

FIRST SESSION

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

Facts about the Proposed Four-Year Speech Pathologists and School Psychologists Contract 2012 – 2016:

The Keene Speech Pathologists and School Psychologists group is comprised of 11 Speech Pathologists and 8 School Psychologists who are responsible for providing Speech and Psychological services to Keene students.

Health Insurance:

- District contribution for the HMO 1 plan is reduced to 83% in 2012-2013, 82% in 2013-2014, 81% in 2014-2015, and 80% in 2015-2016.
- District contribution to the POS plan is reduced to 79% in 2013-2014 and 78% 2014-2015, and 77% in 2015-2016.
- Two lower priced insurance options will be offered with a District contribution of 90%. Both of these plans would reduce the District's health care costs.
- The medical buy out for those eligible employees who opt not to take District offered insurance increases from \$2,500 to \$3,500.
- District contributions to the dental plan will increase from \$700 per year to \$750 in 2012-2014, and to \$800 in 2014-2016.

Salaries:

- 2012-2013 total compensation (salary and benefits) increases by 1.45% (salary increase of 1.96% is offset by increased employee health contributions and salary range caps).
- 2013-2014 total compensation increases by 1.45% (salary increase of 1.9% is offset by increased employee health contributions and salary range caps).
- 2014-2015 total compensation increases by 1.40% (salary increase of 1.77% is offset by increased employee health contributions and salary range caps).
- 2015-2016 total compensation increases by 1.40% (salary increase of 1.81% is offset by increased employee health contributions and salary range caps).

Other Provisions:

- Made clarifying language changes.
- Reduced the Board's liability for health and dental premiums when an employee is on long-term disability from ten to seven years for those employees hired prior to 2008 and from seven to five years for those employees hired after 2008.

Voter Approval:

In 2012-2013, the District will need to raise and appropriate \$26,832. This will result in an increase of \$1.44 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 \$27,346; for 2014-2015 is \$26,621; and for 2015-2016 is \$27,010.

Keene Board of Education 2/11/12