



Above All, Care

HOPKINTON SCHOOL DISTRICT
School Administrative Unit 66

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*Frequently Asked Questions
Hopkinton School District
Teamsters Local 633/Hopkinton School District Custodians*

1. *How long is the proposed contract?*
The proposed contract is a two-year contract. The custodians are in the final year of a two-year contract.
2. *What are the percent increases in the contract?*
2016/2017: 2.5%
2017/2018: 2.5%
3. *How does the proposed contract impact health insurance?*
In the second year of this contract, only the HMO plan, at a 90% Employer, 10% Employee cost share, will be offered to new employees.
4. *Are there any additional cost/benefit related items in this contract?*
Yes, the table below describes additional cost/benefit related items:

| | <i>Item</i> | <i>Notes</i> |
|----|--|--|
| 1. | A new entry-level wage progression was created for employees hired after ratification of the contract. In addition, the process of hiring a substitute to a regular employee was codified. | This changes and resets the starting pay for a custodian. Year 1: Day: \$15.00 from \$18.73 Night: \$15.75 from \$19.24 Year 2 Day: \$15.50 from \$19.19 Night: \$16.50 from \$19.72 |
| 2. | Part time staff will receive four hours of pay on each paid holiday. | This approach is a consistent practice in the district. |
| 3. | Annual increases are awarded at the beginning of the fiscal year as opposed to anniversary date of hire. | This creates consistency in operations. |
| 4. | Wage alignment has been codified – shift differential will only be applied in call in/substitute circumstances. | Promotes consistency of work time pay arrangement. |
| 5. | A maintenance worker position has been created. | This will support the safe, efficient, operations of the district. |

5. *What is the total cost of the contract on the Warrant?*

Year 1: \$14,174.56

Year 2: \$11,284.33

6. *What happens if the contract does not pass?*

The Teamsters and School Board would re-enter negotiations. Pay and benefits would remain at the 2015- 2016 level.