

CITY OF STAMFORD – HUMAN RESOURCES DIVISION
INTEROFFICE MEMORANDUM

TO: BOARD OF REPRESENTATIVES

FROM: WILLIAM C. STOVER, DIRECTOR OF HUMAN RESOURCES 

SUBJECT: **APPROVAL OF TENTATIVE AGREEMENTS**
STAMFORD BOE EMPLOYEES ASSOCIATION (CUST/MAINT.)
EDUCATIONAL ASSISTANTS OF STAMFORD ASSOCIATION

DATE: 07/30/2002

CC: DANIEL P. MALLOY, MAYOR
JOHN CHARDAVOYNE, ASSISTANT SUPERINTENDENT

Attached please find a packet from the Board of Education outlining the tentative agreement reached with the Stamford Educational Assistants Association for a three (3) year contract effective July 1, 2001 to June 30, 2004. Also included in this packet is an executive summary and draft tentative agreement for a three (3) year contract with the Stamford BOE Employees Association, the union representing BOE custodians and maintenance workers.

The Board of Finance held a special meeting on Monday, July 29, 2002 and issued positive advisory opinions to the Board of Representatives on both tentative agreements. We are asking that your Board meet as soon as possible to act on these matters.

Should you have any questions, please do not hesitate to contact me directly. Both myself and a representative of the Board of Education will be present at any meeting you schedule to answer questions you may have on the agreements.

Thank you for your cooperation in this matter.

RECEIVED
JUL 31 2002
Board of Representatives

MEMORANDUM

TO: Members of the Board Representatives

FROM: John Chardavoyne

RE: Proposed Agreement between the Board of Education and the Educational Assistants of Stamford Association

DATE: July 25, 2002

On behalf of the Board of Education, I attach information concerning a proposed agreement between the Negotiations Committee of the Board of Education and the Educational Assistants of Stamford Association. In accordance with the Charter, the Board of Education requests an advisory opinion from the Board of Finance before it takes action on this proposed agreement.

By way of brief introduction, this proposed agreement was the result of informal discussion between the Board's Negotiations Committee and the Association as the parties prepared to enter into binding arbitration. As the attached summary of its terms shows, the parties had an "off-the-record" discussion of the possibility of resolving the contract as described, and the proposed agreement is not part of the bargaining history. After receiving your advisory opinion, the Board of Education will take action on this proposed agreement.

The attached analysis shows that the total cost of the proposed agreement estimated in the current fiscal year will be \$415,000. The Board of Education has cut 33.0 positions for next year, and the total cost of the proposed agreement for 2002-2003 is \$113,000. The city has set aside the necessary funding for the contractual requirements for 2001-02 and 2002-03. The estimated cost of the proposed agreement for 2003-2004 is \$504,000, and this amount will be considered in the Board's deliberations over its budget estimate for that year, which will be prepared next spring.

The proposed agreement calls for salary increases of 3% each year, plus step movement. It also addresses an issue of longstanding concern – the fact that educational assistants have been among the few employees employed by the City and/or the Board of Education who have not been eligible for any pension benefits. Since the City is responsible for administering pension benefits, we worked closely with Bill Stover throughout the negotiations, and Bill was very helpful in these negotiations. The proposed agreement would provide educational assistants with some pension benefits, but not at the same level as other City employees. In addition, this agreement would avoid arbitration over the issue of pension, and the related risk of a more expensive outcome.

Please let me know if we can provide any other information. Thank you.

EDUCATIONAL ASSISTANTS' THREE YEAR CONTRACT COSTS

<u>CONTRACT</u> <u>YEAR</u>	<u>GW/ INCREASE</u>	<u>PENSION</u> <u>COST</u>	<u>MEDICAL</u> <u>PLAN (65 & OLDER)</u>	<u>TOTAL</u> <u>COST</u>
2001-02	\$415,000	\$0	\$0	\$415,000
2002-03	-46,000	84,000	75,000	113,000
2003-04	319,000	89,000	96,000	504,000
TOTAL	\$688,000	\$173,000	\$171,000	\$1,032,000

2000-01 Actual Ed Assistant Salaries Using 2000-01 Salaries Operating Budget			
Step	#on Step	Salary	Totals
1	38.0	\$12,953	\$492,214
2	22.0	\$13,874	\$305,228
3	34.0	\$15,177	\$516,018
4	15.0	\$16,684	\$250,260
5	4.0	\$18,562	\$74,248
6-1	52.0	\$20,440	\$1,062,880
6-2	111.2	\$20,834	\$2,316,741
	<u>276.2</u>		<u>\$5,017,589</u>
	7.0	Trailblazers	
	<u>283.2</u>		
	7.0	Technology	
	<u>290.2</u>		

2001-02 Operating Budget Ed Assistants Step Increment + 3%			
Step	# on Step	Salary	Totals
1	35.0	\$13,342	\$466,956
2	21.0	\$14,290	\$300,095
3	25.0	\$15,632	\$390,808
4	41.0	\$17,185	\$704,565
5	17.0	\$19,119	\$325,021
6-1	50.0	\$21,053	\$1,052,660
6-2	113.2	\$21,459	\$2,429,161
	<u>302.2</u>		<u>\$5,669,265</u>
	7.0	Trailblazers	
	<u>309.2</u>		
	7.0	Technology	
	<u>316.2</u>	(Includes 1.0 Excess)	

2002-03 Operating Budget Ed Assistants Step Increment + 3% + 1 Additional Day			
Step	# on Step	Salary	Totals
1		\$13,817	\$0
2	2.0	\$14,799	\$29,597
3	21.0	\$16,188	\$339,958
4	25.0	\$17,797	\$444,919
5	41.0	\$19,800	\$811,783
6-1	17.0	\$21,802	\$370,641
6-2	163.2	\$22,223	\$3,626,776
	<u>269.2</u>		<u>\$5,623,675</u>
	3.0	Trailblazers	
	<u>272.2</u>		

2003-04 Operating Budget Ed Assistants Step Increment + 3%			
Step	#on Step	Salary	Totals
1		\$14,231	\$0
2		\$15,243	\$0
3	2.0	\$16,674	\$33,348
4	21.0	\$18,331	\$382,872
5	25.0	\$20,394	\$507,100
6-1	41.0	\$22,457	\$915,776
6-2	180.2	\$22,890	\$4,102,433
	<u>269.2</u>		<u>\$5,941,529</u>
	3.0	Trailblazers	
	<u>272.2</u>		

MEMORANDUM

TO: John Chardavoine
FROM: Tom Mooney
RE: Educational Assistants
DATE: Membership Meeting

As we discussed today, John Gesmonde called yesterday to say that the membership of the Educational Assistants of Stamford Association will be considering the offer you and Bill Stover recently conveyed concerning the proposed participation of educational assistants in the City pension plan. As part of that discussion, we must be clear on where we are on all the other issues. Using the Informal Offer dated November 7, 2001, and John's response dated March 26, 2002, my understanding of the Board's final position is:

Stamford Board of Education
November 7, 2001
Revised June 7, 2002

INFORMAL PACKAGE PROPOSAL
(Not part of bargaining history)

4(C) (step advancement)

"Advancement to a new salary level shall occur on an individual Educational Assistant's anniversary date unless the Board withholds advancement based on unsatisfactory performance. The determination of unsatisfactory performance shall be subject to review under the just cause provision of this agreement. Educational Assistants employed by March 1 of any school year shall reach their first anniversary date on July 1st, the first day of the next school year."

Agreed by the Association

5(A) (work year)	Y1	184
	Y2	185
	Y3	185

Agreed by the Association with the clarification that one additional day of pay per diem will be added with the increase in the work year July 1, 2002.

6(A) (insurance) plan design same to that of teachers (effective 7/1/02)
maintain current employee premium contribution
Side letter to confirm that the current contribution levels
will be maintained for the duration of the successor
agreement, notwithstanding the contract provision.

Agreed by the Association

7(B) (summer school employees may use up to two days of accumulated
sick leave) sick leave on summer school work days

Agreed by the Association

10(M) (probationary 185 days
period)

Agreed by the Association

new (degree stipends) In its discretion, the Board may establish the following
stipends

Associate's degree	\$200
Bachelor's degree	\$400

Agreed by the Association

Salary schedule	Y1	3% plus step
	Y2	3% plus step
	Y3	3% plus step

***This is a change in the Board's position that reflects current settlement trends.
The Association made this proposal as part of the March 26, 2002 package.***

Pension plan Future years service only, effective July 1, 2002
Benefit formula at @1.5% final average earnings
Employee contribution @ 5% of salary
Participation in the current plan provided to custodians
***All educational assistants with 10 or more years of service
with the Board of Education are considered to be vested
for the purpose of pension, effective July 1, 2002.***

***Employees with more than twenty years service as of July
1, 2001 may elect in writing on or before July 1, 2002 to
waive participation in the pension plan. For such
employees, the Board of Education will pay 50% of***

“individual medical coverage” for a maximum 5 year period (over 65 CIGNA Plan B with Medicare A & B).

All agreements set out in Agreements Reached to Date dated October 29, 2001 are confirmed.

All other changes proposed by both sides are withdrawn

As to the other specific elements of the Association's informal package dated March 26, 2002, the Board rejects the proposed changes as follows:

No new holidays;

No change in life insurance;

No change in sick leave annual benefit and accrual.