



**CONFIDENTIAL ATTORNEY-CLIENT COMMUNICATION
MEMORANDUM**

TO: Members, Stamford Board of Finance

Cc: Members, Stamford Board of Education,
Dr. Tamu Lucero, Ryan Fealey, Christopher Soules

FROM: Thomas Mooney

RE: Summary of Tentative Agreement Reached with the Stamford
Administrative Unit

DATE: October 29, 2022

On October 7, 2022, the Stamford Administrative Unit and the Board Negotiations Committee reached a tentative agreement on a new three-year collective bargaining agreement, effective July 1, 2023. In accordance with **Section C6-20-7(c)** of the City Charter, the Board of Education must now present the tentative agreement to the Board of Finance and request “an advisory opinion to the Board of Education of the total cost and potential long-term burden of the proposed agreements.” The Board hereby provides the following summary concerning the terms of the tentative agreement.

In accordance with the Teacher Negotiations Act, the Board of Education commenced negotiations with the SAU on September 7, 2022. The Board of Education was represented in these negotiations by Jackie Heftman, Andy George, Fritz Chery, and Dr. Tamu Lucero, and me. After four negotiation sessions, the Board Committee reached a tentative agreement with the SAU. .

The terms of the tentative agreement on a new three-year contract are as follows:

I. Salary:

2023-2024

- Increase maximum steps by 4%
- Increase Steps 1 and 2 by 3.5%
- Step movement for administrators not at maximum

Projected cost 4.4%

2024-2025

- Increase all steps by 3%
- Step movement for administrators not at maximum

Projected cost: 3.11%

2025-2026

- Increase all steps by 3%
- Step movement for administrators not at maximum

Projected cost: 3%

Three-year projected cost: 10.51%

We are aware of twenty-nine settlements of administrator contracts this year, and the average projected cost increase of these settlements is 8.68% over three years. The Board of Education supports this settlement with the SAU. Stamford administrators have worked tirelessly throughout the pandemic. Moreover, the salary increases are less than 1% per year above average, and they only partially bridge the pay gap between Stamford administrators and administrators in Norwalk, the school district most comparable to Stamford.

For the further information of the Board of Finance, I attach a cost analysis prepared by Ryan Fealey.

II. Insurance:

The Board provides insurance to administrators (and other Board employees) through the State Partnership Plan. There are no plan design changes in this contract settlement, and premium cost sharing is 22.5% in each year of the contract.

The contract has provided that the Board may reopen negotiations over the State Partnership Plan if there are changes in the plan. This proposed settlement expands the Board's ability to open negotiations over a new health insurance plan in additional circumstances as follows:

- iv. ***If the SPP is revised to create different plan design options. Reopener negotiations shall be limited to health insurance plan design and funding, premium costshare and/or introduction of an additional optional health insurance plan.***
- v. ***If the Board identifies a cost-effective alternative to the SPP. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.***

Given concerns about the long-term viability of the State Partnership Plan, these additional options, especially the second new option, may be helpful to the Board of Education in the future.

III. Language:

While not directly the concern of the Board of Finance, the Board achieved a favorable change to the contract language, which will now permit transfers of administrators at all levels. The other changes to the contract language are technical changes and clarifications.

On behalf of the Board of Education, I thank the Board of Finance for its consideration of this tentative agreement. Please let the Board know if any other information would be helpful in your consideration of this proposed settlement. Thank you.



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Tamu Lucero, Superintendent of Schools

To: Board of Finance
 From: Ryan Fealey, Director of Finance
 Re: Tentative Agreement with Stamford Administrative Unit
 Date: October 28, 2022

As a supplement to the summary of the Tentative Agreement between the Stamford Board of Education and the Stamford Administrative Unit provided by Shipman & Goodwin LLP, below please find some additional financial details regarding the proposed settlement:

	GWI Costs	Normal Step Cost	Total Cost
2023-24	\$531,652	\$72,221	\$603,873
2024-25	\$429,388	\$15,756	\$445,144
2025-26	\$442,743	\$0	\$442,743
Salary Total			\$1,491,760

B. Additional Costs

\$0

C. Health Insurance Offsets
(Currently 22.5%)

2023-24	22.5%	\$0.00
2024-25	22.5%	\$0.00
2025-26	22.5%	\$0.00
Total Offset		\$0.00

D. Total Contract Costs

\$1,491,760

2023-24 \$603,873.00



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2024-25	\$445,144.00
2025-26	\$442,743.00

E. Average Annual Increase

\$497,253.33

If you have any questions, please do not hesitate to contact me at rfealey@stamfordct.gov