

**HIGHLIGHTS OF THE CHANGES TO THE AGREEMENT  
BETWEEN THE  
DERRY COOPERATIVE SCHOOL BOARD  
AND THE AFSCME COUNCIL NO. 93, LOCAL 1801  
2019-2021**

- 1) ARTICLE 8: LETTER OF AGREEMENT: The board notified the union that it intends to extend the work day to 6.5 hours, effective July 1, 2019, for special education assistants assigned to 1:1, 1:2, Isle or Project ME. No change to the collective bargaining agreement is necessary to make this change because it already allows the School District discretion to determine the number of hours per day for each position. The Board provided this notice to the Union so that the Union would have an opportunity to negotiate over the impact of the change, if any, if it wished to.
- 2) ARTICLE 12: INSURANCE : The agreement modifies article 12.1(c) with regard to the health insurance buyout provision in accordance with requirements of the Affordable Care Act.

Language modified to now require proof of coverage by alternative insurance, for the employee and others for whom the employee expects to claim a personal exemption deduction, from a non-District source that provides minimum essential coverage (other than in the individual market).

- 3) ARTICLE 20.1 DURATION: This agreement is a 2-year agreement from 7/1/19-6/30/21.
- 4) APPENDIX A- WAGE SCHEDULE: The first step of the salary schedule “Hire to June 30 of year 1” was collapsed making the first step now “Hire to end of year 5”. The Steps decreased from the current 8 steps to 7 steps. This change increased the span from hire to step 2 to 5 years.

Each cell in the salary schedule was increased by \$.35 cents in year 1 and \$.35 cents in year 2.

**Costs:**

Wages Year 1:	\$2,833,184.00	
Increase over 2017-18:	\$141,397.00	
Fica:	\$10,816.87	
NH Retirement Sys.:	\$1,916.55	
<b>YEAR 1 TOTAL:</b>	<b>\$154,130.47</b>	<b>5.25%</b>

Wages Year 2:	\$2,921,144.00	
Increase:	\$87,960.00	
Fica:	\$6,728.94	
NH Retirement Sys.:	\$2,050.81	
<b>YEAR 2 TOTAL:</b>	<b>\$96,739.78</b>	<b>3.10%</b>