New York State School Boards Association

2018 TEACHER CONTRACT

Survey

Black River-St. Lawrence Results

(Includes Herkimer, Jefferson, Lewis, Madison, Oneida and Oswego Counties)

The online survey of school district and BOCES superintendents began on January 3, 2018 and ended on March 16, 2018. A total of 26 completed surveys from Black River-St. Lawrence were received for a response rate of 41 percent.

Please fill out this survey based on the teacher contract you are **currently operating under.** If your teachers are working under an **expired contract,** please respond to the survey based upon the terms of the **expired contract**.

Contract Information

1. Average length of teacher contract: **3.5 years**

2. Average number of days from the start of the contract to when the contract was signed: **250 days**

Salary Information

(Please do **not** include stipends for extracurricular activities, coaching, etc.)

3. For the following school years, please report the percentage increase for a teacher with a B.A. moving from step 1 to step 2 on your salary schedule but not moving lanes.
2015-16 school year to 2016-17 **2.8**%
2016-17 school year to 2017-18 **3.4**%

4. For the following school years, please report the percentage increase for a teacher with a B.A. moving from step 1 to step 2 on your salary schedule and moving lanes to an M.A.
2015-16 school year to 2016-17 **5.9**%
2016-17 school year to 2017-18 **5.7**%

5. For the following school years, please report the negotiated salary increase for all bargaining unit members, exclusive of step.
2015-16 school year to 2016-17 **2.7**%
2016-17 school year to 2017-18 **2.8**%

6. **Starting B.A. salary:** Salary for a FIRST-YEAR teacher with a bachelor's degree in the following school years:

	2015-16	2016-17	2017-18
Starting B.A. salary	**$40,369**	**$40,830**	**$41,765**

7. **Starting M.A. salary:** Salary for a FIRST-YEAR teacher with a master's degree in the following school years:

|	2015-16	2016-17	2017-18
Starting M.A. salary	**$43,705**	**$44,069**	**$44,514**

8. **10-year salary:** Salary for a teacher with a master's degree and in the 10th year of teaching (may or may not be "step 10") in the following school years:

	2015-16	2016-17	2017-18
10-year salary	**$52,452**	**$52,719**	**$53,294**

9. **Late-career salary:** Salary for a teacher with a master's degree and in the 25th year of teaching (may or may not be "step 25") in the following school years:

	2015-16	2016-17	2017-18
Late-career salary	**$73,804**	**$74,083**	**$75,479**

Black River-St. Lawrence is ❺ on the map
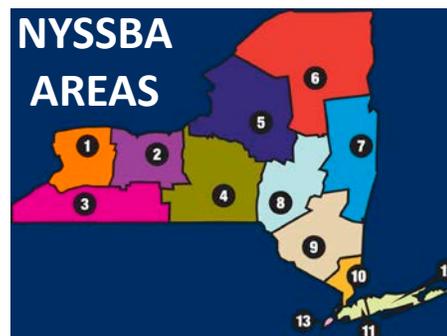
Health Insurance

10. Please provide the <u>annual</u> health insurance premium (major medical) charged by the insurance carrier per employee (regardless of employee contribution) for the health care plan with the <u>greatest number of enrollees</u> for the following years.

Annual Premiums	2016-17	2017-18
Individual coverage	**$7,664**	**$8,021**
Family coverage	**$19,400**	**$20,364**

11. What **percentage** of the total premium do the following groups of full-time active teachers (not the district) contribute toward their annual health insurance premium? (**Using plan from question 10**)

2017-18 Teacher Contribution	Individual Coverage	Family Coverage
New Teacher (hired in 2017, full time)	**12%**	**16.7%**
Most Senior Teacher	**9.6%**	**13.6%**

Retired Teachers

12. Does the district provide health insurance to **any** retirees? Yes **100.0%**   No **0.0%**

13. What is the average percentage a teacher who retired in 2017 (not the district) pays toward their annual health insurance premium?

2017-18 Retiree Contribution	Individual Coverage	Family Coverage
Retired Teacher (retired in 2017)	**14%**	**21%**

14. Does the contract require Medicare enrollment at age 65? Yes **73.1%**   No **26.9%**

Current Negotiations

15. In your most recent round of negotiations, was the district able to negotiate any contractual changes that resulted in monetary savings to the district? Yes **54.2%**   No **45.8%**

Of the concessions that school districts negotiated, below is a breakdown of the types of concessions:

Concession	% of all concessions
Health insurance	81%
Salary/pay	14.3%
Leave	----
Length of workday/work year	----
Retirement	4.8%

Districts that negotiated concessions reported the following dollar savings for the 2016-17 school year:*

Concession	2016-17 savings	Average per concession:
Health insurance	$730,383	$56,183
Salary/pay	Insufficient data	Insufficient data
Leave	n/a	n/a
Length of workday/work year	n/a	n/a
Retirement	Insufficient data	Insufficient data

*Includes only those districts for which sufficient data was provided

Bargaining Objectives

16. Indicate the bargaining objectives achieved by the district during the latest round of collective bargaining.

Goal	% of districts that achieved
Health Coverage:	
1. Increase health insurance contribution for active teachers	**50%**
2. Increase health insurance contributions for retirees	**55%**
3. Require new(er) teachers to contribute more toward health insurance premiums than veteran teachers	**33%**
4. Increase deductibles/co-payments toward health insurance	**67%**
5. Reduce/eliminate health insurance coverage (e.g. cosmetic surgery or other elective procedures)	**0%**
Salaries:	
6. Link salary increases to inflation rate	**0%**
7. Eliminate steps/columns on the salary schedule	**22%**
8. Eliminate salary schedule completely	**14%**
9. Freeze salary schedule in at least one year of contract	**14%**
10. Sunset salary increases when contract expires	**33%**
11. Negotiate decreases to the salary schedule	**17%**
12. Negotiate an early retirement incentive	**44%**
13. Negotiate severance pay packages	**0%**
14. Increase number of steps to "cost down" increments	**33%**
Working conditions:	
15. Increase class sizes	**0%**
16. Decrease number of annual personal/sick leave days	**29%**
17. Increase the number of required teaching periods	**25%**
18. Increase length of workday	**14%**
19. Increase length of work year	**0%**

*Includes only those districts that sought each objective. Districts that did not seek each objective are not included in the calculation.