

School District Merger Study

Crown Point Central School and Ticonderoga Central School

Staffing

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Staffing



**Table 6.1
Teacher Contract Comparison-2012-13**

Item	Crown Point	Ticonderoga
Duration	July 1, 2010-June 30, 2013	July 1, 2008-June 30, 2014
Recognition	Full time teachers, librarians, guidance counselors, and teaching assistants	All full time and part time (50% or more) teachers, counselors, nurse teachers, librarians, and teaching assistants
Grievance Procedure	Binding arbitration	Advisory arbitration; if the board rejects 1 advisory arbitration award, any further awards become binding
Health Insurance	BOCES Health Insurance Consortium-Plan B; 93%-Family; 93%-Individual	BOCES Health Insurance Consortium-Plan B; 90%-Family; 90%-Individual
Health Insurance Buyout	\$2,500	
Health Reimbursement Account	\$750-Family; \$250-Individual	Reimbursement once employee reaches in \$250 prescription expenses; I-\$200 deductible, \$100 co-insurance; F-\$625 deductible, \$1,100 co-insurance
Sick Leave	12 days/ year cumulative to 200 days	14 days/year cumulative to 200 days
Sick Leave Bank		Yes
Sick Leave Payment		Each year, district pays into teacher's 403b according to the number of sick days taken during the year: 0 days taken-\$400 1 day taken-\$300 2 days taken-\$200 3 days taken-\$100 4 or more days taken-\$0 Teachers do not accumulate any sick days in the year they are compensated
Personal Leave	4 days/year, non-cumulative; up to 2 unused days may be converted to sick leave; up to 2 unused days can be paid at the rate of \$50/day	3 days/year; days are not cumulative and will be deducted from sick leave
Sabbatical	Yes, may be granted for a full year at half pay	Yes, may be granted for a full year at half pay
Course Reimbursement	\$33/ approved graduate hour	\$65/ credit hour
Masters Degree	\$500	\$1,200

Teacher Contract Comparison



Teacher Contract Comparison

Association Business		President of the association gets 6 days off per year for association business
Work Day	6 hours & 55 minutes	7 hours & 15 minutes; on Fridays and the day before holidays, teachers can leave when the buses leave
Work Year	Unused snow days are used to extend vacation periods	Maximum of 180 days; unused snow days over 180 days are added to the Memorial Day vacation or the spring vacation.
Teaching Load		6 assignments and activity period
Class Size		Study halls in the high school are limited to 45 students in actual attendance
Employment Conditions	No teacher shall suffer loss of employment due to the merger of Crown Point with any other district	No tenured teacher shall suffer loss of employment for 1 year after a merger or annexation of the district.
Termination Payments	Within 3 years of TRS retirement eligibility, with 15 years of continuous service, 50% of the teacher's daily salary rate times half the number of accumulated sick days	Within the 1 st and 6 th years of eligibility, benefit paid into 403(b) account as follows: 15-20 yrs of service-70% of B-1 salary X number of accumulated sick days/400; 21-25 yrs of service-80% of B-1 salary X number of accumulated sick days/400; 26-30 yrs of service-90% of B-1 salary X number of accumulated sick days/400; 30+ yrs of service-100% of B-1 salary X number of accumulated sick days/400;
Retiree Health Insurance	50%-Individual; 50%-Family; Staff member must have at least 15 years of continuous service; Staff member receives 1/200 th of final salary for each accumulated sick day, applied to the staff member's cost of the insurance premiums	With at least 15 years of service at retirement, retirees pays the same co-pay as active employees at the time of their retirement; effective date of retirement: 1998-2003-0% co-pay 2003-2004-5% co-pay 2004-2014-10% co-pay



Table 6.2
Teacher Salary Schedule Comparison-2012-13

	Crown Point	Ticonderoga
B-Step 1	36,000	39,501
B-Step 5	39,422	44,438
B-Step 10	44,815	52,295
B-Step 15	49,138	59,009
B-Step 20	56,061	65,723
B-Step 25	62,989	72,437
B-Top Step	64,378 (26)	80,069 (30)
M-Step 1	37,490	42,651
M-Step 5	40,912	47,588
M-Step 10	46,305	55,445
M-Step 15	50,628	62,159
M-Step 20	57,551	68,873
M-Step 25	64,479	75,587
M-Top Step	65,868 (26)	83,219 (30)
M+30-Step 1	38,480	44,601
M+30-Step 5	41,902	49,538
M+30-Step 10	47,295	57,395
M+30-Step 15	51,618	64,109
M+30-Step 20	58,541	70,823
M+30-Step 25	65,469	77,537
M+30-Top Step	66,858 (26)	85,169 (30)

Teacher Salary Schedule Comparison



Teacher Salary Comparisons

Table 6.3 Teacher Salary Comparisons-2012-13		
	Crown Point	Ticonderoga
# of FTE Teachers	26.8	90
Teacher Payroll	\$1,302,415	\$5,164,401
Average Teacher Salary	\$48,598	\$57,382



Teacher/Teaching Assistant Level Up

Table 6.4

Cost to Level Up Teacher (27) & Teaching Assistant (4) Salaries

2012-13 Crown Point teacher payroll	\$1,302,415
Payroll of 2012-13 Crown Point teachers placed on Ticonderoga salary schedule	\$1,548,778
Salary cost of leveling up Crown Point teachers to Ticonderoga salary schedule	\$246,363
Fringe benefits estimated at 25% (7%-FICA, 2% Workers Comp, 16% TRS)	\$61,591
Total cost of salaries and benefits to level up teacher salaries	\$307,954
2012-13 Crown Point teaching assistant payroll	\$79,664
Payroll of 2012-13 Crown Point teaching assistants placed on Ticonderoga salary schedule	\$96,467
Salary cost of leveling up Crown Point teaching assistants to Ticonderoga salary schedule	\$16,803
Fringe benefits estimated at 25% (7%-FICA, 2% Workers Comp, 16% TRS)	\$4,201
Total cost of salaries and benefits to level up teaching assistant salaries	\$21,004
Total cost to level up Crown Point teacher and teaching assistant salaries to the Ticonderoga salary schedules	\$328,958



**Table 6.5
Coaching Stipends-2012-13**

Sport	Crown Point	Ticonderoga
Director of Athletics	\$6,506-7,310 (5)	\$10,775
Baseball, Varsity	\$2,720-3,056 (5)	\$5,034
Baseball, JV		\$4,279
Baseball, Modified	\$2,279-2,561 (5)	\$3,020
Basketball, Varsity Boys	\$3,338-3,750 (5)	\$6,554
Basketball, JV Boys		\$5,570
Basketball, Freshman Boys		\$4,587
Basketball, Modified Boys	\$2,279-2,561 (5)	\$3,932
Basketball, Varsity Girls	\$3,338-3,750 (5)	\$6,554
Basketball, JV Girls		\$5,570
Basketball, Freshman Girls		\$4,587
Basketball, Modified Girls	\$2,279-2,561 (5)	\$3,932
Bowling		\$3,138
Cheerleading	\$2,042-2,296 (5)	
Cross Country, Varsity		\$5,113
Cross Country, Assistant		\$3,835
Cross Country, Modified		\$3,068
Football, Varsity		\$6,180
Football, Assistant (4)		\$4,636
Football, JV (2)		\$5,253
Football, Modified		\$3,708
Golf	\$1,892-2,125 (5)	\$3,008
Gymnastics, High School		\$5,351
Gymnastics, Assistant		\$4,008
Indoor Track		\$4,106
Indoor Track, Assistant		\$3,087
Soccer, Varsity Boys	\$2,720-3,056 (5)	\$5,949
Soccer, JV Boys		\$5,057
Soccer, Freshman Boys		\$3,639
Soccer, Modified Boys	\$2,279-2,561 (5)	\$2,729
Soccer, Varsity Girls	\$2,720-3,056 (5)	\$5,949
Soccer, JV Girls		\$5,057
Soccer, Freshman Girls		\$3,639
Soccer, Modified Girls	\$2,279-2,561 (5)	\$2,729
Softball, Varsity	\$2,720-3,056 (5)	\$5,034
Softball, JV		\$4,279
Softball, Modified	\$2,279-2,561 (5)	\$3,020
Track		\$5,113
Track, Assistant		\$3,835

() is the number of years to go from the bottom step to the top step: Crown Point has increments after 1, 3, and 5 years

Coaching Stipends



Table 6.6
Stipends for Clubs/Co-Curricular Activities/Advisors-2012-13

Activity	Crown Point	Ticonderoga
Academic Bowl	\$980	
Academic/Athletic Study Hall		\$2,280
Accompanist		\$2,286
Band Director	\$1,098	
Chorus Director	\$980	
Department Chair-Base +/- members		\$2,582 + \$424
District Newsletter Editor		\$3,524
Elementary School Play Director		\$1,607
Extra Class Accounts Treasurer		\$3,567
FBLA		\$1,080
FCCLA	\$980	
FHA/HERO		\$1,390
French Club		\$1,418
Jazz Ensemble Director-High School		\$4,807
Journalism	\$980	
Key Club		\$2,976
National Honor Society	\$980	\$3,044
Natural Helpers		\$1,633
News Coordinator	\$809	
Newspaper Advisor		\$1,080
Night Shadows		\$1,829
Outing Club		\$1,353
Photo Club		\$1,661
Quiz Bowl	\$980	
SADD	\$980	\$1,390
School Play-3 Acts	\$1,783	\$3,328
School Play-1 Act	\$905	\$1,607
Spanish Club		\$1,418
Student Council-Middle School		\$1,931
Student Council-High School		\$2,205
Student Council	\$980	
Technology Group-Middle School		\$1,438
Track and Field Starter		\$65
Varsity Club	\$980	
Yearbook Advisor	\$1,345	
Yearbook-Middle School		\$2,066
Yearbook-High School		\$4,319
Youth in Government		\$1,754
Grade 9 Advisor	\$724	\$2,313
Grade 10 Advisor	\$724	\$2,313
Grade 11 Advisor	\$980	\$3,227
Grade 12 Advisor	\$980	\$3,227

Stipends for Clubs, Advisors, etc.



Administrative/Supervisory/D.O. Positions-2012-13

Table 6.7		
Administrative/Supervisory/Superintendent's Office Positions for 2012-13		
Crown Point		Ticonderoga
Superintendent		Superintendent
		Business Administrator
CSE Chair (.6)		CSE Chair
K-12 Principal		High School Principal
		K-8 Principal
Cook/Manager		Cook Manager
Head Custodian		Supervisor of Operations & Maintenance
Head Bus Driver		Head Bus Driver
		Technology Coordinator
Superintendent's Secretary		Superintendent's Secretary/District Clerk
TOTAL OF 6.6 POSITIONS		TOTAL OF 10 POSITIONS



Administrative Salaries & Benefits

Table 6.8			
Administrative/Supervisory Salaries and Benefits-2012-13			
	Crown Point	Ticonderoga	Total
Number of Staff	6.6	10	16.6
Total Salaries	\$333,339	\$704,039	\$1,037,378
Cost of fringe benefits estimated @ 37%	\$123,335	\$260,494	\$383,830
Total cost of administrative salaries and fringe benefits	\$456,674	\$964,533	\$1,421,208



Administrative Positions-Merged District

Table 6.9 Administrative Positions in a Merged District	
Position	Full Time Equivalent
Superintendent	1.0
Business Manager	1.0
CSE Chair	1.0
High School Principal	1.0
Middle School Principal	1.0
Elementary School Principal	2.0
Technology Coordinator	1.0
Head Cook	1.0
Transportation Supervisor	1.0
Superintendent of Buildings & Grounds	1.0
Superintendent's Secretary/District Clerk	1.0
TOTAL	12.0



Administrative Savings in Merged District

Table 6.10
Administrative/Supervisory Salaries and Benefits-2012-13

	Crown Point	Ticonderoga	Total	Merged District
Number of Staff	6.6	10	16.6	12
Total Salaries	\$333,339	\$704,039	\$1,037,378	\$889,426
Cost of fringe benefits estimated @ 37%	\$123,335	\$260,494	\$383,830	\$329,088
Total cost of administrative salaries and fringe benefits	\$456,674	\$964,533	\$1,421,208	\$1,218,514
Administrative/Supervisory Savings in Merged District				\$202,694



Table 6.11
Support Staff Contract Comparison-2012-13

Item	Crown Point	Ticonderoga
Duration	July 1, 2011-June 30, 2014	July 1, 2010-June 30, 2014
Recognition	All clerical, food service, teacher aide, school monitor, custodial, cleaning, and transportation staff	All full and part time mechanic, bus driver, cafeteria, secretarial, operations & maintenance, aide and clerk positions
Grievance Procedure	Binding arbitration	Advisory arbitration; if the board rejects 1 advisory arbitration award, any further awards become binding
Association Business		President or designee gets 3 days/year
Eligibility for Benefits	Health insurance is available only to full time employees; part time is defined as working half or less than the normal work week	20 hours or more per week
Health Insurance	BOCES Health Insurance Consortium-Plan B; 100%-Individual; 100%-Family	BOCES Health Insurance Consortium-Plan B; 90%-Individual; 90%-Family
Health Reimbursement Account		Reimbursement once employee reaches \$250 in expenses
Health Insurance Opt-out	\$2,500	\$350; employees not eligible for health insurance receive \$150/year
Life Insurance	District provides a \$5,000 policy	District provides a \$5,000 policy
Retiree Health Insurance	District applies unused sick days to the cost of retiree health insurance premiums	
Sick Leave	14 days/year, cumulative to 200 days	14 days/year, cumulative to 200 days
Family Illness Leave		5 days/year, non-cumulative
Personal Leave	3 days/year; unused days may be credited to unused sick days or the employee may be compensated for the unused days	3 days/year, non-cumulative; personal days are deducted from sick leave

Support Staff Contract Comparison



Support Staff Contract Comparison

Sick Leave Bank		Yes
Sick Leave Buy Back		For employees who have at least 28 accumulated sick days, district pays employees according to the number of sick days taken during the year: 0 days taken-\$250 1 day taken-\$200 2 days taken-\$150 3 days taken-\$100 4 or more days taken-\$0 Teachers do not accumulate any sick days in the year they are compensated
Vacation	1 year of service-1 week; 2-7 years of service-2 weeks; 8-10 years of service-3 weeks; 11+ years of service-4 weeks	First year-1 day/26 days worked; 2 years of service-2 weeks; 7 years of service-3 weeks; 17 years of service-4 weeks
Longevity Payment	\$300 after 10 consecutive years of service for 12 month staff	\$750 after 5 consecutive years of service; \$750 after 10 consecutive years of service
Paid Holidays	14	13
Retirement Payment		After 30 years of service, 5 days pay upon retirement; employees who do not use their unused sick leave for additional retirement service credit will be compensated for up to 75 unused sick days at \$50/day
Retiree Health Insurance	50%-Individual; 50%-Family; Staff member must have at least 15 years of continuous service; Staff member receives 1/200 th of final salary for each accumulated sick day, applied to the staff member's cost of the insurance premiums	With at least 15 years of service at retirement, retirees pays the same co-pay as active employees at the time of their retirement; effective date of retirement: 1998-2003-0% co-pay 2003-2004-5% co-pay 2004-2014-10% co-pay



Table 6.12
Support Staff Salaries-2012-13

	Crown Point	Ticonderoga (Days/year)
Bus Driver	\$6,952-11,610 (25)	\$25.23-36.08 (20) (180)
Bus Monitor	\$8,222	
Mechanic-40 hrs/wk	\$20,447-33,619 (25)	\$29,278-41,833 (20) (260)
Assistant Mechanic-30/40 hrs/wk		\$18,907-27,012 (20) (180/80)
Garage Helper		\$10.80-12.12 (9)
Maintenance Person-40 hrs/wk		\$23,454-26,689 (9) (260)
Custodian-40 hrs/wk	\$16,124-32,998 (30)	\$22,868-32,673 (20) (260)
Cleaner	\$15,619-23,503 (19)	\$19,529-27,690 (20) (260)
Groundskeeper-40 hrs/wk		\$32,081-46,151 (19) (260)
Groundskeeper/Cleaner-40 hrs/wk		\$21,684-24,199 (8) (260)
Teacher Aide-31.7/30 hrs/wk	\$13,845	\$9,839-13,983 (20) (180)
Computer Aide-32.5 hrs/wk		\$11,433-16,125 (20) (180)
Data Entry Machine Operator-35 hrs/wk		\$16,900-20,503 (12) (190)
Office Clerk-32.5 hrs/wk		\$11,920-16,819 (20) (190)
Library Clerk-35 hrs/wk		\$14,063-20,095 (20) (190)
Senior Clerk-35/30 hrs/wk		\$18,571-26,535 (20) (190/20)
School Secretary-35/30 hrs/wk		\$18,799-26,862 (20) (190/20)
Stenographer-35/30 hrs/wk		\$19,429-27,542 (20) (190/20)
Cafeteria Staff-30 hrs/wk	\$8,071-18,752 (25)	
Lunch Monitor-30 hrs/wk	\$5,297	
Cafeteria Clerk-30 hrs/wk		\$9,346-10,813 (10) (180)
Cashier-30 hrs/wk	\$6,923	
Lead Cook-32.5 hrs/wk		\$12,431-17,618 (20) (180)
Baker-32.5 hrs/wk		\$11,148-15,928 (20) (180)
Food Service Helper-27.5 hrs/wk		\$9,567-13,584 (20) (180)
School Nurse	\$22,818-31,679 (17)	
Study Hall Monitor-31.2 hrs/wk		\$10,717-15,649 (20) (180)

Support Staff Salary Comparison



Support Staff Level Up

Table 6.13
Cost to Level Up Support Staff Salaries

Title	Average or Comparable Salary/Rate in Crown Point	Average or Comparable Salary/Rate in Ticonderoga	Difference in Rate	Number of Crown Point Staff	Annual Cost to Level Up Salaries
Bus Driver	\$15.24	\$30.66	\$15.42	6	\$49,962
Custodian	\$29,131	\$32,673	\$3,542	2	\$7,084
Cleaner	\$15,259	\$19,529	\$4,270	1	\$4,270
Total Cost to Level Up Support Staff Salaries					\$61,316
Additional Cost of Fringe Benefits @ 25%					\$15,329
Total Cost of Salaries and Benefits to Level Up Support Staff Salaries					\$76,645



Financial Summary for Staffing

Table 6.14 Staff Cost Savings From Merging Districts-2012-13		
Area	Cost Savings	Cost Increase
Leveling up of teacher & teaching assistant salaries		\$328,958
Eliminate duplicate coaching positions	\$24,628	
Net reduction of 4.6 administrative staff	\$202,694	
Leveling up of support staff salaries		\$76,645
<i>Total</i>	<i>\$227,322</i>	<i>\$405,603</i>
NET COST INCREASE		\$178,281



Staffing Take Aways

- Teacher contracts are similar but salaries for all types of positions are higher in Ticonderoga
- Administrative/supervisory positions could be consolidated in a merger
- Support staff contracts are similar but most salaries are higher in Ticonderoga
- The financial impact on staffing in a merged district could cost approximately \$178,281

