

## Collective Bargaining Issue

It would seem that the collective bargaining warrants of 2003, plus some of the previous year's collective bargaining warrants, did not meet the disclosure to the voter (and or budget committee) requirements of the RSAs. Discussion of this with the NH Labor Dept indicated that is was not within their jurisdiction (the RSAs in question are beyond their scope).

### Early Retirement Selected RSA Extractions

December 9, 2006

**273-A:1 Definitions.** – In this chapter:

IV. ""Cost item" means any benefit acquired through collective bargaining whose implementation requires an appropriation by the legislative body of the public employer with which negotiations are being conducted.

**32:19-a Presentation of Negotiated Cost Items at the Annual Meeting.** – Cost items, as defined under RSA 273-A:1, IV, shall be presented to the annual town or district meeting in accordance with the procedures established under RSA 32:5. For submission to the legislative body of the annual meeting, cost items must be finalized by the date prescribed in RSA 39:3 for towns and by the date prescribed in RSA 197:6 for school districts. Cost items not negotiated in time to meet these dates may be submitted to the legislative body pursuant to the provisions of RSA 31:5 for towns and RSA 197:3 for school districts.

**32:6 Appropriations Only at Annual or Special Meeting.** – All appropriations in municipalities subject to this chapter shall be made by vote of the legislative body of the municipality at an annual or special meeting. No such meeting shall appropriate any money for any purpose unless that purpose appears in the budget or in a special warrant article, provided, however, that the legislative body may vote to appropriate more than, or less than, the amount recommended for such purpose in the budget or warrant, except as provided in RSA 32:18, unless the municipality has voted to override the 10 percent limitation as provided in RSA 32:18-a.

**32:17 Duties of Governing Body and Other Officials.** – **The governing bodies of municipalities adopting this subdivision, or of districts which are wholly within towns adopting this subdivision, shall review the statements submitted to them under RSA 32:4 and shall submit their own recommendations to the budget committee, together with all information necessary for the preparation of the annual budget, including each purpose for which an appropriation is sought and each item of anticipated revenue, at such time as the budget committee shall fix.**

**32:19 Collective Bargaining Agreements.** – Whenever items or portions of items in a proposed budget constitute appropriations, the purpose of which is to implement cost items of a collective bargaining agreement negotiated pursuant to RSA 273-A, either previously ratified or concurrently being submitted for ratification by the legislative body, or the purpose of which is to implement the recommendations of a neutral party in the case of a dispute, as provided in RSA 273-A:12, such items shall be submitted to the budget committee and considered in its budget preparation.

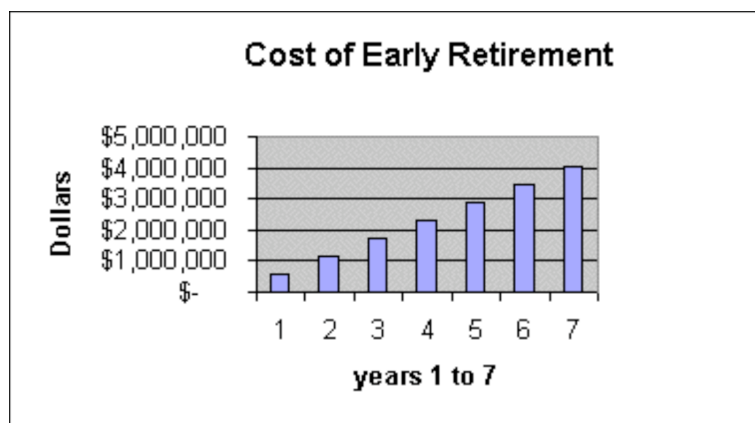
## Cost Analysis Early Teacher Retirement

cfm120606

### Assumptions and Conditions

- 1 The average teacher will be making about \$50,000 a year when eligible for retirement
- 2 The average teacher will be eligible for 33% of his/her pay at early retirement
- 3 33% of \$50,000 equals **\$ 16,500** annually, \$115,500 for 7 years
- 4 5 teachers per year is group in the pool costs **\$ 577,500** for the five teachers
- 5 5 teachers per qualify for 7 years - will create a total pool of 35 teachers in the system at any given time

| teacher pool | number of teachers in program | new cost          | year     | cumulative cost     |
|--------------|-------------------------------|-------------------|----------|---------------------|
| 1            | 5                             | \$ 577,500        | 1        | \$ 577,500          |
| 2            | 10                            | 577,500           | 2        | 1,155,000           |
| 3            | 15                            | 577,500           | 3        | 1,732,500           |
| 4            | 20                            | 577,500           | 4        | 2,310,000           |
| 5            | 25                            | 577,500           | 5        | 2,887,500           |
| 6            | 30                            | 577,500           | 6        | 3,465,000           |
| <b>7</b>     | <b>35</b>                     | <b>\$ 577,500</b> | <b>7</b> | <b>\$ 4,042,500</b> |



### **\$4 million would pay for:**

- The Middle school for over a a year*
- Athletic programs for 6 years*
- Transportation for 3 years*
- Staff raises for ??? Years*
- The Northern schools for 2 plus years*