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To: Pelham Budget Committee
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: January 11, 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 both the full School Board and PEA membership have voted 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																																			
<i>Provides more competitive salaries (continued).</i>	<table><tr><th colspan="5">Proposed Salary Step Increases</th></tr><tr><th></th><th colspan="2">2024-25</th><th colspan="2">2025-26 and 2026-27</th></tr><tr><th>Step</th><th>Bachelors</th><th>Masters</th><th>Bachelors</th><th>Masters</th></tr><tr><td>1</td><td>500</td><td>500</td><td>500</td><td>500</td></tr><tr><td>2 - 8</td><td>1,300</td><td>2,650</td><td>800</td><td>1000</td></tr><tr><td>9 - 13</td><td>2,650</td><td>4,000</td><td>1,300</td><td>1,800</td></tr><tr><td>14 +</td><td>4,000</td><td>6,500</td><td>1,800</td><td>3,450</td></tr></table> <p>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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Increases starting salaries for new teachers.	The contract will add \$500 to the starting salary each year, moving it from \$42,871 today to \$44,371 in 2026-27.																																			
Improves professional development.	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.																																			
Improves our professional approach for teachers.	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.																																			
Improves teacher health and safety.	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.																																			
Aligns with current practices.	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.																																			

ARTICLE 2 – PELHAM EDUCATION ASSOCIATION COLLECTIVE BARGAINING AGREEMENT

Shall the Pelham School District vote to approve the cost items included in the collective bargaining agreement reached between the Pelham School District and the Pelham Education Association (PEA) that calls for the following increases in salaries and benefits over the amount paid in the prior fiscal year at current staffing levels:

<u>Year</u>	<u>Estimated Increase</u>
2024-2025	\$ 931,677
2025-2026	\$ 635,257
2026-2027	\$ 689,791

and further to raise and appropriate the sum of Nine Hundred Thirty-One Thousand, Six Hundred Seventy-Seven Dollars (\$ 931,677) for the 2024-2025 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement that would be paid at current staffing levels?
(Majority vote required)

Recommended by the School Board (4-0-0)
_____ *by the Budget Committee ()*