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Kimberly Noyes
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To: Pelham Deliberative Session Attendees
From: Superintendent McGee on behalf of the Pelham School Board and Negotiations Team
Re: Summary of Proposed Contract between the Pelham School Board and the Pelham Education Association
Date: February 7, 2024

After six months of vigorous negotiations including an all day mediation session, the Pelham School Board and the Pelham Education Association (PEA) have reached a tentative agreement. We are excited to share that the full School Board and the Budget Committee have voted unanimously to support this three-year agreement.

The key issue for the Board was the difficulty the District faces when recruiting and retaining teachers. In the last four years, 117 teachers have left the District, which is almost 30 per year. In exit interviews, teachers report leaving for higher pay, improved working conditions, and a stronger total compensation package in neighboring districts. This agreement provides a cost-effective trade off of salary and health insurance in order to help the District retain more of our teachers. This contract is integral to meeting our goals of being a great place to work. The total cost per year of the contract is approximately \$931,677 in FY25, \$635,257 in FY26, and \$689,791 in FY27.

Key Takeaway	Details
Eliminates two expensive health insurance plans.	Both Blue Choice (BC2T) and the Access Blue 15 (AB15) will no longer be offered.
Introduces a cost-effective insurance plan.	A new plan, Access Blue Site of Service (ABSOS), will be offered to teachers. It is offered throughout New Hampshire schools and will continue to provide our teachers with quality medical care at an affordable cost.
Reduces the District share of health insurance.	Currently, the District pays for 91% of the annual premium for the standard health insurance plan, Access Blue 20 (AB20). In the new contract, the District will pay for 85% in 24-25, 84% in 25-26, and 83% in 26-27.
Provides more competitive salaries.	Currently our teachers earn, on average, \$4,423 less than they could working in a neighboring district. With the new contract, our teachers will, on average, close that gap to \$2,629 by 2026-27. The contract will provide larger adjustments to those teachers with the larger gaps compared to peers. <i>See increases on next page.</i>

Key Takeaway	Details																																			
<p><i>Provides more competitive salaries (continued).</i></p>	<table border="1" data-bbox="776 174 1455 646"> <thead> <tr> <th colspan="5" data-bbox="776 174 1455 247">Proposed Salary Step Increases</th> </tr> <tr> <th data-bbox="776 247 883 310"></th> <th colspan="2" data-bbox="883 247 1036 310">2024-25</th> <th colspan="2" data-bbox="1036 247 1455 310">2025-26 and 2026-27</th> </tr> <tr> <th data-bbox="776 310 883 380">Step</th> <th data-bbox="883 310 1036 380">Bachelors</th> <th data-bbox="1036 310 1166 380">Masters</th> <th data-bbox="1166 310 1321 380">Bachelors</th> <th data-bbox="1321 310 1455 380">Masters</th> </tr> </thead> <tbody> <tr> <td data-bbox="776 380 883 449">1</td> <td data-bbox="883 380 1036 449">500</td> <td data-bbox="1036 380 1166 449">500</td> <td data-bbox="1166 380 1321 449">500</td> <td data-bbox="1321 380 1455 449">500</td> </tr> <tr> <td data-bbox="776 449 883 518">2 - 8</td> <td data-bbox="883 449 1036 518">1,300</td> <td data-bbox="1036 449 1166 518">2,650</td> <td data-bbox="1166 449 1321 518">800</td> <td data-bbox="1321 449 1455 518">1000</td> </tr> <tr> <td data-bbox="776 518 883 588">9 - 13</td> <td data-bbox="883 518 1036 588">2,650</td> <td data-bbox="1036 518 1166 588">4,000</td> <td data-bbox="1166 518 1321 588">1,300</td> <td data-bbox="1321 518 1455 588">1,800</td> </tr> <tr> <td data-bbox="776 588 883 646">14 +</td> <td data-bbox="883 588 1036 646">4,000</td> <td data-bbox="1036 588 1166 646">6,500</td> <td data-bbox="1166 588 1321 646">1,800</td> <td data-bbox="1321 588 1455 646">3,450</td> </tr> </tbody> </table> <p data-bbox="776 646 1455 678">Note: Step 6 increases are zero because it is currently the largest step.</p>	Proposed Salary Step Increases						2024-25		2025-26 and 2026-27		Step	Bachelors	Masters	Bachelors	Masters	1	500	500	500	500	2 - 8	1,300	2,650	800	1000	9 - 13	2,650	4,000	1,300	1,800	14 +	4,000	6,500	1,800	3,450
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<p>Increases starting salaries for new teachers.</p>	<p>The contract will add \$500 to the starting salary each year, moving it from \$42,871 today to \$44,371 in 2026-27.</p>																																			
<p>Improves professional development.</p>	<p>The contract includes an additional commitment to provide training for new initiatives and provides increased flexibility for nurses and guidance counselors for workshop and parent conferences.</p>																																			
<p>Improves our professional approach for teachers.</p>	<p>The contract will adjust the teachers' calendar to "student days plus 6" and increase the standard hourly rate for additional work by \$1 each year of the contract, from \$35 per hour to \$38 per hour. Teachers will be paid with their first coverage of other classes. Extracurricular positions not filled by members will be posted. Teachers' lunch and planning time is protected, and the administration will commit to consulting teachers regarding assignment changes.</p>																																			
<p>Improves teacher health and safety.</p>	<p>The contract will eliminate the "perfect attendance" incentive for not using sick days. The contract will also improve dental benefits, add a Flexible Spending Account and Dependent Care Account, and provide a parental leave benefit for birth parents, adoptive parents, and foster parents.</p>																																			
<p>Aligns with current practices.</p>	<p>The contract will adjust extracurricular stipends to reflect current offerings. It will also align the number of early release days with our Career and Technical Education (CTE) centers.</p>																																			