

## Special Town Meeting – October 11, 2023

Electors and others qualified to vote at Town meeting in the Town of Bolton met at the Bolton Town Hall, 222 Bolton Center Rd, Bolton, CT on October 11, 2023, for Bolton's Special town meeting. Present were: First Selectman Pamela Z. Sawyer, Selectman Adam Teller. Also present were several members of the public and the Board of Education.

Town Meeting Moderator, Tom Fiorentino, called the meeting to order at 6:15 p.m. and read the call of the meeting, the return of notice, and the item to be voted upon.

### Item # 1

1. To consider and act upon the approval of the Professional Agreement between the Bolton Board of Education and the Bolton Education Association (teachers' contract) for the period July 1, 2024, to June 30, 2027. This is pursuant to the Town of Bolton Charter, Chapter 9, Section 9.3 number 10.

Moderator, Tom Fiorentino, set the meeting rules regarding voting being conducted in person only, online attendees were not permitted to vote. He also asked the audience to give people a chance to speak and conduct themselves with courtesy. He then opened the floor to Superintendent, Kristen Heckt, to present a Power Point presentation regarding the contract.

Following the presentation, Superintendent Heckt answered questions from residents.

Kawan Gordon, of Golf Lane, asked for clarification on a bullet point in the slide referring to approval of a Physician for absences; does this include PA, APRN. Ms. Heckt said yes since most times you can't even get to see a Physician.

Laura Webb, of Volpi Rd, asked what the percentage was of teachers at the top step. Ms. Heckt didn't have the information available.

Ms. Webb then asked about the increases and steps. Ms. Heckt verified that the top step would be 3%, others at lower steps move up a step at the next year and get an increase of 1.3%.

Ms. Webb then addressed the recruitment issue suggesting that lower step employees should get higher increases to solve that problem. Ms. Heckt said that they are competitive in the middle range since eliminating the lower steps.

Ms. Webb then asked about the steps equating to years of service. Ms. Heckt stated that was the case but because of freezes, now it does not reflect that. If you come from another school, it would reflect that.

Ms. Webb asked how this would affect the mill rate and was that calculated. Ms. Heckt did not have that information.

Adam Teller, Elizabeth Rd, asked about automatic increases for those that obtain PHD's. Ms. Heckt said that they would get an increase with a 6 yr. certificate as long as it was an approved program.

Mr. Teller asked if those programs were approved only when needed. Ms. Heckt answered no.

July 4, 1776 Noun  $A^2 + B^2 = C^2$  Lincoln  $a + (-a) = 0$  now  
Shakespeare matter Presidents Average  $H_2O$  Neptune alloy Ecology classification circumference  
Chemistry Atlas Friction H<sub>2</sub>O probability Kelvin Sociology  $X^a + Y^a = (xy)^a$  a Particle  
Area 45° Osmosis Atmosphere Botany Theorem Continents Economics Kinetic Compound  
Biology Grammar  $\log_b(1) = 0$  volume Polynomials Kinetic Compound Hypothesis  
government culture  $\log_b(1) = 0$  volume Polynomials Kinetic Compound Hypothesis  
Science Atomic Number Reaction

# Proposed BEA Contract

2024 - 2027

Prime Numbers 180° Caulfield Alliteration NaCl Perimeter Holden  
Ni Physics Onomatopoeia Buoyancy Plato Quadratic Equat Binary converge  
Adverb Celsius Twain Latin Da Vinci Mass Napoleon Inca Conditio  
Battle of Hastings Celsius Twain Latin Da Vinci Mass Napoleon Inca Conditio  
circumradius Diameter longitude Exobiology Colonial America Pueblo Diagonal Aristotle glosse  
parallel health Darwin Nebula Roman Empire  $x^2 + (a+b)x + ab = (x+a)(x+b)$   
particle Isotope simile science metaphor Hg<sup>2+</sup> polyatomic + subjunctive New  
adjective Argon Etymology Actinoids Atmosphere Ionic chemistry statistics  
Revolutionary War Argon Etymology Actinoids Atmosphere Ionic chemistry statistics  
Homonym Etymology Actinoids Atmosphere Ionic chemistry statistics  
Literature punctuation electrons matter Cenozoic Era  
Einstein History Research





# Salary Information - State and Area Districts

State/District	2023-2026 3 Year Average Settlement Data	2024-2027 3 Year Average Settlement Data
State of CT	12.08%	12.23%
Ashford	11.54%	
Hebron	12.29%	
Lebanon	12.66%	
Manchester	16.47%	
Bolton		12.12%

A blue bracket groups the settlement data for Ashford (11.54%), Hebron (12.29%), and Lebanon (12.66%), with a line pointing to the text "= 13.24%".

# 2024-2027 Contract Changes – Salaries

Years	GW General Wage Increase Based on 2023-2024 Base	Step	Total Projected Cost Based on 2023-2024 Base = \$6,529,535
2024-2025	1.5% below top step and 3.0% at top step	Yes Drop Step 2 (Step 1 dropped in current contract - still listed as Step 1)	4.53% = \$295,515
2025-2026	1.3% below top step and 2.25% at top step	Yes Drop Step 3 (Steps re-numbered 1-10)	3.92% = \$267,526
2026-2027	1.3% below top step and 2.25% at top step	Yes	3.67% = \$260,222
2024-2027 3 Year Total			12.12% = \$823,263



# 2024-2027 Contract Changes - Stipends

Years	Stipends	Increase
Current Contract 2023-2024	1 point = \$462 Miscellaneous Stipends: Dance Chaperone = \$71 SAT Prep - \$318	N/A
2024-2025	1 point = \$467 Miscellaneous Stipends: Dance Chaperone = \$72 SAT Prep - \$321	1.1% = \$3,500
2025-2026	1 point = \$472 Miscellaneous Stipends: Dance Chaperone = \$73 SAT Prep - \$324	1.1% = \$3,500
2026-2027	1 point = \$477 Miscellaneous Stipends: Dance Chaperone = \$74 SAT Prep - \$327	1.1% = \$3,500



# 2024-2027 Contract Changes - Benefits

Years	Employee Premium Cost Share Health and Dental	District Premium Cost Share Health and Dental
Current Contract 2023-2024	20% - Health 16% - Dental	80% - Health 84% - Dental
2024-2025	21% - Health and Dental	79% - Health and Dental
2025-2026	21.5% - Health and Dental	78.5% - Health and Dental
2026-2027	22% - Health and Dental	78% - Health and Dental



# Contract Changes – Other

- ❖ Three year agreement for July 1, 2024 – June 30, 2027
- ❖ Homebound Instruction and Tutoring –from \$30 to \$32 per hour
- ❖ Addition of Extended School Year Instruction for \$59 per hour
- ❖ Addition of Initial Contracts to allow placement on salary schedule for teachers hired in a shortage area as defined by the CSDE shall be at the sole discretion of the Superintendent of Schools
- ❖ Change in health insurance language to reflect Connecticut State Partnership Plan (SPP)
- ❖ Allows for reopener language for health insurance due to changes in SPP fees or charges (individually or collectively) that would substantially increase the cost of the medical insurance plan offered and to allow for the previous High Deductible Health Plan with Health Savings Account to be the baseline for such negotiations, and the parties shall consider the following additional factors:
  - \*Trends in health insurance plan design outside of the SPP;
  - \*The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.

# Contract Changes – Other

- ❖ Change from in excess of five (5) to three (3) days for the administration to request a medical verification from a physician for consecutive absence or in cases of suspected abuse of sick leave and it will now be at the individual's expense instead of the district's expense.
- ❖ Language clarification on personal leave for religious holy days
- ❖ Addition of bereavement leave for immediate family, grandparents, in-laws, and grandchildren
- ❖ Change arrival time from 10 to 15 minutes before school starts and leave time from 15 to 10 minutes after official dismissal of students
- ❖ Amend Appendix C to remove language referring to beginning of 2012-2013 contract year



QUESTIONS?

