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TO: Philip Thornton, Ed. D., Superintendent
 FROM: Anthony Ferrucci, Executive Director Finance & Operations
 DATE: 03-06-18
 SUBJECT: WISE Union Contract-Tentative Agreement 03-06-18-Economic Impact Statement

Based on the tentative agreement (TA) that has recently been discussed with the WISE union, outlined below is the economic impact of agreeing to this proposed three year contract.

SUMMARY OF COST INCREASES TO BE INCURRED

	Year 1 2018-2019	Year 2 2019-2020	Year 3 2020-2021	TOTAL
Salary & Fringe Benefits	\$499,320	\$428,583	\$439,298	\$1,367,201
Non-Salary Cost Impacts	<u>\$ 8,000</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 8,000</u>
Total Increase:	\$507,320	\$428,583	\$439,298	\$1,375,201

Salary Projections, Detailed

	*Current Year Fy2018	First Year of TA Fy2019	Second Year of TA Fy2020	Third Year of TA Fy2021	New Base End of Contract Fy2022
*Base Salary	\$14,600,000	\$15,038,000	\$15,413,950	\$15,799,299	\$15,799,299
% Pay Increase		3.0%	2.5%	2.5%	
\$\$ Pay Increase		\$ 438,000	\$ 375,950	\$ 385,349	
Fringe Benefit Cost Increase (FICA, Pension, WksComp. 14%)		<u>\$ 61,320</u>	<u>\$ 52,633</u>	<u>\$ 53,949</u>	
Year to Year Cost Increase		\$ 499,320	\$ 428,583	\$ 439,298	

*Base Salary includes both local and grant funded salaries attributed to this employee group.

Non Salary Year over Year Cost Increase

	Fy2019	Fy2020	Fy2021
Prerequisite Training Opportunities -4 Classes per subject, three times a year; alio, aspen, work orders, grade book, aseop & others as needed.	\$10,000	\$0	\$0
Posting Vacancies-Digital vs. Newspaper Ads	<u><\$ 2,000></u>		
Year to Year Cost Increase	\$ 8,000	\$0	\$0