



*Above All, Care*

# HOPKINTON SCHOOL DISTRICT School Administrative Unit 66

204 MAPLE STREET · CONTOOCCOOK, NH 03229  
TEL: (603) 746-5186 FAX: (603) 746-5714

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

1. *The current collective bargaining agreement (CBA) expires in June of 2018, why did the Hopkinton Education Association (HEA) and the Hopkinton School Board enter negotiations?*

The Hopkinton School Board invited the HEA to re-open negotiations due to the significant increase in health insurance (23.6% or over \$600,000). The HEA agreed. Though the impetus for the negotiations was health insurance, the entire contract was subject to renegotiations.

2. *How long is the proposed contract?*

The agreement is for three years. A stipulation is included to automatically re-open negotiations on health care if the District becomes subject to the Affordable Care Act's Cadillac Tax (a tax on health insurance if the plan becomes too expensive).

3. *What are the salary percent increases in the contract?*

2%, 2%, 2% are the increases proposed in this contract. (Please note that the 2% agreed upon in the first year of this contract is less than the 2.5% in the fourth year of the current contract.)

4. *How does the contract impact health insurance?*

Health insurance was the major focus of the negotiations. This contract moves the base health insurance plan to a deductible plan. Employees, who choose a different plan, will pay the difference. This approach significantly reduces the overall cost of health insurance and incentivizes employees being deliberate and purposeful in their health care decisions. Some key points are below:

- The District will pay 100% of the insurance premium (of the deductible plan only).
- The deductible for the plan is as follows: \$1000 single, \$2000/two person and \$3000/family. The District will pay the first 50% of the deductible.
- Increases in co-payments and plan limits reduce costs as well.

5. *Are there any additional cost/benefit related items in this contract?*

Yes, the table below describes additional cost related items:

Item		Notes
1.	Professional development funds have increased from \$300/employee to \$400/employee.	This change reflects the increase in cost of professional development activities. The District believes that this increase is an excellent investment in teacher training.
2.	The early retirement incentive payment has increased \$2000/level.	This increase is the first since the program's inception over 20 years ago.

6. What is the total cost of the Collective Bargaining Agreement on the Warrant?  
 Year 1: (\$274,861): This represents a savings from the fourth year of the current contract.  
 Year 2: \$247,124  
 Year 3: \$241,093

7. *Are there significant language changes in this contract?*  
 Yes, the table below shows significant language changes:

Item		Notes
1.	The preamble now includes the statement of the importance of care in providing a quality education.	This statement aligns the contract with the Hopkinton School District mission.
2.	The classification section has been updated to include current positions and titles.	This section supports current practice.
3.	The number of days has increased by one.	This additional day provides the District flexibility. This day could be used to support the District's curriculum work or an additional student day.
4.	A commitment has been made to review the middle school parent/guardian teacher conference day configuration.	This ensures best practice is reviewed, discussed, and implemented.
5.	The language regarding the secondary school advisory program has been updated to provide the administration greater flexibility.	Flexibility regarding the implementation of the advisory program is important. This change provides the opportunity to utilize collected data and other school models.
6.	The elementary unified art/specials teaching load has been determined.	This change provides clarity in guidance in assigning the full time equivalent (FTE) to unified art/special teaching loads.
7.	The requirement of having a calendar committee is replaced by soliciting and considering feedback from faculty.	This provides clarity to the school district calendar development process.

8. *What happens if the contract does not pass?*  
 The health insurance and language gains would be nullified. The \$274,860.74 in savings would be nullified. The fourth year of the previously approved contract would be enacted. HEA and the School Board would enter negotiations in the spring of 2017, in preparation for the March 2018 school district meeting.