

# Hudson Federation of Teachers

## Summary of Cost Changes for Proposed Two-Year Contract

Updated January 14, 2021

Article/ Section	Category	Summary of Proposal	Cost Item?	Year 1 Cost Est.	Year 2 Cost Est.
IV/A	Salaries	<b>2021/22</b> <ul style="list-style-type: none"> <li>Salary schedule adjustment, employee granted step. Top step gets a one-time stipend of \$1-2K dep on track.</li> <li>Paras &amp; LPNs - \$500 to scale + step with \$1,500 for those on top</li> </ul> <b>2022/23</b> <ul style="list-style-type: none"> <li>Employees move up a step and \$250-2,500 stipend for those on top</li> <li>Paras &amp; LPNs - \$500 to scale + step with \$1K-1,500 for those on top</li> </ul>	Yes	\$725,691	\$702,059
IV/A	Salaries	LPNs designated as school-wide nurses pd lump sum of \$1K in two \$500 installments (up from \$500)	Yes	\$609	N/A
V/A	Insurance	Health <ul style="list-style-type: none"> <li>Year 1 cost share change to 90% district, 10% HFT member</li> <li>Year 2 cost share change to 89.5% district, 10.5% HFT member</li> </ul>	Yes	(\$159,000)	(\$26,500)
V/G	Course Reimb	Allied Health Professionals \$500 per employee for continuing ed & workshops	Yes	\$9,000	N/A
VI/E & J	Salaries	Lunch & recess monitor duty pay \$15/hr (increased from \$12-13/hr)	Yes	\$5,955	N/A
VII/C	Leave	Update to "Maternity Leave" section - apply to adoptions; spouse granted one week (up from one day) of sick time use	Yes	\$1,550	N/A
VII/D	Leave	Update to "Funeral Leave" section - change title to "Bereavement Leave" and permit use of up to 5 sick days beyond the 3 bereavement days	Yes	\$1,937	N/A
VIII/A	Retirement	Update to "Separation Pay" - change to "Retirement Pay" after 20 yrs service and if employee meets eligibility under NHRS - will also apply to Paras & LPNs (Year 2 cost added)	Yes	N/A	\$17,709
Appendix B	Salaries	Update dates and change a couple of stipends: <ul style="list-style-type: none"> <li>Swing Chorus - Cat II (\$950) to Cat III (\$2K)</li> <li>HMS Cheerleading - increase to \$2,400 (\$200)</li> <li>Chaperone pay inc from \$12 to \$15/hr</li> </ul>	Yes	\$2,236	N/A
<b>Totals</b>				<b>\$587,977</b>	<b>\$693,268</b>
<b>Tax Rate Impact</b>				<b>\$0.18</b>	<b>\$0.22</b>