

Dear Ms. Iacono,

The following responses to RTM member questions regarding the 2015-2016 BOE Budget are being sent on behalf of Dr. Title:

1. Impact of Teachers' Contract Increase on 2015-2016 Budget (*see attached*)

2. Question from Rep. Jacob:

Is Pre-K public-school education and bus transport an official CT state mandate? If yes, when was it enacted?

Answer:

Pre-K is mandated only for students with disabilities from their third birthday. Transportation for these students is also mandated.

The Board of Education must also comply with the state's racial imbalance statute. A single school's minority population cannot be substantially larger than the district as a whole. To comply with this statute the Board must implement a racial imbalance plan to ensure that McKinley school stays in racial balance. This plan is approved by the State Board of Education. Changes to this plan must be approved by the State Board of Education. The local BOE cannot unilaterally change this Plan.

Fairfield's plan for racial imbalance involves offering a Pre-K program at Burr and Dwight schools, to entice McKinley students to attend these schools and improve McKinley's racial imbalance. This is not the only way to solve the problem but it is currently the one the Board has chosen. While Pre-K and its transportation to these programs is not mandated by statute, maintaining a racial imbalance plan is required. The racial imbalance statute was enacted in the late 1960's.

Students who can afford to pay tuition for this program do so. For those with financial hardship, they pay either half-tuition or no tuition. Transportation is provided only to students with financial hardship. Full tuition students do not get transportation.

Running the Pre-K programs as a way to meet the racial imbalance mandate is the least intrusive and financially feasible way to solve this problem. Each year, the State reviews our results and our plan and may ask for an update. At that time, the Board may need to take additional steps to remedy the racial imbalance at McKinley. No other schools in Fairfield are out of racial balance as defined in the statute.

Transportation for all students in grades K-12 is mandated by statute. I cannot tell you when this statute was enacted – at least fifty years ago.

3. Question from Rep. Meyer:

I would like to have Dr. Title to follow up with the specifics for Security Mandates page and number from the BOE budget.

Answer:

Page 81, at the very bottom, identifies the account name and number with the total funding request.

Pages 42 and 43 provide a description for the account.

Please use this link for information on the state statute:

<http://www.cga.ct.gov/2013/ACT/PA/2013PA-00003-ROOSB-01160-PA.htm>

4. Question from Rep. McCarthy:

On page 123, both School Admin and Certified Support are increasing by one under each account code 62 Pupil Personnel Svcs. Can we get an explanation as to what the responsibilities of these newly created positions are? Is this a net increase of 2 administrators?

Answer:

Yes, this is in the budget book pages 155 and 156.

5. Question from Rep. Perugini:

At the middle and high school levels, how many students are junior varsity or varsity athletes? And, are those students required to participate in physical education?

Answer:

Please see the attached sheet on Athletic Participation.

6. For information on mandates, please use the following link:

http://cga.ct.gov/ed/tfs%5C20131204_Education%20Mandate%20Relief%20Task%20Force%5C20131204/OLR%20Report%20on%20Education%20Mandates%20on%20Local%20School%20Districts.pdf

Fairfield Public Schools
Impact of Teachers' Contract Increase
on 2015-2016 Budget

Teacher Negotiations (FEA)

November 24, 2014 RTM meeting

What is the net increase of negotiated FEA contract?

2014-2015 FEA Salary Base @ Sept 1, 2014	\$ 75,751,858
FEA Projected Salary Increase 2015-16	\$ 2,272,555
FEA Projected Salary Increase 2016-17	\$ 2,340,732
FEA Projected Salary Increase 2017-18	\$ 2,410,954
3-year Total Projected Salary Increase	\$ 7,024,241

\$ 2,272,555	2015-16 Projected increase (year 1 of contract)
\$ (532,000)	14 retirees budgeted in 2015-16
\$ (36,145)	Salary increase in grants
\$ (34,125)	2015-16 budget reduction of .5 FTE
\$ (849,527)	2014-2015 Budget vs Actual
\$ (4,259)	Difference in 2014-15 base, 9/1/14- 10/1/14
\$ 816,499	

Includes \$700,000; additional 20 retirees in current year

Cost Mitigation Over 3 Years **\$ (3,103,152)**

3-year Net Projected Cost \$ 3,921,089

÷ 75,751,858

= 5.1 %

over 3 years = 1.7% Projected net cost of teachers' contract per year

Negotiated changes in plan design resulted in health insurance cost mitigation of \$3,103,152 over the 3-year FEA contract. The \$3.1 million is the current comparative cost of the existing and negotiated plans; it does not account for increased costs as calculated in the budget process.

2015-2016 BOE Budget

Description	14-15 Original Budget	15-16 BOE Proposed Budget	15-16 Budget Increase	% Budget Increase	Increase as a % of FY15 Budget	Increase (Decrease) in FTE's Funded by BOE	
Teaching Staff	\$ 68,921,138	\$ 69,459,207	\$ 538,069	0.78%			
Certified Support Staff	\$ 6,303,191	\$ 6,581,621	\$ 278,430	4.42%			
Total FEA Bargaining Unit Salaries	\$ 75,224,329	\$ 76,040,828	\$ 816,499	1.09%	0.52%	(0.50)	Net reduction in teacher FTE's
All Other Salaries	\$ 24,008,230	\$ 25,321,662	\$ 1,313,432		0.85%	13.20	Increase in other salaries is due to a net increase in FTE's, primarily in special ed.
Total Salaries	\$ 99,232,559	\$ 101,362,490	\$ 2,129,931	2.15%	1.37%	12.70	Total increase in BOE budgeted FTE's
Health Insurance	\$ 19,277,991	\$ 21,969,339	\$ 2,691,348	13.96%	1.73%	←	The amount budgeted for health insurance is based on claims experience as of December.
All Other Accounts (Utilities, services, materials & supplies, etc...)	\$ 37,207,501	\$ 37,516,232	\$ 308,731	0.83%	0.19%		The level of funding is driven by claims experience, 9% trend factor on \$30 million in expenses and reserve balance needs. The budget impact would be greater if not for the
Total Budget	\$ 155,718,051	\$ 160,848,061	\$ 5,130,010	3.29%	3.29%		\$800,000 in cost mitigation.

MEMORANDUM

TO: MEMBERS OF THE REPRESENTATIVE TOWN MEETING

FROM: BOARD NEGOTIATING COMMITTEE
David Title, Superintendent of Schools
Philip Dwyer, Board of Education Chairman
David Becker, Board of Finance
Ann Leffert, Director of Human Resources
Donald F. Houston, Board of Education Counsel

DATE: NOVEMBER 13, 2014

SUBJECT: COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
FAIRFIELD EDUCATION ASSOCIATION AND THE FAIRFIELD
BOARD OF EDUCATION

Set forth below is an Executive Summary of the terms of the Tentative Agreement with the Fairfield Education Association.

TERMS OF THE AGREEMENT:

Duration:

Three year agreement: July 1, 2015 through June 30, 2018

Language Changes Effective July 1, 2015:

- **Article 4.9.1.2 (NEW) Worker's Compensation:** If an employee is absent on workers' compensation, other than related to CGS Section 10-236a, the employee shall suffer no loss of regular pay for up to one calendar year provided that for each work day absent, one third of a sick day will be debited. If an employee has no sick days remaining, the Employee's compensation shall be reduced to the statutory amount.
- **Article 4.2.9 Middle School Class Coverage:** If an administrator requests a teacher to cover a class for another teacher, in a non-emergency situation, the teacher covering the class shall be relieved of a duty.
- **Article 4.3.8 High School Class Coverage:** If an administrator requests a teacher to cover a class for another teacher, in a non-emergency situation, the teacher covering the class shall be relieved of a duty.
- **Article 4.9.2.3 Absence with Pay less Substitute:** For days taken for reasons in 4.9.2.3 Policy Section - If it is a non-instructional day and employee has personal days remaining per section 4.9.2(b) then no subpay loss; however, if no personal days remain, subpay loss.

- **Article 10.2 Extra Pay Payment Options:** One payment option, Option #2 (5 payments for seasonal appointments) and 5 payments on the last paydays in October, December, February, April and June for yearlong appointments.
- **Article 10.4.6 Extra Meetings:** Attendance by school counselors (guidance, social workers and psychologists) at evening meetings will be divided evenly to the extent possible among the above referenced positions by the Director of Guidance.
- **Article 10.7.2 (NEW) Mandatory Direct Deposit**
- **Drug Testing Language (side letter and not in contract):** An ad hoc committee will be formed to address avenues for constructively resolving issues involving drugs and/or alcohol. If the parties are unable to come to a mutual agreement on appropriate avenues for constructively resolving issues involving drugs and/or alcohol by February 1, 2016, either party may elect to proceed to interest arbitration.
- **Health and Safety Committee (side letter and not in contract):** Union can have 3 teachers (one from elementary level; one from middle school level and one from high school level) on the existing district safety committee.

Salary Costs: (Appendix B, C & D)

Current Bargaining Unit is 960.4 Bargaining Unit members.

Current salary account is approximately \$75,751,858.

○ **Cost of Increment:**

• 2015-2016:	2.32% = \$1,757,795
• 2016-2017:	2.18% = \$1,686,477
• 2017-2018:	2.05% = \$1,620,262

○ **Cost of General Wage Increase:**

• 2015-2016:	.68% = \$514,760
• 2016-2017:	.82% = \$654,255
• 2017-2018:	.95% = \$790,692

- Total Increase with Cost of Increment and General Wage Increase: (new money each year)

• 2015-2016:	\$2,272,555
• 2016-2017:	\$2,340,732
• 2017-2018:	\$2,410,954

- Total increase with Cost of Increment and General Wage Increases: (estimated new salary account)

• 2015-2016:	3.00% = \$78,024,413
• 2016-2017:	3.00% = \$80,365,145
• 2017-2018:	3.00% = \$82,776,099

- Reduction of Steps:

• 2015-2016:	22 to 21 (deletion of one step)
• 2016-2017:	21 to 20 (deletion of one step)
• 2017-2018:	20 to 19 (deletion of one step)

Insurance Changes¹ Article 8.1:

- Increase employee premium cost share for the dental plan: (based on current number of enrollees)

❖ 2014-2015:	20% current
• 2015-2016:	21% = \$7,817
• 2016-2017:	22% = \$15,555
• 2017-2018:	23% = \$16,622

- Increase employee premium cost share for the prescription drug plan: (based on current number of enrollees)

❖ 2014-2015:	20% current
• 2015-2016:	21% = \$35,084
• 2016-2017:	22% = \$92,972
• 2017-2018:	23% = \$102,774

¹ See attached AON final PPO cost out.

- Increase employee premium cost share for the PPO: (based on current number of enrollees)

❖ 2014-2015: 20% current

- 2015-2016: 21% = \$-10,418
- 2016-2017: 22% = \$384,354
- 2017-2018: 23% = \$427,135

- Delete the HMO plan.

- Increase co-pays for the PPO (based on current number of enrollees):

Fairfield Public Schools

Teachers

All 3 Years

Plan Change Options - Revisions to Current PPO Plan Design				
Benefit Description	Current PPO		Proposed Revised PPO	
	In Network	Out of Network	In Network	Out of Network
Medical Benefits				
Deductible (ind/fam)	\$0	\$325/\$650/\$975	\$0	\$325/\$650/\$975
Coinsurance	0%	20%	0%	20%
Out-of-Pocket Maximum ⁽¹⁾	\$0	\$1,075/\$2,150/\$3,225	\$0	\$1,075/\$2,150/\$3,225
Lifetime Maximum	Unlimited	Unlimited	Unlimited	Unlimited
PCP Office Visit Copay	\$25	20% after ded.	\$25	20% after ded.
Specialist OV Copay	\$25	20% after ded.	\$25	20% after ded.
Hospital Copay	\$200	20% after ded.	\$275	20% after ded.
Urgent Care Copay	\$25	Not Covered	\$25	Not Covered
Emergency Room Copay	\$100	\$100	\$150	\$150
Outpatient Surgery Copay	\$50	20% after ded.	\$100	20% after ded.
Well Child Care	\$0	20% after ded.	\$0	20% after ded.
Periodic, Routine Health Exam	\$0	20% after ded.	\$0	20% after ded.
Routine Eye Exams	\$0	20% after ded.	\$0	20% after ded.
Routine OB/Gyn Exam	\$0	20% after ded.	\$0	20% after ded.
Mammography	\$0	20% after ded.	\$0	20% after ded.
Hearing Screening	\$0	20% after ded.	\$0	20% after ded.
Outpatient MH/SA	\$25	20% after ded.	\$25	20% after ded.
Diagnostic Lab and X-Ray (hosp. affiliated)	\$0	20% after ded.	\$0	20% after ded.
Diagnostic Lab and X-Ray (free standing)	\$0	20% after ded.	\$0	20% after ded.
Allergy Services	\$25	20% after ded.	\$33	20% after ded.
Semi-Private Room	\$200	20% after ded.	\$275	20% after ded.
Inpatient MH/SA	\$200	20% after ded.	\$275	20% after ded.
Skilled Nursing Facility	\$200	20% after ded.	\$275	20% after ded.
Inpatient Rehabilitative Services	\$200	20% after ded.	\$275	20% after ded.
High Cost Diagnostics ⁽²⁾	\$0	20% after ded.	\$25	20% after ded.
Ambulance	\$0	\$0	\$0	\$0
Outpatient Rehabilitative Services	\$0	20% after ded.	\$10	20% after ded.
Durable Medical Equipment	\$0	20% after ded.	\$0	20% after ded.
Prescription Benefits				
Retail Generic	\$10	20% after ded.	\$10	20% after ded.
Retail Brand Formulary	\$25		\$25	
Retail Brand Non-Formulary	\$40		\$40	
Mail Order Generic	\$10		\$10	
Mail Order Brand Formulary	\$25		\$25	
Mail Order Brand Non-Formulary	\$40		\$40	
Rx Annual Maximum	Unlimited		Unlimited	

⁽¹⁾ Out-of-Pocket maximum equals deductible, copays, and coinsurance maximum

⁽²⁾ High cost diagnostic procedures include CAT, CTA, PET, SPECT, MRA and MRI

⁽³⁾ Revised plan assumes mandatory generic substitution, and 90 day supply at retail, unless specified DAW

These projected savings are based on current (2014-2015) insurance premium rates. Rates are expected to increase.

First year plan cost reduction attributed to plan changes: \$748,388

Total projected mitigated cost increase over the current PPO plan for 3 years: \$3,103,152

- Retain right to offer HDHP/HSA as voluntary alternative
- \$.80 LTD premium cost share per employee per month.
- **Cadillac Tax:** Informed the FEA that it was reserving all its rights to include the amount of any Cadillac or excise tax in the calculation of health plan costs for the purpose of determining rates and premium cost shares. The FEA reserves its rights to challenge imposition of the Cadillac or excise tax on the bargaining unit. (non-contract understanding).

Other Economic Items:

- **Article 4.2.3 Middle School Guidance:** Reduce student load from 300 to 250. Approximate Increase: \$35,000 (.5 FTE)
- **Article 10.6.3 Summer and Curriculum Work Stipend Positions:** Increase hourly rate from \$38.76 to \$40.70 effective July 1, 2015. Approximate Increase: \$10,000.
- **Appendix E, F & G Extra Pay for Extra Duty Stipends & Coaches:** Increase each position by 1% in 2015 & 2016; Approximate Increase:
 - 2015-2016: 1.00% = \$15,000
 - 2016-2017: 1.00% = \$15,150
 - 2017-2018: 0.00% = No Cost

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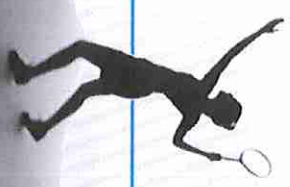
Fairfield Public Schools

Teachers

Plan Change Options - Three (3) Year Plan Change Pricing

Benefit Description	Current PPO	Revised PPO
Year 1 - 2015/2016		
Gross Cost		
Gross Medical Cost	\$14,674,272	\$13,925,884
Gross Rx Cost	\$3,508,394	\$3,508,394
Total Gross Cost	\$18,182,666	\$17,434,278
Employee/Employer Contributions		
Medical Contribution	\$2,934,854	\$2,924,436
Rx Contribution	\$701,679	\$736,763
Total Contribution	\$3,636,533	\$3,661,198
Net Cost to Fairfield Public Schools	\$14,546,133	\$13,773,080
Change (\$)	na	(\$773,053)
Change (%)	na	-5.3%
Year 2 - 2016-/2017		
Gross Cost		
Gross Medical Cost	\$15,848,213	\$15,039,954
Gross Rx Cost	\$3,771,524	\$3,771,524
Total Gross Cost	\$19,619,737	\$18,811,478
Employee/Employer Contributions		
Medical Contribution	\$3,169,643	\$3,308,790
Rx Contribution	\$754,305	\$829,735
Total Contribution	\$3,923,948	\$4,138,525
Net Cost to Fairfield Public Schools	\$15,695,789	\$14,672,953
Change (\$)	na	(\$1,022,836)
Change (%)	na	-6.5%
Year 3 - 2017-/2018		
Gross Cost		
Gross Medical Cost	\$17,116,070	\$16,243,151
Gross Rx Cost	\$4,054,388	\$4,054,388
Total Gross Cost	\$21,170,458	\$20,297,539
Employee/Employer Contributions		
Medical Contribution	\$3,423,214	\$3,735,925
Rx Contribution	\$810,878	\$932,509
Total Contribution	\$4,234,092	\$4,668,434
Net Cost to Fairfield Public Schools	\$16,936,366	\$15,629,105
Change (\$)	na	(\$1,307,262)
Change (%)	na	-7.7%
Three (3) Year Total		
Gross Cost		
Gross Medical Cost	\$47,638,555	\$45,208,989
Gross Rx Cost	\$11,334,306	\$11,334,306
Total Gross Cost	\$58,972,861	\$56,543,295
Employee/Employer Contributions		
Medical Contribution	\$9,527,711	\$9,969,151
Rx Contribution	\$2,266,862	\$2,499,007
Total Contribution	\$11,794,573	\$12,468,157
Net Cost to Fairfield Public Schools	\$47,178,288	\$44,075,137
Change (\$)	na	(\$3,103,152)
Change (%)	na	-6.6%

STUDENT PARTICIPATION



Number of Students Participating in Activities

High School Athletics	857 738 857	Fall Sports (37 Teams) Winter Sports (29 Teams) Spring Sports (45 Teams)
High School Music	250+ 260+ 265+	Choral Orchestra Band, Jazz, or Wind Ensembles
High School Extracurricular	1943	Clubs and Service Organizations (140 Clubs)
Town-wide Art Show	950+	Exhibits at Pequot Library

