



## Areas where management has *annually* obtained cost savings from Webster Teachers

The Webster CSD has the 2nd lowest tax and per-pupil cost in the county because Webster teachers have already been making their fair share of sacrifices for 20 years.

**1991** – Webster Teachers accepted a pay freeze to “save” the nurse-teachers. This position was *eliminated the very next year!* Each of nearly 600 teachers who made this concession lost *thousands* of potential earning dollars *and* dollars in their individual retirement.

**Since 1995** – Webster Teachers have contributed 10% to their health care; most Monroe county districts did not even begin making such contributions until 2000 – most still contribute only 5%. The Rochester City School District teachers still do not contribute a cent to their health care premiums.

**Since 2004** – Webster Teachers joined the Rochester Health Care Consortium - the Blue Point 2 medical insurance plan offered by the Rochester Area School Health Plan (RASHP). The first-year estimated cost-saving was considered nearly 12% *below* the Blue Cross standard medical insurance plans offered to individual districts that year. That’s already 7 years of such savings to Webster Schools.

**The 2008 – 2012 CONTRACT between the Superintendent of the Webster Central School District and the Webster Teachers Association contains numerous financial and professional time concessions that teachers have already made. These include:**



- Teachers hired after July 1, 2008 are enrolled in the cheaper Health Care program (RASHP Blue Point 2 Value) coverage rather than the Health Care program (RASHP Blue Point 2 Select) coverage enjoyed by teachers hired prior to this date. This is a concession by teachers.
- The “buy-out” for teachers not taking the Blue Point 2 medical plan was reduced by \$540 (\$3,948→\$3,408) for employees hired on or after July 1, 2008. The buy-out increases by a maximum of 4% annually – so it no longer is equal to the single medical premium. This is a concession by teachers.
- In 2001, the 105 Medical Reimbursement Plan was \$600 (individual) and \$900 (married district teachers); these amounts increased only \$25 in 2005 and since 2006 these amounts have stagnated at \$675 and \$975 respectively. This is another concession.
- Since 2000, professional development opportunities funded by the Professional Practices Committee (PPC) has not grown a penny from \$275,000. Adding simply 3% each year since 2000, this amount *should* have grown (simply to adjust for increased travel expenses and registration fees) to \$380,669 (\$105,669 savings). Compounding that, this professional development funding source has not adequately grown – WCSD has added approximately 100 teaching positions over the last decade. This is a concession by teachers.
- From 2000-2009 there were 185 teacher work days; 186 days in 2009-2011, and there will be 187 in 2011-2012. That’s 3 additional work days x nearly 800 teachers (@ \$250/day - \$600,000). This is a concession by teachers.

### **ADDITIONAL SAVINGS for 2011:**

**February 2011:** Your elected building representatives and officers ratified the Memorandum of Understanding (MOU) for the district to offer its retirement incentive again this year for eligible colleagues. This will save the district approximately \$700,000.

### **HOW IS THE SUPERINTENDENT VIOLATING THE TAYLOR LAW?**

**According to Article 209-a of The Taylor Law,** “It shall be an improper practice for the public employer or its agents to deliberately interfere with, restrain or coerce public employees in the exercise of their rights ...” or “...to dominate or interfere with the administration of any employee organization.”

Before even returning from the "Advancing Student Achievement Through Labor-Management Collaboration" national conference in Denver last month, Superintendent Bovard began her demands for teachers' concessions – focused solely on lobbying teachers to forego their pay raise as ratified in the 2008-2012 Teachers’ Contract. Instead of engaging in interest-based collaboration and collective bargaining/negotiations with the WTA leadership, Adele Bovard is attempting to scapegoat Webster Teachers. Her barrage of intimidating emails and budget presentations attach the retention of all teaching staff for the 2011-2012 school year to a wage freeze by teachers. Any concessions by the WTA must be made within the framework of larger negotiations that would protect and enhance teachers' ability to deliver a quality education in Webster. WTA leadership is willing to talk about logical alternatives. Unfortunately, management has cancelled all meetings with our elected WTA president until March 28<sup>th</sup>.

## DID YOU KNOW THIS ABOUT WEBSTER CENTRAL SCHOOLS?

The Webster CSD was ranked in a Democrat & Chronicle Article (Feb 7) in the category of highest achieving at lowest cost. A study detailing schools' return on investment was done by the Center for American Progress. On its matrix, WCSD was rated in the "green," translating as "highest achievement/lowest cost" - with \$11,956 per pupil expenditure. This success has been made possible through many years of financial sacrifices by Webster teachers. Yet the superintendent gives teachers no credit for this. She has already publicized her intention to demand salary concessions in this proposed budget for 2011-2012.

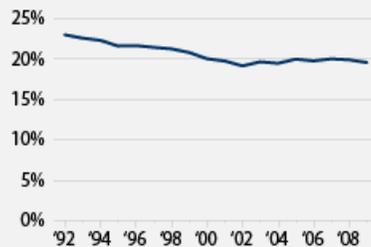
**The unfortunate truth is that staffing numbers will be determined by student—teacher ratios, student enrollment numbers, and by numbers of student requests for courses.** Management will trim off any excess.

## THE BIG PICTURE

### \*State Budget Deficits are not an Employee Compensation Problem

#### Don't blame public workers for state budget shortfalls

Salary, wages, and benefits as a share of total state expenditures has declined over time



Sources: Salary, wage, and expenditure data from U.S. Census Bureau, "State and Local Government Finance"; benefit data from Bureau of Labor Statistics, "Employer Costs of Employee Compensation."

The superintendents' group is lobbying state legislators to give them the power to unilaterally freeze teachers' salaries and diminish our health care benefits, and even to attack teachers' pensions.

- On March 10<sup>th</sup>, Wisconsin's Assembly voted in favor of a bill that would curtail the collective bargaining rights of most state workers. Will Ohio then New York State follow Wisconsin's lead? This nightmare can happen if the superintendents' lobbying group reaps success in the Legislative Office Building in Albany.

- What the public at large doesn't realize and district officials do not want them to know, is that the NYS Teachers' Retirement System employer contribution rates had been in the *single digits* for 21 consecutive years. In six of those years, the rates were below 1.5%. The vast majority of funds used to pay public pension benefits come from investment returns, not taxpayer funding. In the most recent 20-year period, investment income accounted for 86% of NYSTRS income. [Taken from: *How Public Pension Plans Help Drive the Economy*, video transcript – to view it in its entirety – wta1972.com → on the LATEST NEWS page]

\*article linked on wta1972.com OR:

[http://www.americanprogressaction.org/issues/2011/03/state\\_budget\\_deficits.html](http://www.americanprogressaction.org/issues/2011/03/state_budget_deficits.html)

The report logically makes the connection between the economic recession and the sharp decline in state revenues, which were made worse by "ill-advised tax cuts for businesses and the wealthy."

## To stop these increasing attacks and calls for *even more WTA concessions*, we need all members to actively make our collective voice heard!

**The only thing that can really save teachers' jobs is state and federal funding.**

- Continue providing exceptional instructional experiences for your students.
- Talk about your successes unabashedly with community members. *Baby-you're a firework! Come on show 'em what you're worth!!!*
- Write/fax/call your legislators to support public employees' rights. This is easy to do from the WTA website. Click the link to the NYSUT Legislative Action Page. [http://www.wta1972.com]
- Participate in the March 17<sup>th</sup> rally downtown at the Liberty Pole (arrive by 4:15 – rally runs 4:30-6pm).



You're invited: parents, grandparents, educators, students, community members...  
All who care about kids and public education in New York State.