

EDUCATION COMMITTEE
REPRESENTATIVE TOWN MEETING
TOWN OF BRANFORD, CONNECTICUT

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MINUTES

The regular monthly RTM Education Committee meeting, scheduled for Monday, December 4, 2017, was called to order at 7 p. m., at Canoe Brook Senior Center, 11 Cherry Hill Rd.

AGENDA

1) Roll Call of Representatives Present:

Reps. Twohill, Prete, Hall, Wells, Comey, Jackson & Lawler

Members absent: none

Additional RTM Reps. present: Reps. Sullivan, Black, Stepanek & Anderson

2) Approval of 2018 Education Committee Meetings

Schedule: approved by unanimous Committee vote, on motion of Reps. Prete & Comey

3) Public Comments: none

4) To consider and if appropriate, approve an agreement between the Branford Board of Education and the Branford Education Association, July 1, 2018 – June 30, 2021

The proposed contract was presented to the Committee by Board of Education Chair Michael Krause and the Superintendent of Branford Public Schools, Hamlet Hernandez.

Hamlet stated that the BOE had three goals, all met, in this contract: control economics, continue to make inroads with the premium cost share contribution and limit the health care cost increase. The mediated contract, (settlement reached at 3 a. m.,) calls for increases each year of 2.38%, 2.71% and 2.76%

There are 283.7 F.T.E's. at present, (three years ago there were 300,) and current salaries contract cost is \$22,418,882. Proposed contract increases by \$526,000 in year 1, additional \$629,000 in year 2 and an additional \$656,000 in year 3. In year 1 all F.T.E's receive the 2.38% salary increase. However in years 2 and 3 in the proposed contract, no salary increases are made (just for the highest step 14,) and the increases in pay are paid through the steps only in years 2 & 3.

Half of the teaching staff, (54%,) are already at top step 14 and they will only receive a 1.25% salary increase for the 2nd and 3rd years of the proposed contract.

Teachers advance one step per year after being evaluated and a goal setting meeting and mid year conferences are held each year on teacher performance. There are 16 teacher coaches and Asst. Supt. Dr. Buono assesses, as well. There is language in the contract for the B.O.E. to be able to withhold, for unsatisfactory performance by a teacher, half of their proposed salary increase at the top step or all of an annual step increase to those teachers in steps 1 – 13.

The high deductible health insurance plan calls for increasing the teacher's contribution to: 16.5%, 17.5% and 18%. By the 3rd year of contract, prescription drug plans co-payments go to \$10/25/40 (retail.)

Other contract features include: changing the worker's compensation language to be more protective of Board's resources, (paid sick leave gets tapped into more,) the increase is below similar contracts being made now in similar Towns. Branford will continue to pay greatly higher salaries than other similar towns.

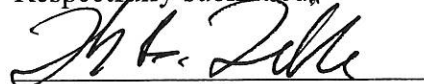
The Committee members and RTM Representatives present engaged in a lively dialogue with questions and responses from Michael and Hamlet.

Upon motion of Reps. Prete and Comey, the motion passed 7-0-0.

5) Public Comments - none

6) Adjournment at 8:30 p. m. upon unanimous motion of Reps. Prete & Wells.

Respectfully submitted,



Frank B. Twohill
Chair