

**Connecticut Education
Association**

Governance

Philip Apruzzese, President
Sheila Cohen, Vice President
Cheryl Prevost, Secretary
Jeff Leake, Treasurer
Maureen Honan, NEA Director
Tom Nicholas, NEA Director

Executive Office

Dr. John Yrchik
Executive Director

Policy & Professional Practice

Mary Loftus Levine, Director
Capitol Place, Suite 500
21 Oak Street
Hartford, CT 06106-8001
860-525-5641, 800-842-4316
Fax: 860-725-6328
www.cea.org

Affiliated with the
National Education
Association

**Testimony of Mary Loftus Levine
CEA Director of Policy and Professional Practice**

**Re: Labor and Public Employees Committee
Informational Forum**

Tuesday, February 8, 2011

Good afternoon Senator Prague, Representative Zalaski and members of the Labor and Public Employees Committee. My name is Mary Loftus Levine, Director of Policy and Professional Practice for the Connecticut Education Association, representing over 40,000 educators in our great public schools.

As Yogi Berra might say, "It's déjà vu all over again." Binding Arbitration for teachers has been debated and revisited time and time again ever since it became law in 1979 – which happened only after 55 wrenching and traumatic labor disputes – strikes that tore communities apart and disrupted the education of our children.

The legislature has amended the Teacher Negotiations Act, we believe favorably for communities, and studied it extensively. Yet the myths prevail, obviously not based on facts. It is absolutely clear that settlements have always reflected the current economic conditions – and this year is no exception.

- Of the 68 contracts bargained thus far in 2010-11, only 7 went to binding arbitration; and 6 of the 7 were awarded a "0" general wage increase for next year, a 1.1 for 2012-13, and a 1.52 for 2013-14.
- If one considers all 68 settlements together, the average GWI's are .44%, 1.25%, and 1.62%.
- Insurance premium shares continually rise, benefits are being eroded, and language changes are rare if non-existent.

But I am not here to complain or seek pity. Our state faces huge financial challenges and teachers, like other working people, are not exempt. But what we do want is a fair shake.

Our CT TNA provides a fair and balanced process for resolving disputes. It does not result in higher settlements. And lastly, arbitration is used very infrequently.

With all the issues before us, we hope you, as your colleagues before you, will once again draw conclusions based on the facts and support fairness and finality in teacher negotiations and stability in our great public schools.

Thank you.

Settlement Data 2005-06 to 2010-11

- ❖ In 2009-10, 44 out of 70 districts had an increase of 0%
- ❖ In 2009-10, 15 districts had step freezes and 2 had step movement halfway through the year.

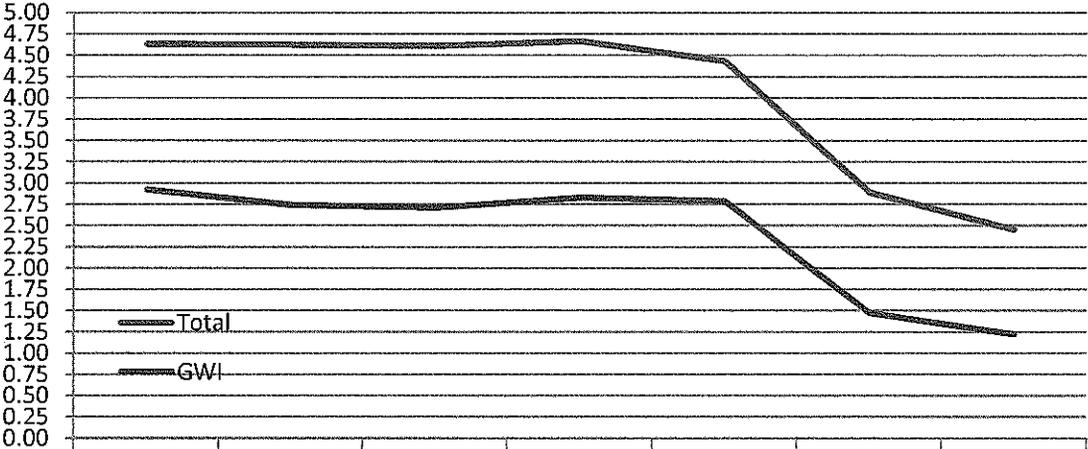
- ❖ In 2010-11, 36 districts out of 70 received an increase of 0%
- ❖ In 2010-11, 63 districts had step freezes and 4 had step movement halfway through the year.

- ❖ In 2010-12, 62 districts will have step freezes and 4 districts will have step movement halfway through the year.

In addition to anemic salary patterns, health care costs continue to increase. The average premium share for a PPO plan has increased from 12.2% in 2005-06 to 16.4% in 2010-11. Co-pays over a thousand have also increased. Even with substantial federal funds, teaching positions have been eliminated around the state with the number expected to increase sharply this year and next.

**SETTLEMENT DATA
2005-06 TO 2010-11**

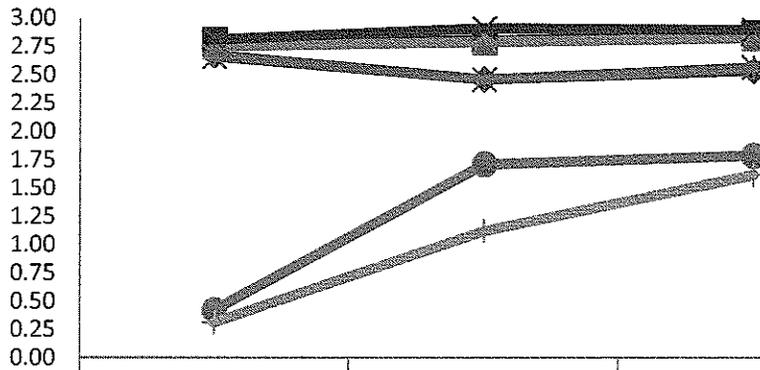
Average GWI and Total All Settlements



	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11**	2011-12**
Total	4.63	4.62	4.61	4.66	4.43	2.89	2.45
GWI	2.92	2.74	2.71	2.83	2.79	1.47	1.22

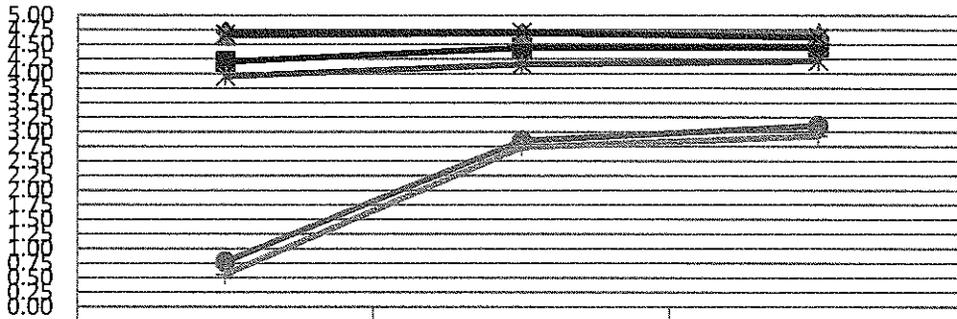
**SETTLEMENT DATA
2005-06 TO 2010-11**

Average GWI Year Bargained



	1	2	3
2004-05	2.67	2.46	2.54
2005-06	2.81	2.8	2.87
2006-07	2.75	2.79	2.83
2007-08	2.81	2.91	2.90
2008-09	2.66	2.46	2.57
2009-10	0.42	1.71	1.79
2010-11*	0.31	1.12	1.62

Average Total Year Bargained



	1	2	3
2004-05	4.20	4.44	4.46
2005-06	4.71	4.69	4.64
2006-07	4.65	4.69	4.69
2007-08	4.67	4.71	4.62
2008-09	3.95	4.16	4.22
2009-10	0.77	2.85	3.11
2010-11*	0.55	2.74	2.93

SETTLEMENT DATA 2005-06 TO 2010-11

Average GWI

Year Bargained	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12*	2012-13	2013-14
2004-05	2.67	2.46	2.54						
2005-06		2.81	2.8	2.87					
2006-07			2.75	2.79	2.83				
2007-08				2.81	2.91	2.90			
2008-09					2.66	2.46	2.57		
2009-10						0.42	1.71	1.79	
2010-11*							0.31	1.12	1.62

Average Total

Year Bargained	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
2004-05	4.20	4.44	4.46						
2005-06		4.71	4.69	4.64					
2006-07			4.65	4.69	4.69				
2007-08				4.67	4.71	4.62			
2008-09					3.95	4.16	4.22		
2009-10						0.77	2.85	3.11	
2010-11*							0.55	2.74	2.93

Average All Settlements							
	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11**	2011-12**
GWI	2.92	2.74	2.71	2.83	2.79	1.47	1.22
Increment	1.75	1.9	1.94	1.90	1.73	0.89	0.99
Total	4.63	4.62	4.61	4.66	4.43	2.89	2.45

2011-12* - As of 1/19/2011 - not including extensions; three contracts outstanding

2010-11** - Updated as of 1/19/2011 with extensions

2011-12** - As of 1/19/2011; three contracts outstanding

In the 2009-10 bargaining season 44 districts out of 70 received a 0% increase. One district outside of bargaining made a concession for a total of 45 districts receiving a 0% increase.

In the 2010-11 bargaining season 36 districts out of 70 received a 0% increase.

In 2008-09, for all districts, 6 districts had step freezes, 2 districts had step movement half way through the year.

In 2009-10, for all districts, 15 districts had step freezes, 2 districts had step movement half way through the year.

In 2010-11, for all districts, 63 districts had step freezes, 4 districts had step movement half way through the year.

As of 1/19/2011, for the school year beginning 2011-12, 62 districts will have no step movement, 4 districts will have step movement half way through the year.