

MIDDLETOWN PUBLIC SCHOOLS  
 COLLECTIVE BARGAINING  
 FISCAL IMPACT STATEMENT  
 TEACHER ASSISTANTS  
 2009 - 2012

CATEGORY		0% Salary	2.7% Salary	2.9%Salary
		FULLTIME \$1/Hr./PT Increase 2009-2010	FULLTIME \$1/Hr./PT Increase 2010-2011	FULLTIME FT Rate/PT Increase 2011-2012
SALARY INCREASE/FULL TIME		0	15,170	16,733
SALARY INCREASE/PART TIME		5,269	6,954	11,431
LONGEVITY INCREASE	(5)	0	100	125
FICA/MEDICARE TAXES		403	1,700	2,164
NON-CERTIFIED PENSION	(A) & (1)	565	1,638	1,780
BLUE CROSS & DENTAL INSURANCE PREMIUM INCREASE	(B)	14,173	15,591	17,150
SAVINGS FROM INCREASED COST SHARE	(2)	(2,286)	(3,178)	(3,860)
SAVINGS FROM REDUCTION IN ACTIVE EMPLOYEE BUY BAC	(3)	0	(770)	(770)
DISABILITY INSURANCE	(4)	1,426	0	0
		19,550	37,205	44,753

**(A) NON-CERTIFIED PENSION**

2009-2010 - 10.73%  
 2010-2011 - 10.73%  
 2011-2012 - 10.73%

RATES FOR 2010-2011 AND 2011-2012 UNAVAILABLE AT THIS TIME, 2009-10 RATE USED FOR 2010-11 AND 2011-12  
 IDENTIFIED COST IS BASED UPON SALARY INCREASE ONLY

**(B) BENEFITS**

2009-2010 - 10% COST SHARE/Health, 10% RATE INCREASE (HEALTH), FLAT RATE (DENTAL)  
 2010-2011 - 11% COST SHARE/Health, 10% RATE INCREASE, 7% RATE INCREASE (DENTAL)  
 2011-2012 - 12% COST SHARE/Health, 10% RATE INCREASE, 7% RATE INCREASE (DENTAL)

**FOOTNOTE**

(1) - PENSION RATES PROVIDED BY RETIREMENT BOARD ARE AS FOLLOWS:

2009-2010 - 10.73%  
 2010-2011 -  
 2011-2012 -

(2) - 0% IN YEAR ONE, 11% IN YEAR TWO, 12% IN YEAR THREE

(3) - BUY BACK ADJUSTMENTS AS FOLLOWS:

2009-2010 - NO CHANGE  
 2010-2011 - ACTIVE EMPLOYEES FROM \$2,055 TO \$2,000  
 2011-2012 - NO CHANGE, \$2,000 FOR ACTIVE EMPLOYEES

(4) - DISABILITY INSURANCE IS A NEW TA BENEFIT AT A COST OF \$92/EMPLOYEE:

\$46 PAID BY THE SCHOOL DEPARTMENT  
 \$46 PAID BY THE EMPLOYEE

(5) - LONGEVITY INCREASE REFLECTS SALARY PERCENTAGE INCREASE