



## Negotiation Highlights\* of The New Collective Bargaining Agreement Between the BEA and the Bridgeport BOE

### **Negotiations Process FAQ**

#### **What steps did the BEA and BOE go through in order to reach this agreement?**

The BEA began meeting with the BOE team in August. In September we mutually exchanged proposals and then continued to meet throughout the month of September and October to meet. We then entered into mediation and were unsuccessful at coming to an agreement. We began binding arbitration on November 2<sup>nd</sup>. Prior to the full arbitration hearing, we were able to come to agreement on all of the issues and entered into a stipulated agreement.

#### **What is a stipulated agreement and why didn't I get a chance to vote on it?**

Under the Teacher Negotiation Act (TNA), if a contract is not settled by a certain date, the parties must begin the process of binding arbitration. The TNA does, however, permit the parties to continue bargaining during this process. If an agreement is reached prior to the first scheduled arbitration hearing, then the parties are required to ratify the agreement—that is, give each and every teacher an opportunity to vote the new contract up or down. If an agreement is reached after the first hearing, the TNA requires that the agreement be issued by the arbitration panel—and does not permit voting by the general membership. When an agreement is reached in this manner, it is called a stipulated agreement. Such was the case with us.

#### **Why did the BEA agree to "stipulate" the contract?**

A towns' ability to pay is the priority factor to be considered by arbitrators when settling contract disputes. Your negotiating team felt that the economic factors in Bridgeport were such that this settlement was likely to be better than anything attainable by rolling the dice in arbitration. We also were able to successfully reach agreement on a number of language issues that would have been difficult to achieve in arbitration.

#### **How long will this agreement be in place?**

The duration of this agreement will be three years and will cover begin July 1, 2011 and be in place through June 30, 2014



### **Salary**

Total increases to the salary account will be\*\*:

- Year 1 – 0.0%
- Year 2 – 1.95%
- Year 3 – 2.795%

Year 1 is a hard freeze. No step movement no General Wage Increase (GWI).

Year 2 includes a mid-year step and .5% increase to steps 1-12 and 1.0% increase to max.

Year 3 includes a new step between 12 and 13 to smooth the schedule. It also includes a 1.0% increase to max and a delayed step to be implemented on the 90<sup>th</sup> work day.

\*\*See attachment for actual salary schedules.

### **Retiree Health Insurance**

No changes – It will remain as negotiated during the last contract

### **Health Insurance**

The primary plan will continue to be a Point of Service Plan with the following changes to the benefit plan design.

#### **Office visits (Home and Office Visit)**

Current - \$25, Year 1 - \$25, Year 2 & 3 - \$30

#### **Office visits (Specialist)**

Current - \$25, Year 1 & 2 - \$30, Year 3 - \$35

#### **Hospital Inpatient**

Current - \$250, No Change

#### **Hospital Outpatient**

Current - \$75, New - \$125

#### **Urgent Care**

Current - \$25, Year 1 - \$30, Year 2 - \$40, Year 3 - \$50

#### **Emergency Room**

Current - \$100, Year 1 & 2 - \$100, Year 3 - \$125

#### **Prescription** – increase in max from \$2000 to unlimited

Current - 10/25/40, New 10/30/45

#### **Out of Network**

No Changes

#### **The Premium Cost share rates will be as follows:**

- Current – 14%
- Year 1 – 14%
- Year 2 – 15.5%
- Year 3 – 17%

### **Voluntary HDHP w/ HSA**

Same plan design as previous contract with a set 14% Premium Cost Share for all three years of the contract.

### **Comp Plan Reopener**

The parties have agreed that if the BOE wishes to implement a voluntary alternative comprehensive plan, the association will first be asked for their input and if no resolution can be found then the parties will take it forward to arbitration with the only issue to be decided is the Comp Plan Design.

A big thank you to the members of the Negotiations Team for their many hours of work in order to secure this contract.

They are:

- Gary Peluchette, BEA President
- Victoria White, Waltersville School, Co-Chair
- Tiffany Ladson-Lang, Park City Magnet School, Co-Chair
- Maria Nocerino, Harding High School,
- Carmella Lorusso, Read School
- Kathie Sochacki, District BEST Facilitator
- Ann Langley, Hallen School
- Jennifer Kelemen, Columbus School
- Jerry Coleman, Bassick High School
- Roger Daigle, Dunbar School
- Jennifer Silves, CEA UniServ Representative
- Mike Brady, CEA UniServ Representative

### **Hiring of Coaches**

- District will utilize a formalized interview process.
- Coaching positions will be filled with the most qualified candidates. When there are two equally qualified candidates a teacher in the Bridgeport Public Schools will be given preference.

### **TEAM**

Team mentors shall be paid \$500 per mentee per year and all other portions of the TEAM legislation shall be implemented as the legislation is written.

\*These highlights represent the substantive changes that were agreed to in negotiations.

# Salary Schedules

Current & 2011-2012

	BA	MA	6TH YR
1	0	0	0
2	42,217	43,447	43,857
3	43,447	44,676	45,086
4	44,676	45,906	46,316
5	46,521	48,160	49,185
6	47,955	50,415	52,054
7	49,595	52,407	54,242
8	51,234	54,650	57,097
9	52,874	57,505	61,175
10	54,513	60,360	65,254
11	56,153	63,214	69,332
12	57,956	66,096	73,410
13	65,180	76,018	83,730

Year one (2011-2012) of this agreement does not include step movement. You will remain on the same step as the current salary schedule.

# Salary Schedules

2012-2013

	BA	MA	6TH YR
1	\$0	\$0	\$0
2	\$42,428	\$43,664	\$44,076
3	\$43,664	\$44,899	\$45,311
4	\$44,899	\$46,136	\$46,548
5	\$46,754	\$48,401	\$49,431
6	\$48,195	\$50,667	\$52,314
7	\$49,843	\$52,669	\$54,513
8	\$51,490	\$54,923	\$57,382
9	\$53,138	\$57,793	\$61,481
10	\$54,786	\$60,662	\$65,580
11	\$56,434	\$63,530	\$69,679
12	\$58,246	\$66,399	\$73,777
13	\$65,832	\$76,778	\$84,567

2013-2014

	BA	MA	6TH YR
1	\$0	\$0	\$0
2	\$42,428	\$43,664	\$44,076
3	\$43,664	\$44,899	\$45,311
4	\$44,899	\$46,136	\$46,548
5	\$46,754	\$48,401	\$49,431
6	\$48,195	\$50,667	\$52,314
7	\$49,843	\$52,669	\$54,513
8	\$51,490	\$54,923	\$57,382
9	\$53,138	\$57,793	\$61,481
10	\$54,786	\$60,662	\$65,580
11	\$56,434	\$63,530	\$69,679
12	\$58,246	\$66,399	\$73,777
13	\$62,368	\$71,973	\$79,595
14	\$66,490	\$77,546	\$85,413