary**

The Darien Board of Education believes that this agreement with the Darien Education Association successfully balances our fiscal responsibility to the community with our commitment to provide an outstanding education to our students. The contract wage increases of 3.27%, 3.13%, which includes full step movement, is comparable to education agreements achieved throughout Connecticut, and are mitigated by changes to the medical program. This agreement permits Darien to remain competitive as we recruit outstanding teachers to our school system.