


# South Kingstown Schools

January 17<sup>th</sup>  
NEASK Contract  
Review



# NEASK Contract Goals

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- Continue Educational Progress
- Operate within Fiscal Parameters
  - State Aid
  - Property Tax Cap

# Health Care

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- Teachers now parallel the town's language that creates the right to change health insurance carriers
- Co pay is extended to retirees with the rate frozen throughout the five years of available health care

## “Clean-Up” Language

- Prorating sick leave for part time teachers
- Updating the middle school activities
- Updating kindergarten parent conferences to reflect the full day program
- Eliminate a redundant section of the teacher evaluation language
- Reflect the current and agreed upon requirements for National Board Certification

# Program Improvement

- Elementary common planning time
- High school department chairs coaching for instructional improvement
- Extend the high school common planning time for 3 years
- Refine teachers' job-embedded professional development
- Create a day at the high school to review portfolios
- Update Middle School Instructional Coordinator job description
- Expand the mentoring program make the coordinators an interview position
- Define the current teacher learning center structure

# Wage Increases

- Step 10 – 3.05% each year
- Steps 1-9 – 1% each year

	Base Cost	Increase \$	Increase %
08-09 Base (steps only)	\$25,118,883		
Year 1 (2008-09)	\$25,799,872	\$680,989	2.71%
Year 2 (2009-10)*	\$26,644,738 *	\$844,866*	3.27%*
Year 3 (2010-11)*	\$27,490,308 *	\$845,570*	3.17%*
* = Years 2 and 3 include both wage and step increases			

# Total Impact of Wage Increases

	Cost	FICA	Retirement	Total
Year 1	\$680,989	\$52,096	\$101,195	\$834,280
Year 2	\$844,866	\$64,632	\$125,547	\$1,035,045
Year 3	\$845,570	\$64,686	\$125,652	\$1,035,908

# Why It Makes Sense

- This year's budget accommodates both the tax cap and a state aid freeze without cutting programs.
- Salary increases fit within available revenues for the second and third years.
- It treats our teachers fairly in a fiscally tight time.
- It maintains and improves initiatives while building on the current positive working relationship