

## 2012-2013 Warrant Article Information

### **WARRANT ARTICLE 1 TEACHERS' AGREEMENT**

This article has been recommended by the Epping School Board (5-0-0) and the Epping Budget Committee (9-0-1).

**Health Insurance** – The major focus of this year's negotiations was health insurance. This proposal eliminates the most costly teacher health insurance plan and requires higher office visit and prescription drug co-payments for the two remaining teacher health insurance options. Altogether this change will save the District \$174,000 annually in teacher health insurance costs and help to reduce future health insurance premium increases.

**Teachers' Compensation** - Teachers' compensation is based on cost of living (raise) and experience (steps). This agreement includes a cost of living increase of 1.0% in year one and 1.5% in year two. Approximately 50% of teachers will receive an experience step.

**Reduction in Force** – If it becomes necessary to reduce the number of full time teachers due to reasons of economy, program elimination or consolidation and/or reduction in pupil enrollment, job performance in addition to certification and highly qualified status will be considered. This language eliminates reduction in force based solely on seniority in the District.

**School Day** – Elementary student day increases so that all Epping students have a 7 hour student day. This equates to four more instructional days for elementary students. Teacher planning time has also been standardized across the District. This will provide more flexibility in the elementary school schedule.

**Cost** – There is no cost and no tax impact for year one as no appropriation is required due to a small cost savings. The cost for year two is equivalent to the health insurance savings for year one. If this agreement is passed the health insurance savings will continue in future years.

<b><u>School Year</u></b>	<b><u>Cost</u></b>	<b><u>Estimated Tax Impact</u></b>
2012-2013	(\$11,076)	\$0.00
2013-2014	\$175,096	\$0.28