

PRESS RELEASE

May 4, 2009

**Concord School Board and Maintenance/Transportation Association
Announce New Three Year Contract**

The Concord School Board and the Maintenance/Transportation Association (MTA) have reached a new collective bargaining agreement (CBA). The new agreement covers the school years 2009-2010, 2010-2011 and 2011-2012. The members of the District negotiation team were Terry Crotty, Director of Transportation, Matt Cashman, Director of Facilities and Planning, and Larry Prince, Director of Human Resources. Representing the Association were David Webster, Richard Carriger, and Mike Paquette.

Listed below are highlights of the proposals agreed to:

Health Insurance

Currently, the District offers three health insurance plans to members of the MTA – an HMO plan, a Point of Service (POS) plan, and an indemnity plan known as the “JW” plan. The JW plan is expensive for the District to administer.

Under the new CBA, the JW plan is eliminated effective July 1, 2010. All members and retirees will have a choice between the POS or HMO plans, with no increase from the current contribution rates for those plans.

State Retirement System Costs

Recent changes in the law governing the state retirement system impose financial penalties on employers of the benefits paid an employee upon retirement add up to more than 125% of the employee’s average base salary in the years just prior to retirement. Without a change in the contract language, there existed a potential to subject the District to penalties under the new law. However, language agreed to by both parties creates an alternate payment mechanism (into a 403(b) plan rather than a direct payment) to ensure the District will not be subject to penalties.

Longevity

Members who have been employed in the District for 10 to 19 years receive an annual longevity stipend of \$500 and for those who have been employed in the District for 20 or more years, the annual stipend is \$700. These were increased from \$325 and \$550 respectively.

Vacation

The maximum number of vacation days that may be accumulated was increased from 40 to 45.

Educational Incentives

New language requires that a member receive a passing grade of B or better (if grades are given) for workshops or courses in order to be eligible for reimbursement. There was no passing grade requirement in the prior agreement.

Employee Stipends

Master employees who earn and maintain two (2) licenses, which are required by the State and approved in writing in advance by the employee's immediate supervisor, will receive an annual stipend of \$1,500 so long as they maintain those two (2) required and approved licenses. There was no provision of a stipend for employees with a 'Master' designation in the previous contract.

Wages

The salary schedule for the Maintenance/Transportation Association will be increased by 2.5% in the first year and 2.75% each in the second and third years. There are 11 members within this group.

Questions or comments related to this collective bargaining agreement can be sent by e-mail to Larry Prince, Director of Human Resources, at lprin@csd.k12.nh.us or by phone: 225-0811.