

Collective Bargaining Concessions

In an earlier survey you were asked about wage increases, decreases, and/or deferral or elimination of COLA's.

Please describe below any other types of collective bargaining concessions that have been made in order to preserve programs for students and provide an estimate of the costs that were avoided by the concession that were redirected to save programs for students. For example, increases in contractual class sizes, or relief from compensation for mandatory professional development time,

District:	Concession	
01 Barrington	Increase co-share for all certified staff to 20%, Redesigned benefits for office visits & ER	\$ 170,000.00
01 Barrington	Elimination of some positions and restructuring of programs and use of staff throughout the district	
03 Burrillville	Support Staff per their bargaining agreement received no increase in salaries for the 09-10 school	\$ 57,000.00
06 Coventry	1. Over-wrote 3rd year of contract (teachers)	
06 Coventry	-Eliminated 3% pay increase (give back)	\$ 1,000,000.00
06 Coventry	-High School Teachers accepted responsibility for advisory instruction (PBGR, .5 class added)	
06 Coventry	-Administrative contracts align to teachers saving 3rd year increase	\$ 65,000.00
06 Coventry	2. Support staff contract overwrote 3rd year giving back .5% salary increase	\$ 35,000.00
06 Coventry	3. 2nd and 3rd year of new teacher contract	
06 Coventry	-Flat increase \$500/teacher year 2	
06 Coventry	-2% increase year 3	
06 Coventry	2nd and 3rd year of support staff - level funded	
06 Coventry	4. Some concessions made	
06 Coventry	-Included up to \$350/teacher reimbursement for instructional materials purchased.	
06 Coventry	-moved salary to supplies	\$ 150,000.00
06 Coventry	5. Previous contract changes include	
06 Coventry	-15% copay teacher/12% copay support staff (health insurance)	
06 Coventry	-Common Planning Time beyond work day weekly for all PK-12 teachers.	
06 Coventry	And:	
06 Coventry	Coventry eliminated a subsidized tax sheltered annuity savings plan	\$ 700,000.00
06 Coventry	And:	
06 Coventry	Coventry converted the high school schedule to eliminate study halls (non-instructional time) savings	\$ 750,000.00
07 Cranston	BUS DRIVERS (2008-2009 THRU 2010-2011)	
07 Cranston	*Raises (0%,0%,3%)	
07 Cranston	*Additional Cost-Sharing (10% from 3%)	\$ 283,009.00
07 Cranston	*Elimination of Health Buybacks	\$ 208,458.00
07 Cranston	*Reduced Contribution to Legal Services Fund	\$ 18,095.00
07 Cranston	*Health Plan Design Changes	\$ 54,286.00
07 Cranston	CUSTODIANS (2008-2009 THRU 2010-2011)	
07 Cranston	*Raises (0%,0%,3%)	
07 Cranston	*Additional Cost-Sharing (10% from 3%)	\$ 311,315.00
07 Cranston	*Elimination of Health Buybacks	\$ 16,476.00
07 Cranston	*Health Plan Design Changes	\$ 55,098.00
07 Cranston	TEACHERS (2009-2010 THRU 2011-2012)	
07 Cranston	*Raises (1% (Top Step Only),2.25%,2.25%)	
07 Cranston	*Additional Cost-Sharing (15% from 5%)	\$ 5,437,498.00
07 Cranston	(NOTE - 17% in the last year)	
07 Cranston	*Health Plan Design Changes	\$ 1,219,330.00
07 Cranston	*Elimination of M.S. Dept. Chairs	\$ 851,067.00
07 Cranston	*Additional Teaching Time Assigned to H.S. Dept. Chairs	\$ 583,596.00
08 Cumberland	08-Cumberland: Wage Freeze For Fiscal 2009-2010 (each 1% would have been approx \$200,000+) Savings amount depends on raise	
08 Cumberland	Increased Medical Co-pay from 11% to 14.5%, 15.5% and 16.6% next three years (annual svgs)	\$ 200,000.00
08 Cumberland	Modifications of Health Care Plan Design (annual svgs)	\$ 600,000.00
09 East Greenwich	only teachers no longer eligible for parental leave (annual svgs)	\$ 25,000.00
09 East Greenwich	Re-design of healthcare plans (annual svgs)	\$ 28,000.00
09 East Greenwich	Elimination of Unted Health, premium based healthcare vs self insured (annual svgs)	\$ 80,000.00
10 E. Providence	Education Specialists & Teacher Assistants-Medical co-pay established equal to 5% of salary for family plan and 2.5% of salary for individual	\$ 96,756.00
10 E. Providence	Medical Plan design change instituting a greater deductible (\$500) and three tier prescription costs	
10 E. Providence	prescription costs \$7/30/50-Education Specialists & Teacher Assistants	\$ 110,813.00
10 E. Providence	Buy Back reduced and then eliminated in third year -Education Specialists & Teacher Assistants Assistants.	
10 E. Providence	2009-2010 Savings	\$ 23,563.00
10 E. Providence	Custodians-Medical co-pay increased from 3% to 5% for family plan and 1.38% to 2.5% of salary for individual in 2009-2010; from 5% to 6% and 2.5% to 3% in 2010-2011;	
10 E. Providence	from 6% to 7% and 3% to 3.5% in 2011-2012. 2009-2010 Savings	\$ 31,760.00
10 E. Providence	Custodians-First 8 hours of overtime paid as compensatory time off. 2009-2010 Savings	\$ 10,184.00
10 E. Providence	Custodians-\$150 annual clothing allowance in place of a uniform service	\$ 18,850.00

10	E. Providence	Custodians-Six furlough days to be paid at termination of employment (deferred obligation)	\$	40,745.00
10	E. Providence	Custodians-Staffing level changes allow district to fill six custodian positions with		
10	E. Providence	9.5 month hourly employees with no benefits	\$	190,674.00
12	Foster	There is a tentative agreement where every employee would take a one year pay freeze	\$	80,000.00
12	Foster	Reduced staff training	\$	2,652.00
15	Jamestown	Eliminated Copy Technician	\$	39,050.00
15	Jamestown	Eliminated Food Service Worker's	\$	23,186.00
15	Jamestown	Effective 10/1/09, all new hires will coshare 15% for medical and dental	\$	-
15	Jamestown	Change in Healthcare copayments from \$10,\$15,\$25,\$50 to \$15,\$25,\$50,\$100	\$	11,090.00
17	Lincoln	Remove sabbaticals	\$	89,000.00
17	Lincoln	Eliminate Administrator for the Day Stipend	\$	14,400.00
17	Lincoln	Require ee to pay difference between Classic coverage and Healthmate (standard)	\$	20,848.00
17	Lincoln	Increase in medical Coshare 10.5% to 13.5% (Year 1)	\$	108,268.00
17	Lincoln	Increase in medical Coshare 13.5% to 14.5% (Year 2)	\$	153,018.00
17	Lincoln	Increase in medical Coshare 14.5% to 15% (Year 3)	\$	182,472.00
17	Lincoln	Reduce medical waiver payment from \$3200 to \$2300	\$	80,100.00
17	Lincoln	Eliminate employee course reimbursement	\$	20,000.00
17	Lincoln	Increase ER copay to \$50	\$	17,000.00
17	Lincoln	Family ill days now reduce sick leave balance	\$	110,000.00
17	Lincoln	Coshare for prepaid legal coverage	\$	3,195.00
17	Lincoln	Reduce tutoring rate from \$44 to \$35 hourly	\$	5,550.00
17	Lincoln	Wage freeze - administration	\$	70,000.00
17	Lincoln	Wage freeze - support staff	\$	125,000.00
18	Little Compton	Maximum class size restrictions have been relaxed	\$	-
18	Little Compton	Medical co-pays have been increased each of the last three years	\$	182,933.00
19	Middletown	0% salary increase for: teachers, administrators, custodians, teacher assistants	\$	557,000.00
19	Middletown	1% salary increase for clerks	\$	22,000.00
19	Middletown	Both custodians and clerks agreed to re-open existing contracts and re-negotiate		
19	Middletown	their salary increases which were scheduled for a 3.5% increase over 2008-09. The		
19	Middletown	custodians agreed to a 0% increase and the clerks agreed to a 1% increase.		
19	Middletown	Middletown 2010-11:		
19	Middletown	Increased teacher and administrator health insurance co-share from 10% in		
19	Middletown	2009-10 to 13% in 2010-11.	\$	100,000.00
19	Middletown	Reduction of teacher and administrator health insurance benefits by 2% in 2010-11.	\$	50,000.00
19	Middletown	Froze teacher and administrator longevity stipends at 2009-10 rate.	\$	24,000.00
19	Middletown	Froze teacher director stipend at 2009-10 rate.	\$	2,000.00
19	Middletown	Froze teacher grade leader stipend at 2009-10 rate.	\$	1,000.00
19	Middletown	Froze teacher after school curriculum rate.	\$	3,000.00
19	Middletown	Froze athletic coaches salaries at 2009-10 rate.	\$	10,000.00
19	Middletown	Reduced teacher and administrator health insurance "buy back" from \$5,212		
19	Middletown	to \$3,200.	\$	73,100.00
19	Middletown	Reduced teacher and administrator retiree health insurance "buy back" from \$2,533		
19	Middletown	to \$2,500.	\$	1,200.00
20	Narragansett	Increase in co pay for health and dental insurance	\$	220,000.00
20	Narragansett	Reduction in teacher leader stipends	\$	45,000.00
20	Narragansett	Changes in HS Department Head teaching schedules	\$	75,000.00
20	Narragansett	No increase in longevity or advanced degrees for 1 year	\$	10,000.00
20	Narragansett	Elimination of one professional day by mandating monthly staff meetings	\$	75,000.00
24	North Providence	FY09 Concessions from all union & non union employee totaling over \$700,000	\$	739,064.10
26	Pawtucket	Teachers re-opened a contract due to expire 6/30/10. They were contractually due a 2% increase		
26	Pawtucket	Savings in FY10 = \$1,861,300		
26	Pawtucket	Savings over 3 year life of contract = 3,839,556		
28	Providence	New Salary Scale for Substitute Teachers FY 10	\$	1,200,000.00
28	Providence	New Salary Scale for Substitute Teachers FY 11	\$	1,200,000.00
28	Providence	Increased Teacher Medical Co-Share FY 10	\$	1,400,000.00
28	Providence	Change in ER Co-pay for Teachers FY 10	\$	120,000.00
28	Providence	Increased Teacher Medical Co-Share FY 11	\$	1,400,000.00
28	Providence	Change in ER Co-pay for Teachers FY 11	\$	120,000.00
28	Providence	Change in Rx Co-Pay for Teachers FY 11	\$	150,000.00
28	Providence	Increased Certified Administrators Medical Co-Share FY 10	\$	74,000.00
28	Providence	Increased ER Co-pay for Certified Administrators FY 10	\$	6,300.00
28	Providence	Increased Certified Administrators Medical Co-Share FY 11	\$	74,000.00
28	Providence	Increased ER Co-pay for Certified Administrators FY 11	\$	6,300.00
28	Providence	Change in Rx Co-Pay for Certified Administrators FY 11	\$	7,900.00
28	Providence	Increased Teacher Assistants Medical Co-Share FY 10	\$	19,000.00
28	Providence	Increased Teacher Assistants Medical Co-Share FY 11	\$	32,500.00
28	Providence	Increased Bus Monitor Medical Co-Share FY 10	\$	2,900.00
28	Providence	Increased Bus Monitor Medical Co-Share FY 11	\$	4,700.00
28	Providence	Increased BEST Medical Co-Share FY 10	\$	7,600.00

28	Providence	Increased BEST Monitor Medical Co-Share FY 11	\$ 18,750.00
28	Providence	Redeployment of Crossing Guards FY 10	\$ 270,000.00
28	Providence	Redeployment of Crossing Guards FY 11	\$ 1,080,000.00
31	Smithfield	Retirement incentive reduced for employees hired for the 2009-2010 year and beyond	
31	Smithfield	Teacher Health Care Co-Pays increased: 8% 08-09; 9.5% 09-10; 11% 10-11	\$ 308,826.00
31	Smithfield	Administrator Health Care Co-Pays increased: 8% 08-09; 11.5% 09-10; 13% 10-11	\$ 40,000.00
31	Smithfield	Clerks & Aides Co-Pays increased: 5% 09-10 with cap; 5% 10-11 no cap; 6% 11-12	\$ 23,706.00
31	Smithfield	Teacher/Admin Contract: Reduced Medical Buy-Back amount 08-09; 09-10; 10-11	\$ 129,081.00
31	Smithfield	Teacher/Admin Contract: Eliminated Dental Buy-Back amount 08-09 and on	
31	Smithfield	Clerks & Aides Contract: Reduced Medical Buy-Back amount 09-10; 10-11; 11-12	\$ 18,900.00
32	South Kingstown	Our first meeting with (NEA) teachers union is scheduled for 1/11/10.	
33	Tiverton	Health Insurance co-pay for certified staff was transitioned from a fixed amount to %	
39	Woonsocket	Teachers: The contractual monthly meetings were reduced from two to one along with a reduction Teacher Assistants: Deferral of half of the increase for second half of the 2008-2009 SY - the deferral to be paid out in five years. The salary for 2009-2010 had no increase over the 2008-2009 salary grid; however, the salary grid that was effective for negotiations is to be paid in two halves during the 2010-2011 school year.	
39	Woonsocket		
42	Metropolitan	Reduction in hours of one employee in FY10.	\$ 22,162.00
50	NE Laborer's	CUSTODIANS (2008-2009 THRU 2010-2011)	
50	NE Laborer's	*Raises (0%,0%,3%)	
50	NE Laborer's	*Additional Cost-Sharing (10% from 3%)	\$ 8,100.00
50	NE Laborer's	*Health Plan Design Changes	\$ 2,581.00
50	NE Laborer's	TEACHERS (2009-2010 THRU 2011-2012)	
50	NE Laborer's	*Raises (1% (Top Step Only),2.25%,2.25%)	
50	NE Laborer's	*Additional Cost-Sharing (15% from 5%)	\$ 87,753.00
50	NE Laborer's	(NOTE - 17% in the last year)	
50	NE Laborer's	*Health Plan Design Changes	\$ 20,649.00
54	Blackstone	Fy2010 TOTAL Freeze of All Wages as of Fy2009 including NO STEP increases	\$ 73,500.00
55	Compass	Although we were able to maintain our student programs we were unable to increase	\$ 50,000.00
55	Compass	our current limited foreign language, art and music program. Also, prevented hiring of a	
55	Compass	maintenance worker for the school	
60	Segue	60-Segue is in it's first year of operating. No Union.	
97	Exeter-W Greenwich	Subs (Teachers do 3 covers each no charge)	\$ 11,800.00
97	Exeter-W Greenwich	Mentoring (Forego stipend)	\$ 9,125.00
97	Exeter-W Greenwich	Course Reimbursement (Forego)	\$ 14,000.00
97	Exeter-W Greenwich	Coaches (Reduce stipend by 63%)	\$ 81,813.00
97	Exeter-W Greenwich	Clubs (Reduce stipend by 63%)	\$ 35,526.00
97	Exeter-W Greenwich	Co Teaching Stipend (Forego pay)	\$ 7,000.00
97	Exeter-W Greenwich	PD Committees (Forego Pay)	\$ 8,000.00
97	Exeter-W Greenwich	Non Cert ified (MOA) for hiring less than four hour with no benefits	\$ 12,771.00
98	Chariho	Freezing of Steps 1-8 for Three Years	
98	Chariho	Reduction in Steps 9-11 Over Three Years	
98	Chariho	Members Must Make Full Use of Available Technology	
98	Chariho	Promotions and Curriculum Development Positions Made Based Upon Best Qualified Candidate	
98	Chariho	Development of Competencies for Middle School Technology Teachers	
98	Chariho	Elimination of Sabbatical Leave	\$ 12,211.00
98	Chariho	Introduction of Academic Fellow	\$ 26,220.00
98	Chariho	Reduction in Paid Days Off from 18 to 16, with No Additional Time for Bereavement	\$ 2,255.00
98	Chariho	Introduction of Paid Time Off Concept	
98	Chariho	13 Week Limit on Maternity Leave	\$ 2,411.00
98	Chariho	No Advancement on Salary Schedule /135 days	\$ 45,034.00
98	Chariho	Elimination of Difference in Pay between Substitute and Regular Salary When Out on Long Term	
98	Chariho	Institution of Medical Verification Process	
98	Chariho	Elective Courses at High School Offered at Discretion of Administration	
98	Chariho	No Formula for Placement of Students at Elementary and Middle Levels	
98	Chariho	Teacher Evaluation Aligned to New Standards	
98	Chariho	Removal of Teacher Evaluation Language from Contract	
98	Chariho	Student and Parent Input into Performance	
98	Chariho	Longer School Day by Ten Minutes	
98	Chariho	Additional Duty or Common Planning Period at Middle School	\$ 52,801.00
98	Chariho	Advisory Considered Instructional; 45 Minute Advisory at High School	
98	Chariho	Two Hour Open House	
98	Chariho	Elimination of Restrictions on Correction of Mandatory Assessments	
98	Chariho	Elementary Teachers to Remain After School One Hour Per Week to Help Struggling Students	
98	Chariho	Early Release Days to Study Student Performance Data	
98	Chariho	Teachers Temporarily without Student Responsibility to Cover Class without Compensation	
98	Chariho	Elimination of Longevity for New Hires	

98	Chariho	Performance-Based Compensation	\$ 200,000.00
98	Chariho	Elimination of Inservice Facilitator Stipend - over the 3 years of the contract	\$ 57,000.00
		Health Insurance Co-Pays 5-10-16 for Those Not Currently Co-Paying - over the 3 years of the contract	\$ 238,969.00
98	Chariho	Reduction in Refusal of Coverage Buyback - over the 3 years of the contract	\$ 37,000.00
98	Chariho	Pro-ration of Health Care Premiums for Part-Time Employees	\$ 8,603.00
98	Chariho	Proration of Benefits for Part-time Employees (.5 FTE +)	\$ 4,250.00
98	Chariho	Just Cause Language	
98	Chariho	Teachers Must Maintain Certification for Current Position	
98	Chariho	Unpaid Leave for Those Not Certified for Position	
98	Chariho	Removal of Extracurricular Positions from Contract	
98	Chariho	Reduction in Department Head Stipend - over the 3 years of the contract	<u>\$ 2,350.00</u>
98	Chariho	Thinner Contract by 22%	
		Total Concessions with defined savings:	\$ 25,615,046.10