

SCITUATE SCHOOL DEPARTMENT

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Contractual Raise

During the course of contract negotiations, it has been agreed up that teachers will receive a flat set rate each year of the contract rather than using the state average. Over that course of the contract teachers will be receiving raises each year of the contract as follows:

Year 1 – 1.75%

Year 2 – 2.00%

Year 3 – 2.25%

		1.75%	2.00%	2.25%
	2018-2019	2019-2020	2020-2021	2021-2022
Step	Base Salary	Step	Step	Step
1	43,952	44,721	45,616	46,642
2	46,798	47,617	48,569	49,662
3	49,793	50,664	51,678	52,840
4	52,970	53,897	54,975	56,212
5	56,313	57,298	58,444	59,759
6	59,791	60,837	62,054	63,450
7	63,128	64,233	65,517	66,992
8	67,033	68,206	69,570	71,136
9	71,411	72,661	74,114	75,781
10	80,030	81,431	83,059	84,928

Total Variances Year Over Year

2018-2019 Total Salary	1.75%		2.00%		2.25%	
	2019-2020 Projected Salary	Total Increase	2020-2021 Projected Salary	Total Increase	2021-2022 Projected Salary	Total Increase
\$10,064,235	\$10,240,359	\$176,124	\$10,445,166	\$204,807	\$10,680,182	\$235,016

The Scituate School Department does not discriminate on the basis of age, sex, sexual orientation, marital status, race, religion, national origin, color, creed, political affiliation or disability in any of its educational programs and activities, and in employment and application for employment, as required by Title IX of the Education Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VI and VII of the Civil Rights Act of 1965, the Age Discrimination Act of 1975, and other federal and state laws that prohibit discrimination. The following person has been designated to handle inquiries regarding the non-discrimination policies: Equal Employment Officer, P.O. Box 188, North Scituate, Rhode Island 02857, Telephone: (401) 647-4100; Email: EEO@ScituateSchoolsRI.net. You may also direct inquiries directly to: Office for Civil Rights (Boston Office), U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921, Telephone: (617) 289-0111; Facsimile: (617) 289-0150; Email: OCR.Boston@ed.gov. If you require an accommodation to attend a meeting or program at a school, call the Equal Employment Officer at least two business days in advance of the meeting or program.

Medical Plan Changes

Although, it was agreed up that the bi-weekly co-share for the for the medical plan will remain at 20% over the life of the contract there have been some changes to co-pays to various medical procedures and prescriptions. The most notable changes are office visits increasing from \$10 to \$15 and ER visits increasing from \$25 to \$100. Prescriptions will now be priced at set amounts per drug tier rather than 20% across the board. The overall savings in the changes to the health care plan are about \$17,000 in the first year and will increase slightly as the cost of health care increases.

High School Department Chair Increases

It has been agreed up that department chairs will receive an increase in the stipend they receive in this contract. However, this increase is going to be offset by an increase in duty free periods that some department chairs will now have. This will reduce coverage costs in the district.

	Guidance Director, Special Education Department Chairperson, and Departments that have state assessments (currently English, Math, and Science)	Departments that have 4 or more full-time equivalent teachers (including department chairperson) but do not have state assessments (Currently Social Studies, PE/Health, and World Languages)	Departments that have more than 2 but less than 4 full-time equivalent teachers (including department chairperson) and do not have state assessments (Currently Music)	Departments that have more than 2 but less than 4 full-time equivalent teachers (including department chairperson) and do not have state assessments (Currently Art)	Departments that have 2 or less full-time equivalent teachers (including department chairperson) and do not have state assessments (Currently Family and Consumer Science)
New Stipend	\$3,000	\$2,750	\$2,500	\$2,500	\$1,750
Old Stipend	\$2,460	\$2,460	\$2,460	\$1,680	\$1,680
Variance	\$540	\$290	\$40	\$820	\$70
Required Duties Old	\$0	\$0	\$0	\$0	\$2
Required Duties New	0	3	2	2	3
Coverage Savings \$40 Per 36 Weeks	\$0	(\$4,320)	(\$2,880)	(\$2,880)	(\$4,320)
Total Increase	\$540	(\$4,030)	(\$2,840)	(\$2,060)	(\$4,250)
				Aggregate Increase	(\$12,640)

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Middle School Content Coordinators and Team Leaders

It has been agreed up that middle school Content Coordinators and Team Leaders will receive an increase in the stipend they receive in this contract. The changes are as follows.

	Team Leader	Content Coordinator
New Stipend	\$2,500	\$3,000
Old Stipend	\$2,460	\$2,460
Variance	\$40	\$540
Total Increase	\$200	\$2,160
Aggregate increase		\$2,360.00

Health Buyback

Employees are now going to have the option to wave the option of healthcare if they can prove they are already covered in exchanged for an annual payment of \$3,500.

	2019-2020	2019-2020	2020-2021
Annual Healthcare Cost	\$ 16,716	\$ 17,552	\$ 18,429
Distict Cost	\$ 13,373	\$ 14,041	\$ 14,744
Health Buyback	\$ 3,500	\$ 3,500	\$ 3,500
Savings Per Buyback	\$ 9,873	\$ 10,541	\$ 11,244
Number of Buybacks	\$ 5	\$ 6	\$ 7
Total Savings	\$ (49,364)	\$ (63,249)	\$ (78,705)

Overall Change

Aggregate Increase	2019-2020	2020-2021	2021-2023
Salaries	\$ 176,124	\$ 204,807	\$ 235,016
Health Care	\$ 17,000	\$ 17,850	\$ 18,742
Department Chair Changes	\$ (12,640)	\$ (12,640)	\$ (12,640)
Team Leader	\$ 200	\$ 200	\$ 200
Content Coordinator	\$ 2,160	\$ 2,160	\$ 2,160
Health Buyback	\$ (49,364)	\$ (63,249)	\$ (78,705)
	\$ 133,480	\$ 149,129	\$ 164,774

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