

Summary of Savings: Agreement Between _Sprague BOE and MEUI "Independent" Local 506 Sprague Non Certified Staff

General Topic	Change	Fiscal Impact			
		FY 21-22	FY 22-23	FY 23-24	FY 24-25
Wages	General Wage Increases %	2.25%	2.5%	2.5%	__%
	Cost of General Wage Increase in \$	\$ 31,094	\$ 18,842	\$ 16,015	\$ -
	Cost of Step Yearly Increment Changes in \$	\$ -	\$ -	\$ -	\$ -
Healthcare	Health Plan Design Change: Cost/(Savings)	\$ -	\$ -	\$ -	\$ -
Health Premium Cost Share	Current employee share	12%	12%	12%	
	Proposed employee share	12%	12%	13%	
	Projected Savings	\$ -	\$ -	\$ (3,543)	\$ -
Pension	Current Contribution __%	4%	4%	4%	__%
	New Contribution __%	4%	4%	4%	__%
	Cost/(Savings) in \$	\$ 1,244	\$ 754	\$ 641	\$ -
Net Annual Impact		\$ 32,338	\$ 19,596	\$ 13,113	\$ -
Sick Leave	Current provisions: _10 per year __				
	New provisions: _15 per year __				
	Cost/(Savings)	\$ -	\$ -	\$ -	\$ -
Vacation Personal Leave	Current provisions: 4/2 days per year (12mo / 10mo) __				
	New provisions: _Stays same __				
	Cost/(Savings)	\$ -	\$ -	\$ -	\$ -
Other Measures to Offset Costs of Contract					
Added Holiday (Day after Thanksgiving)	Cost/(Savings)	\$ 2,278.00	\$ 2,348	\$ 2,407	\$ -
	Cost/(Savings)	\$ -	\$ -	\$ -	\$ -
	Cost/(Savings)	\$ -	\$ -	\$ -	\$ -
Total Savings (includes one-time and non-recurring)		\$ 34,616	\$ 21,944	\$ 15,520	\$ -

Notes:

GWI for 21/22 is 2.25% with the exception of the Building Subs (\$100 per day to \$110 per day) and Interventionists (\$14/hr to \$17/hr).

GWI for 22/23 is 2.5% with the exception of any employee below \$15 per hour increasing to \$15 per hour to meet minimum wage requirements.

GWI for 23/24 is 2.5% with no exceptions.

Health Care in 23/24 assumes an estimated 10% increase in premiums. All health care assumes membership in the plan for the non certified union stays the same.

AREA TOWNS IN SAME DRG

COMPARSION

PARA 2021

Town	Current Ranking	Lowest Step	Highest Step	Number of Steps
Voluntown	126	\$16.18	\$18.77	5
Canterbury	127	\$18.69	\$21.97	4
Thompson	136	\$13.58	\$20.17	5
Sterling	150	\$14.41	\$16.91	1
Sprague	152	\$14.00	\$16.72	0
Griswold	153	\$18.44	\$22.27	5
DRG Average		\$16.57	\$20.52	6

CUSTODIAN 2021

Town	Current Ranking	Lowest Step	Highest Step	Number of Steps
Voluntown	126	\$14.41	\$15.28	5
Canterbury	127	\$19.88	\$21.20	4
Thompson	136	\$23.02	\$24.17	3
Sterling	150			
Sprague	152	\$14.07	\$14.86	0
Griswold	153	\$17.98	\$25.14	5
DRG Average		\$19.77	\$26.27	5.5

Area Board of Education Settlements

Since January 1, 2022

Town	Settlement Date	Group	2021-22	2022-23	2023-24	2024-25	Notes
Norwich	1/4/2022	Food Service	2.00%	2.00%	2.00%		
Norwich	1/4/2022	Custodian/Maint	2.00%	2.00%			
Bolton	1/26/2022	Secretary/Nurse		2.20%	2.51%	1.56%	No step 23-24
Bolton	1/25/2022	Paraprofessionals		1.26%	2.50%	1.30%	No step 23-24
Windham	2/9/2022	Nurses	3.00%	3.00%	3.00%		Add \$500 equity adjustment each year
Coventry	2/24/2022	Custodian/Maint	3.00%	3.00%	3.00%		
Columbia	2/24/2022	Noncertified	3.00%	2.50%	2.50%		
East Lyme	4/11/2022	Paraprofessionals		2.75%	2.75%	2.75%	
Manchester	5/19/2022	Paraprofessionals		Restructure	2.00%	2.00%	2.25% at max in 23-24