

Westerly Public Schools
Westerly Teachers' Association Contract
FISCAL IMPACT STATEMENT
(Pending Ratification on 7/12/18)

Westerly Public Schools and the Westerly Teachers' Association have tentatively agreed upon a 3-year contract effective September 1, 2018 through August 31, 2021. The contract which represents 296 members currently, will include a wage increase of 0% (FY 2019), 1.5% (FY 2020) and 1.5% (FY 2021).

The union has agreed to increased healthcare contributions and plan changes for a projected savings to the School District of \$264,005 in year 1, \$460,540 in year 2 and \$460,540 in year 3. All new hires will be offered only the high deductible healthcare plan with a 20% co-share.

The total projected cost to the School District is \$956,094 over the 3-year contract period.

**Westerly Public Schools
Westerly Teacher Association
Fiscal Impact 3 Year, FY2019 - FY2021
In Accordance With RIGL 16-2-21-6**

Wages and Benefits	FY2018 Adopted Budget	FY2019 Adopted Budget*	Budget Change
Wages	\$ 23,488,008	\$ 23,355,324	\$ (132,684)
Pension	\$ 3,737,418	\$ 3,845,193	\$ 107,775
Payroll Taxes	\$ 327,189	\$ 326,318	\$ (871)
Medical	\$ 3,465,227	\$ 4,690,545	\$ 1,225,318
Other Fringe Benefits	\$ 391,831	\$ 396,568	\$ 4,737
Total	\$ 31,409,673	\$ 32,613,948	\$ 1,204,275

*FY2019 Adopted Budget Includes: a 0% increase to teachers, step increases to teachers p/schedule in contract, a 24% medical increase, and staffing reductions.

Wages and Benefits	Fiscal Impact FY2019 **	Fiscal Impact FY2020	Fiscal Impact FY2021	Total Fiscal Impact
Wages ***	\$ -	\$ 599,034	\$ 1,219,257	\$ 1,818,291
Pension	\$ -	\$ 97,725	\$ 198,798	\$ 296,523
Payroll Taxes	\$ -	\$ 8,686	\$ 17,679	\$ 26,365
Medical	\$ (264,005)	\$ (460,540)	\$ (460,540)	\$ (1,185,085)
Other Fringe Benefits	\$ -	\$ -	\$ -	\$ -
Total	\$ (264,005)	\$ 244,905	\$ 975,194	\$ 956,094

**Calculated from FY2019 adopted budget, subject to staffing changes and insurance plan election changes.

*** Inclusive of all step and lane changes and adjustments to salaries