

FIRST SESSION

Keene High School, 9:00 AM
Saturday, February 11, 2012

Facts about the Proposed Four Year Custodian Contract 2012 – 2016:

The Keene Custodians (AFSCME AFL-CIO) is comprised of 29 custodians, 3 grounds people, 3 trades people, and 1 utility person who are responsible for maintaining Keene School District facilities.

Health Insurance:

- District contribution for the HMO plan is reduced to 84% in 2012-2013, to 83% in 2013-2014, to 82% in 2014-2015, and to 80% in 2015-2016.
- Two less expensive health insurance plans will be offered.

Salaries:

- 2012-2013 total compensation (salary and benefits) increases by 1.66% (salary increase of 2.86% is offset by increased employee health contributions).
- 2013-2014 total compensation increases by 1.69% (salary increase of 2.58% is offset by increased employee health contributions).
- 2014-2015 total compensation increases by 1.74% (salary increase of 2.61% is offset by increased employee health contributions).
- 2015-2016 total compensation increases by 1.73% (salary increase of 2.56% is offset by increased employee health contributions).

Other Provisions:

- Increases steel toed shoe allowance by \$25 to \$75 per year.
- Adds performance as criteria for promotions and reductions in force.
- Removed plumber and added boiler operator to the list of trades people.
- Enabled the District to use electronic pay stubs.
- Made minor clarifying language changes.

Voter Approval:

In 2012-2013, the District will need to raise and appropriate \$29,384. This will result in an increase of \$1.58 annually in property taxes on a \$100,000 home, if the assessment remains constant from 2011 to 2012. The approximate increased cost for 2013-2014 is \$30,574; for 2014-2015 is \$31,916; and for 2015-2016 is \$32,229.

Keene Board of Education
2/11/12