



# VERONA

## PUBLIC SCHOOLS

September 2, 2015

The Verona Board of Education and Verona Education Association are pleased to announce the terms of new collective bargaining agreement. The negotiation cycle commenced in September 2014 and was resolved in July 2015 with the counsel of a state mediator (PERC). Both the BOE and the VEA ratified the new contract on September 1, 2015, retroactive to July 1, 2015. The term of the new agreement is from July 1, 2015 – June 30, 2018.

*“The success of our school district is very dependent on attracting the best teaching staff for our students. A comprehensive package that combines salary, benefits and professional support for our staff ensures we are all working together towards common successes.” – John Quattrocchi, BOE President*

*“We are pleased to have a competitive contract for our teachers, administrative assistants, custodians, maintenance personnel, medical staff, and counselors. The Verona Education Association and the Board of Education share a commitment to providing educational and work environments that promote quality instruction and service to the community. The ability of our two groups to ratify this agreement prior to the start of the school year is evidence of our continued positive working relationship. Such successful collaborative efforts benefit the students of Verona.” – Christopher Tamburro, VEA President*

### Salary Guide

- The agreement provides salary increases of 2.77%, 2.50% and 2.50%, overall, in each respective year of the contract. Distribution of salary varies across the salary guide depending on individual staff credentials.
- Staff will move increment steps in years 1 and 3 (so there are 2-increment steps across the 3-year term).
- Steps 1 & 2 are collapsed into one step, and an additional step is added just before the top of the salary guide. An additional guide step is also added to the Custodian/Maintenance salary guide.

### Healthcare

- The healthcare plan will change to a lower-cost plan, saving approximately \$116,000/annualized. Important to note that the Board and VEA have agreed to changes to the health plan in each of the two prior contracts. In total, these savings have reallocated more than \$700,000 from the healthcare budget and into the district operating budget.
- Current staff will be frozen at their “Chapter 78” healthcare contribution level in years 2 and 3 of the contract. New staff hired in that period are not frozen. The VEA staff contribute approximately 21% of the overall total premium costs for medical insurance coverage. Staff contributions are based on salary level and type of plan coverage for each individual member.
- The BOE and VEA will work to develop additional lower-cost health plan alternatives for the staff, as we seek to further shift the forward cost of the plan.

### Other

Additional professional development and role clarity will ensure:

- Effective collaboration on curriculum writing and revision
- Proper staff coverage at all school athletic events
- Full professional development for new and part-time staff
- Smaller science class sizes & allow more flexibility to restructure VHS Science Lab classes

Sincerely,

John Quattrocchi  
President, Verona Board of Education

Christopher Tamburro  
President, Verona Education Association