



## HOPKINTON SCHOOL DISTRICT School Administrative Unit 66

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### *Frequently Asked Questions Hopkinton School Board/Hopkinton Education Association Collective Bargaining Agreement*

1. *How long is the proposed contract?*

The agreement is for two years. A two-year contract was agreed upon due to the uncertainty of the economic times and the continued development of federal health care law.

2. *What is the percent increase supported in this contract?*

This contract does not contain a percent increase. This contract awards step increases (a step increase is a vertical movement on a salary schedule due to experience) or \$750 cost of living increase each year. The base pay/salary schedule does not increase, resulting in all escalators tied to the base to be frozen.

3. *What is the recent history regarding salary increases for HEA members?*

Year	Increase	Notes
2009-2010	0	Contract not supported
2010-2011	\$750 COLA for all	No base increase No step
2011-2012	Step or \$300 COLA increase	No base increase

4. *How does the contract address missed steps?*

The contract contains provisions for faculty to receive missed steps. Steps are raises for staff with fewer years of experience. Staff members with fewer years of experience tend to be the most mobile. It is in the District's interest to retain the most affordable staff.

5. *How does the contract address health insurance?*

Health insurance was an area of high interest. This contract provides an incentive to move staff to the HMO option. The school district's contribution is connected to the HMO value. Staff members who choose to purchase plans other than the HMO will pay the difference. In addition, the prorated \$200 FSA contribution was eliminated. These two items represent a \$79,000 savings for the District (in the first year alone).

6. *Does the employee cap on health insurance contribution remain?*

Yes, the HMO employee contribution is capped at \$900 for current employees. The cap is gone for the two most expensive health plans and all plans for new employees.

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7. *Are there any other cost related items in this contract?*

Yes, the table below describes additional cost related items.

Item		Notes
1.	\$200 increase buyout from health insurance to \$1500	In line with other contracts
2.	\$2000 Severance Stipend	Staff who do not meet the age requirement of the early retirement program would receive a severance stipend.
3.	The BA 30 salary track was eliminated as a salary advancement	Encourages program completion
4.	\$500 Independent Study Honoraria	Supports, appreciates, and recognizes staff that provide additional enriching opportunities for young people.
5.	\$2000 National Board Certification Stipend	Supports staff members obtaining national board certification. (Increase in student achievement is linked to NBC teachers, limit of four/year.)
6.	Tuition assistance	Fixed tuition cost (\$3350) Supports three courses (with mandatory committee participation) Allows superintendent to repurpose a portion of the funds.

8. *What is the total cost of the CBA on the warrant?*

Year 1: \$153,272.61

Year 2: \$143,754.23

9. *Are there significant language changes in this contract?*

Yes, the table below shows significant language changes.

Item		Notes
1.	Reduction in Force (RIF)	Changes in the RIF portion of the contract provide increased flexibility.
2.	Calendar	The calendar provides an increase in flexibility
3.	Evaluation	Recognizes staff that exceeds CBA requirements specifically in attending meetings and providing student support.
4.	Step advancement	Constricts step advancement to one at a time once an advanced degree is obtained.

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

A failed contract would not engage the cost savings in health insurance and prevent the language changes from taking place. The cost of the first year of a contract vs. no contract is potentially the same.