

Warrant Article 5- Bargaining Agreement with the WLC Teachers' Association

To see if the Wilton-Lyndeborough Cooperative School District will vote to approve the cost items included in the collective bargaining agreement reached between the Wilton-Lyndeborough Cooperative School Board and the Wilton-Lyndeborough Cooperative Teachers' Association which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year, 2021-2022 \$117,914:

Fiscal Year	Estimated Increase
2021-2022	\$117,914
2022-2023	\$150,755
2023-2024	\$152,748

and further to raise and appropriate the sum of \$117,914 for the 2021-2022 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. This article does not include appropriations contained in special or individual articles addressed separately. (Majority Vote Required)

Not Recommended by the School Board
Not Recommended by the Budget Committee

Estimated tax impact Lyndeborough - \$0.19
Estimated tax impact Wilton - \$0.22

Cost of the Collective Bargaining Agreement for Lyndeborough Residents

The total cost of the contract in the first year is \$117,914.

Using the current apportionment formula, Lyndeborough is responsible for 27.295% of this amount which is \$32,184.

In Lyndeborough, for every \$168,000 the budget increases, the tax rate increases by \$1.00.

The increase of \$32,184 represents an increase of \$.19 per \$1,000 valuation on a home in Lyndeborough.

For a home valued at \$280,000 in Lyndeborough this represents an estimated annual tax increase of \$53.64.

Cost of the Collective Bargaining Agreement for Wilton Residents

The total cost of the contract in the first year is \$117,914.

Using the current apportionment formula, Wilton is responsible for 72.705% of this amount which is \$85,720.

In Wilton, for every \$384,000 the budget increases, the tax rate increases by \$1.00.

The increase of \$85,720 represents an increase of \$.22 per \$1,000 valuation on a home in Wilton.

For a home valued at \$217,000 in Wilton this represents an estimated annual tax increase of \$48.54.

Details on the Bargaining Process with the WLCTA

After initial negotiations with the Teachers and the School Board, there was no agreement reached.

The next step was mediation, there was no agreement reached.

The final step in the process was Fact Finding. An independent “Fact Finder” heard the position of both sides. There still was no agreement reached.

The rules of negotiations require that if one side accepts the Fact Finders recommendations it will be brought to the voters.

The Teachers accepted the recommendations, the Board did not. That is why the warrant reads that the School Board does not recommend.

Features of the Collective Bargaining Agreement with the Teachers

This is a three year agreement with the following annual estimated cost and tax increases using current apportionments:

	Cost	Lyndeborough estimated annual tax increase	Wilton estimated annual tax increase
• Year 1	\$117,914	\$53.64	\$48.54
• Year 2	\$150,755	\$68.58	\$64.63
• Year 3	\$152,748	\$69.32	\$65.49
• TOTAL	\$421,417	\$191.54	\$178.66

- The school work year for teachers will be increased by 5 days but the hours of the work day will be decreased by 20 minutes per day.
- There will be a limit of 4 teachers per year who can receive service awards upon retirement.
- A professional development committee will be established.

Collective Bargaining Agreement with the Teachers Year One Cost Estimates

In year one, the Fact Finder recommended using the Board's proposal of a step increase using the current teacher's salary schedule approved by the teachers last year.

This creates an average salary of 2.98% broken down as follows:

- 14 employees on the Bachelors track, average salary increase of 2.76%
- 1 employee on the Bachelors +15 track, a salary increase of 1.69%
- 2 employees on the Bachelors +30 track, an average increase of 2.37%
- 28 employees on the Masters track, an average salary increase of 3.2%
- 7 employees on the Masters +20 track, an average salary increase of 3.54%
- 11 employees on Longevity with a salary increase of 2.5% each

The School Board presented these salary increases and those similar for three years to the WLCTA, they declined to accept similar annual salary increases.

Collective Bargaining Agreement with the Teachers Year Two Cost Estimates

In year two, the Fact Finder recommended a step increase along with adjustments to the salary schedule for all bachelors steps as well as five steps on the masters track which creates average salary increases of 3.67% in year two, broken down as follows:

- 14 employees on the Bachelors track, average salary increases of 4.53%
- 1 employee on the Bachelors + 30 track, a salary increase of 5.0%
- 28 employees on the Masters track, an average salary increase of 3.83%
- 7 staff persons on the Masters + 20 track, the average salary increase of 3.83%
- 12 employees on Longevity with a salary increase of 2.5% each

Salary increases in year two of the contract average 4.29% for the 50 employees not on longevity.

Collective Bargaining Agreement with the Teachers Year Three Cost Estimates

In year three, the Fact Finder recommended a step increase as well as adjustments to the salary track for all bachelors steps and 10 steps of the masters track which creates average salary increases of 3.53% in year three, broken down as follows:

- 12 staff employees on the Bachelors track, average salary increases of 4.59%
- 1 employee on the Bachelors + 30 track, a salary increase of 4.45%
- 27 employees on the Masters track, average salary increase of 3.69%
- 7 employees on the Masters + 20 track, average salary increase of 3.68%
- 14 employees on Longevity with a salary increase of 2.5% each

Salary increases in year three of the contract average 4.01% for the 48 employees not on longevity.

Negotiation Proposals

The Board recognized that the starting salary for new teachers was falling below those of surrounding districts.

The Board proposed eliminating the beginning steps raising the beginning salary of teachers by \$2,000 over the first two years of a three year contract and increased all salary steps 2.5%.

This would have caused first year teachers to be making the equivalent salary as teachers new to the profession, affecting seven of the 62 teachers in the bargaining unit.

The Board would have agreed to adjust hiring practices, as it has in the past so that new hires would be hired on lower steps than their years of experience to create equity with current staff.

The WLCTA rejected the proposal never suggesting any increase to the step proposed by the Board.

Negotiation Proposals

The WLCTA compared the District's salary schedule to the following school districts to support their reasoning for their salary proposals. Enrollments are from 2020-21 the average per grade from the Department of Education.

Mont Vernon	35 students per grade, grades 1-5
Hinsdale	39 students per grade, grades 1-12
WLC	47 students per grade, grades 1-12
Mascenic	60 students per grade, grades 1-12

New Boston	75 students per grade, grades 1-6
ConVal	153 students per grade, grades 1-12
Milford	165 students per grade, grade 1-12

Comparing WLC to school districts without a middle school or high school is not appropriate because they do not have the same cost considerations as our school district.

With the exception of Hinsdale, to compare WLC to students with greater student populations is not appropriate because the costs are not comparable.

By having 13 more students per grade, Mascenic receives **\$561,600 more in adequacy aid** as well as additional aide for special education and Title 1.

Additional Factors Considered

Two additional factors that the School Board took into consideration:

The New Hampshire Retirement System increased the School District's required contribution to the retirement system from 17.8% of a teacher's salary to 21.02% of the salary. The teachers do not control this nor does the district. The increase created a budgeted increase of \$94,904 with no salary increases for WLTCAs employees.

The rates for health insurance increased by 4.2% for all employees in the district. The District pays 85% of the benefit for the majority of staff who are enrolled in our health insurance program.

The School Board's Position

The School Board recognizes that our teaching, counseling and nursing staff work diligently to support and teach the students of our communities in a quality manner and the Board supports them in their efforts. The Board showed this support in the negotiations by:

- Proposing adjustments to the salary schedule to increase starting pay
- Proposing adjustments to the salary schedule that increased the dollar figure of steps
- Proposing to keep the salary schedule and give step increases for three years that would have averaged 2.9% annual salary increases
- Changing language that would benefit both the District and the Teachers

The Board did not feel that they could support the increases proposed by the WLCTA while it considered the economic struggles of the towns and its' citizens in this time of a global pandemic that has affected all of us. That is the sole reason the Board voted not to support the recommendations of the Fact Finder represented in this warrant article.

Warrant Article 6-Collective Bargaining Agreement with the Support Staff

To see if the Wilton-Lyndeborough Cooperative School District will vote to approve the cost items included in the collective bargaining agreement reached between the Wilton-Lyndeborough Cooperative School Board and the Wilton-Lyndeborough Cooperative Support Staff Association which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year, 2021-2022:

Fiscal year	Estimated Increase
2021-2022	\$24,148
2022-2023	\$19,546

and further to raise and appropriate the sum of \$24,148 for the 2021-22 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. This article does not include appropriations contained in special or individual articles addressed separately. (Majority vote required)

Recommended by the School Board
Recommended by the Budget Committee

Estimated Tax Impact Lyndeborough - \$0.04
Estimated Tax Impact Wilton - \$0.05

Collective Bargaining Agreement with the Support Staff Cost for Lyndeborough Residents

The cost of the contract in the first year is \$24,148 and estimated to be \$19,546 in year two.

Using the current apportionment formula, Lyndeborough is responsible for 27.295% of this amount which is \$6,585 in year one and in year two \$5,335.

In Lyndeborough, for every \$168,000 the budget increases, the tax rate increases by \$1.00.

The increase of \$6,585 represents an increase of \$.04 per \$1,000 valuation on a home in Lyndeborough in year one and in year two \$.03.

For a home valued at \$280,000 in Lyndeborough this represents an estimated annual tax increase of \$10.98. In year 2, the estimated annual tax increase is \$8.89.

Collective Bargaining Agreement with the Support Staff Cost for Wilton Residents

The cost of the contract in the first year is \$24,148 and estimated to be \$19,546 in year two.

Using the current apportionment formula, Wilton is responsible for 27.295% of this amount which is \$17,542 in year one and \$14,211 in year two.

In Wilton, for every \$384,000 the budget increases, the tax rate increases by \$1.00.

The increase of \$17,542 represents an increase of \$.05 per \$1,000 valuation on a home in Wilton and \$.04 in year two.

For a home valued at \$217,000 in Wilton this represents an estimated annual tax increase of \$9.91. In year 2, the estimated annual tax increase is \$8.03.

Collective Bargaining Agreement with the Support Staff

- This is a two year agreement.
- Salary increases for all staff is 2.25% in each year of the contract.
- The District will increase its' percentage of cost coverage for health insurance by 2% at a cost of about \$212 per employee.
- The District will increase its' contribution to the health savings account by approximately \$212 for each person not enrolled in the health insurance plans offered by the District.

Warrant Article 7-Building and Roads Capital Reserve Fund

To see if the Wilton-Lyndeborough Cooperative School District will vote to raise and appropriate the sum of \$95,000 to be added to the Wilton-Lyndeborough Cooperative Building/Equipment & Roadway Capital Reserve Fund previously established. This sum is to come from general taxation. This article is a special warrant article and is not included in the operating budget. (Majority vote required)

Recommended by the School Board
Recommended by the Budget Committee

Estimated tax impact Lyndeborough - \$0.15
Estimated tax impact Wilton - \$0.18

Building and Roads Capital Reserve Fund Cost to Residents

The total cost of the warrant article is \$95,000.

Using the current apportionment formula, Lyndeborough is responsible for 27.295% of this amount which is \$25,930.

For a home valued at \$280,000 in Lyndeborough this represents an estimated annual tax increase of \$43.22.

Using the current apportionment formula, Wilton is responsible for 72.705% of this amount which is \$69,069.

For a home valued at \$217,000 in Wilton this represents an estimated annual tax increase of \$39.03.

Building and Roads Capital Reserve Fund

There are three projects and estimated costs included for the 2021-22 school year:

- Continuation of the roof replacement at WLC
- Roof replacement at LCS
- Boiler replacement at LCS

As of March 1, 2021, the balance of this capital reserve fund is \$260,513.

Warrant Article 8- Special Education Capital Reserve Fund

To see if the Wilton-Lyndeborough Cooperative School District will vote to raise and appropriate the sum of \$50,000 to be added to the Wilton-Lyndeborough Educating Educationally Disabled Children Capital Reserve Fund previously established. This sum is to come from general taxation. This article is a special warrant article and is not included in the operating budget. (Majority vote required)

Recommended by the School Board
Recommended by the Budget Committee

Estimated tax impact Lyndeborough - \$0.08
Estimated tax impact Wilton - \$0.09

Special Education Capital Reserve Fund Cost to Residents

The total cost of the warrant article is \$50,000.

Using the current apportionment formula, Lyndeborough is responsible for 27.295% of this amount which is \$13,647.

For a home valued at \$280,000 in Lyndeborough this represents an estimated annual tax increase of \$22.75.

Using the current apportionment formula, Wilton is responsible for 72.705% of this amount which is \$36,352.

For a home valued at \$217,000 in Wilton this represents an estimated annual tax increase of \$20.54.

Special Education Capital Reserve Fund

The purpose of this fund is to offset the cost for unanticipated special education costs for students who move into the District after the annual budget had been created and approved.

Funds in this account can only be expended by a vote of the School Board.

As of March 1, 2021, the balance of this capital reserve fund is \$147,558.