

The Hooksett School Board and Hooksett Education Association enter into the following tentative agreement. This tentative agreement calls for no changes to the contents of the parties' July 1, 2020 through June 30, 2023 collective bargaining agreement, except for the sections expressly referenced herein.

[Proposed new language is in ***bold italics***; proposed deletions are ~~stricken~~.]

<p><b>ARTICLE IV TEACHER SALARY GUIDE &amp; RELATED POLICIES</b></p>	<p><u>SECTION A: SALARY GUIDE PLACEMENT</u></p> <p>1. School nurses shall be paid a salary <del>based upon</del> <b><i>from</i></b> the salary scale for teachers with <del>Bachelor's degrees or</del> <b><i>based upon degree status, years of experience as a nurse, and as may otherwise be determined at the discretion of the District in order to fill vacant nursing positions.</i></b></p>	<p>Board Initials <u>PLP</u></p> <p>Date <u>1/6/23</u></p>	<p>HEA Initials <u>MHC</u></p> <p>Date <u>1/6/23</u></p>
<p><b>ARTICLE IV TEACHER SALARY GUIDE &amp; RELATED POLICIES</b></p>	<p><u>SECTION C. LENGTH OF TEACHER WORK YEAR</u></p> <p>3. <del>The School Board hereby notifies the Association that it is the Board's intention to modify the 2006-07 school calendar by changing the number of early release days to a number between 2-5 that will be determined by the Board. The Board's intention is to devote one additional full non-instructional day to in-service instead of several partial days through early release. The Board intends to reduce the number of early release days in conjunction with reducing the number of instructional days in Article IV(C) so as not to lose student instructional time. No amendment to the collective bargaining agreement is necessary to effectuate this change because the collective bargaining agreement is silent with respect to early release days.</del></p>	<p>Board Initials <u>PLP</u></p> <p>Date <u>1/6/23</u></p>	<p>HEA Initials <u>MHC</u></p> <p>Date <u>1/6/23</u></p>

TENTATIVE AGREEMENTS between the Hooksett School Board and the Hooksett Education Association 1/4/2023

ARTICLE IV TEACHER SALARY GUIDE & RELATED POLICIES	<p>4. <u>SUMMER WORK (move form Article VIII Section I)</u>  <del>Summer work (except Grant funded positions) will be paid at the hourly rate of \$25.00.</del>  <b>Professional Staff Members who contract to complete summer work/curriculum work and/or district-sponsored workshops outside of the regular work day shall be paid a rate for each additional contract hour at the rate of \$40/hour.</b></p>	<p>Board Initials <u>PLP</u></p>	<p>HEA Initials <u>MAE</u></p>
		<p>Date <u>1/6/23</u></p>	<p>Date <u>1/6/23</u></p>
	<p>5. <u>National Board Certification (Move from Article VIII Section J)</u>  <b>Any teacher who receives and maintains National Board Certification shall receive an annual \$2500 stipend in addition to his/her annual salary.</b></p>	<p>Board Initials <u>PLP</u></p>	<p>HEA Initials <u>MAE</u></p>
		<p>Date <u>1/6/23</u></p>	<p>Date <u>1/6/23</u></p>
	<p>7. <b>In the event a teacher is assigned a duty and that duty requires the teacher to stay beyond the usual workday, teachers will be compensated at the rate of \$40/hour in 15 minute increments.</b></p>	<p>Board Initials <u>PLP</u></p>	<p>HEA Initials <u>MAE</u></p>
		<p>Date <u>1/6/23</u></p>	<p>Date <u>1/6/23</u></p>

TENTATIVE AGREEMENTS between the Hooksett School Board and the Hooksett Education Association 1/4/2023


<p><b>ARTICLE VIII WORKDAY TERMS AND CONDITIONS</b></p>	<p>Association Proposal on 8/15</p> <p><u>SECTION F. DUTY SCHEDULES</u>  <del>A duty committee shall be established at each school to recommend a duty schedule. Each duty committee shall consist of the following membership from each building: one building administrator and two teachers appointed by the association from the building. The committee shall recommend a duty schedule for the ensuing year. It shall present the recommended schedule to the building administration on or before June 1. The final schedule shall be determined by the administration.</del></p> <p><i>Duty schedules will be developed by the administration in each building. Every effort will be made to have them compiled by August 15th. The schedule shall be shared with union representatives at each building, but administration shall be solely responsible for determining the final schedule. In the event that a scheduled duty extends beyond the teacher workday, the teacher will be compensated in 15 minute increments at the rate of \$40/hour.</i></p>	<p>Board Initials <u>PCP</u></p> <p>Date <u>1/6/23</u></p>	<p>HEA Initials <u>MAC</u></p> <p>Date <u>1/6/23</u></p>
<p><b>ARTICLE VIII WORKDAY TERMS AND CONDITIONS</b></p>	<p><u>SECTION K: TEACHER RESIGNATIONS</u>  <i>After August 1 of any year, if an employee resigns from his/her employment by the School District without the written permission of the School Board solely to teach in another district in a similar position, and thereby fails to work for the School District for the entire school year required by his/her employment contract, the employee shall pay the School District the sum of \$1000 to compensate the School District for expenses incurred by reason of the employee's resignation. The employee may submit information to the School Board in support of his/her request for the School Board's permission to resign. This provision shall be included in each employee's individual employment contract.</i></p>	<p>Board Initials <u>PCP</u></p> <p>Date <u>1/6/23</u></p>	<p>HEA Initials <u>MAC</u></p> <p>Date <u>1/6/23</u></p>

TENTATIVE AGREEMENTS between the Hooksett School Board and the Hooksett Education Association 1/4/2023

<p><b>ARTICLE IX PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS</b></p>	<p><u>SECTION D: INVOLUNTARY TRANSFER</u></p> <ol style="list-style-type: none"> <li>1. A transfer under this provision is defined as, <i>a grade level or subject transfer, and/or a transfer</i> from one building to another.</li> <li>2. The Superintendent at his/her sole discretion may transfer teachers subject to the following. When a transfer to another position is necessary, the Superintendent shall first ask for volunteers to fill this position. The Superintendent shall consider filling the position with volunteers, but the Superintendent is not required to select a volunteer for transfer.</li> <li>3. When a transfer is required and the teacher does not wish to accept the transfer voluntarily, the Superintendent may implement the change as an involuntary transfer. The teacher shall be notified as soon as practicable that a transfer is being considered and shall be notified of the reason for the transfer by the appropriate administrator(s).</li> <li>4. An involuntary transfer will be made only after a meeting between the teacher involved and the Superintendent if such a meeting is requested by the teacher.</li> <li>5. When an involuntary transfer is necessary, a teacher's area of competence and major or minor field of study will be considered.</li> </ol>	<p>Board Initials <u>P-L</u></p> <p>Date <u>1/6/23</u></p>	<p>HEA Initials <u>MAC</u></p> <p>Date <u>1/6/23</u></p>
<p><b>ARTICLE XV TEMPORARY LEAVE OF ABSENCE</b></p>	<p><u>SECTION E: SICK LEAVE BANK</u></p> <p>The sick leave bank is intended to serve a member who, because of extended and serious illness, has exhausted his/her individual sick leave.</p> <p>Provisions:</p> <p>10. A teacher may utilize no more than sixty (60) days from the sick leave bank for any illness. A teacher may make additional requests to the committee to draw additional days.</p> <p><b>11. After the initial 60 days have been exhausted, another request may be made to the sick leave bank committee to draw up to an additional 60 days.</b></p>	<p>Board Initials <u>P-L</u></p> <p>Date <u>1/6/23</u></p>	<p>HEA Initials <u>MAC</u></p> <p>Date <u>1/6/23</u></p>

<p><b>ARTICLE XVII RETIREMENT</b></p>	<p>SECTION A</p> <p>If at the time of voluntary termination of employment with the Hooksett School District a teacher (1) is eligible for retirement benefits under the New Hampshire Retirement System (2) has fifteen (15) years of service as a teacher with said District, and (3) notifies the Superintendent in writing no later than October 1st prior to voluntary termination of his/her intent to receive this benefit then that teacher shall be paid the following amount by July 31 after termination:</p> <p><del>If retiring during 2020-2021 or 2021-2022, \$26,000. If retiring during 2022-2023</del> <b>the 2023-2024, 2024-2025 and 2025-2026 contract years, the amount will be \$28,000.</b></p> <p><i>Starting in contract year 2025 - 2026, no more than six (6) persons may be eligible to apply for and receive this benefit in any one school year. If more than six eligible persons apply for this benefit in any one school year, those employees with the most continuous years of service as a teacher in the Hooksett School District immediately prior to retirement shall receive priority. If two or more such employees have the same years of service as a teacher in the Hooksett School District, the next tie-breaker shall be based on date of birth, with the older employee(s) receiving priority.</i></p> <p><i>The Board may, in its complete and sole discretion, grant waivers to the October 1st deadline and the maximum of six (6) retirement payments per year, as referenced above, in cases of serious unforeseen circumstances.</i></p> <p><i>If in any year a teacher is denied the retirement benefit due to the cap, the teacher shall be allowed to retract their retirement intention.</i></p>	<p>Board Initials</p> <p><u>PC</u></p> <p>Date</p> <p><u>1/6/23</u></p>	<p>HEA Initials</p> <p><u>MAC</u></p> <p>Date</p> <p><u>1/6/23</u></p>
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TENTATIVE AGREEMENTS between the Hooksett School Board and the Hooksett Education Association 1/4/2023

<p><b>ARTICLE XIX INSURANCE</b></p>	<p>SECTION A: HEALTH INSURANCE</p> <p>1. The Board agrees to offer hospital/medical insurance under Cigna SchoolCare Yellow Open Access Plan with Choice Fund. The School District and teachers shall pay the following percentages of the premium for the single plan, the two-person plan and the family plan:</p> <table border="1" data-bbox="378 341 1617 552"> <thead> <tr> <th></th> <th>2023-2024 District/Teacher</th> <th>2024-2025 District/Teacher</th> <th>2025-2026 District/Teacher</th> </tr> </thead> <tbody> <tr> <td>plan</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Single</td> <td>88%/12%</td> <td>88%/12%</td> <td>88%/12%</td> </tr> <tr> <td>2 Person</td> <td>83%/17%</td> <td>81.5%/18.5%</td> <td>80%/20%</td> </tr> <tr> <td>Family</td> <td>83%/17%</td> <td>81.5%/18.5%</td> <td>80%/20%</td> </tr> </tbody> </table> <p>2. In the event any insurance plan offered to unit members under this article triggers an excise tax under federal law, the parties agree to immediately re-open this agreement for the limited purpose of negotiating an alternative plan(s) that will not be subject to the excise tax.</p> <p>SECTION G: HEALTH INSURANCE BUY OUT</p> <p>Each year that the teacher elects not to receive any hospital/medical insurance which is offered by the School District, the teacher shall receive a bonus, provided that the teacher provides proof of other coverage. If the teacher purchases subsidized insurance which results in a financial penalty being incurred by the District under the federal Affordable Care Act, the amount of the penalty shall be deducted from the amount of the bonus. For the term of this agreement, the bonus shall be \$1,500 \$2,500.</p>		2023-2024 District/Teacher	2024-2025 District/Teacher	2025-2026 District/Teacher	plan				Single	88%/12%	88%/12%	88%/12%	2 Person	83%/17%	81.5%/18.5%	80%/20%	Family	83%/17%	81.5%/18.5%	80%/20%	<p>Board Initials <u>PCP</u></p> <p>Date <u>1/6/23</u></p>	<p>HEA Initials <u>MAC</u></p> <p>Date <u>1/6/23</u></p>
	2023-2024 District/Teacher	2024-2025 District/Teacher	2025-2026 District/Teacher																				
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Family	83%/17%	81.5%/18.5%	80%/20%																				
<p><b>ARTICLE XXIII DURATION AND RENEWAL</b></p>	<p>1. This Agreement shall become effective July 1, 2020 2023 and will continue to be in effect until June 30, 2023-2026 .</p> <p style="text-align: center;">   <u>Peter C. Cook 1/6/23</u>                      For the Hooksett School Board                 </p>	<p>Board Initials <u>PCP</u></p> <p>Date <u>1/6/23</u></p>	<p>HEA Initials <u>MAC</u></p> <p>Date <u>1/6/23</u></p>																				

TENTATIVE AGREEMENTS between the Hooksett School Board and the Hooksett Education Association 1/4/2023

<p><b>APPENDIX A SALARY GUIDES</b></p>	<p>Appendix A – <del>(Based on "Indexed Schedule" for 2019-2020)</del></p> <p>Year 1 1.5% plus step <del>\$40,950</del> <b>BA Step 1 start, \$1800 increase per step; plus step</b></p> <p>Year 2 1.5% plus step <del>\$42,900</del> <b>BA Step 1 start, \$1800 increase per step; plus step</b></p> <p>Year 3 2.0% plus step <del>\$44,800</del> <b>BA Step 1 start, \$1800 increase per step; plus step</b></p> <p><b>Salary Schedules for Contract Years 2023-2024, 2024-2025 and 2025-2026 are attached.</b></p> <p>LONGEVITY</p> <p>Effective July 1, 2019, one year after reaching the top of the salary schedule, teachers who have at least fifteen (15) years of service in the Hooksett School District and up to twenty-four (24) years of service will receive \$500. Teachers who have at least twenty-five (25) years of service in the Hooksett School District and up to thirty-four (34) years, will receive \$750. Teachers who have at least thirty-five (35) years of service in the Hooksett School District will receive \$1000. The lump sum longevity payment shall be made in the first pay period in December.</p> <p><b>Starting with contract year 2024 - 2025, teachers who have at least fifteen (15) years of service in the Hooksett School District and up to nineteen (19) years of service will receive \$500. Teachers who have at least twenty (20) years of service in the Hooksett School District and up to twenty-four (24) years, will receive \$750. Teachers who have at least twenty-five (25) years of service in the Hooksett School District will receive \$1000. The lump sum longevity payment shall be made in the first pay period in December.</b></p> <p><b>Appendix B – Reflects 5.0% increase in co-curricular stipends.</b></p>	<p>Board Initials <u>PLP</u></p> <p>Date <u>1/6/23</u></p>	<p>HEA Initials <u>SMC</u></p> <p>Date <u>1/6/23</u></p>
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TENTATIVE AGREEMENTS between the Hooksett School Board and the Hooksett Education Association 1/4/2023

**APPENDIX B  
Co-Curricular  
Stipends**

**Appendix B**

The parties specifically agree that the Board, at its sole discretion, has the right to continue or discontinue any of the following stipend positions.

Board  
Initials

*PLP*

HEA  
Initials

*MAE*

**2023-2026**

POSITION	STIPEND
Athletic Director	\$3,733
Band - Jazz Director	\$1,762
Band Director - Cawley	\$2,488
Band Director - Memorial	\$455
Baseball Coach	\$1,630
Basketball Coach - Boys	\$2,153
Basketball Coach - Girls	\$2,153
Builders Club Advisor (2 positions, Kiwanis pays half)	\$2,278
Cheerleading Coach	\$2,153
Chess Club	\$855
Choral Director	\$455
Cross Country Coach (2 positions)	\$1,244
Cross Country Assistant Coach	\$622
Destination Imagination Coordinator - HMS	\$343
Destination Imagination Coordinator - Underhill	\$343
Drama Club Advisor	\$1,246
Dream Catchers	\$912
Field Hockey Coach	\$1,481

Date

*1/6/23*

Date

*1/6/23*



TENTATIVE AGREEMENTS between the Hooksett School Board and the Hooksett Education Association 1/4/2023

FIRST Robotics Advisor/Coach (2 positions)	\$1,3793
Golf Coach	\$1,584
Lacrosse Coach - Boys	\$1,630
Lacrosse Coach - Girls	\$1,630
National Junior Honor Society Advisor (3 positions)	\$1,368
New Teacher Mentors (per mentee)	\$551
Newspaper Advisor	\$1,494
Professional Development Representative (1 position per school)	\$1,379
Rubik's Cube/Board Game Club Advisor	\$855
Soccer Coach - Boys	\$1,481
Soccer Coach - Girls	\$1,481
Softball Coach	\$1,630
STEM Club (2 positions)	\$1,379
Student Council Advisor (2 positions)	\$2,488
Student Wellness/Fitness Coordinator	\$1,243
Summer Academy Coordinator	\$3,416
Track and Field Coach	\$1,822
Track and Field Assistant Coach (2 positions)	\$1,595
Volleyball Coach	\$1,867
Volunteer Coordinator	\$840
Yearbook Advisor	\$1,867
Team Leaders (1 per team)	\$551

APPENDIX A

2023-2024 SALARY GUIDE

Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	\$40,950	\$42,025	\$43,100	\$44,575	\$45,650	\$46,725
2	\$42,750	\$43,825	\$44,900	\$46,375	\$47,450	\$48,525
3	\$44,550	\$45,625	\$46,700	\$48,175	\$49,250	\$50,325
4	\$46,350	\$47,425	\$48,500	\$49,975	\$51,050	\$52,125
5	\$48,150	\$49,225	\$50,300	\$51,775	\$52,850	\$53,925
6	\$49,950	\$51,025	\$52,100	\$53,575	\$54,650	\$55,725
7	\$51,750	\$52,825	\$53,900	\$55,375	\$56,450	\$57,525
8	\$53,550	\$54,625	\$55,700	\$57,175	\$58,250	\$59,325
9	\$55,350	\$56,425	\$57,500	\$58,975	\$60,050	\$61,125
10	\$57,150	\$58,225	\$59,300	\$60,775	\$61,850	\$62,925
11	\$58,950	\$60,025	\$61,100	\$62,575	\$63,650	\$64,725
12	\$60,750	\$61,825	\$62,900	\$64,375	\$65,450	\$66,525
13	\$62,550	\$63,625	\$64,700	\$66,175	\$67,250	\$68,325
14	\$64,350	\$65,425	\$66,500	\$67,975	\$69,050	\$70,125
15	\$66,150	\$67,225	\$68,300	\$69,775	\$70,850	\$71,925
16	\$67,950	\$69,025	\$70,100	\$71,575	\$72,650	\$73,725
17		\$70,825	\$71,900	\$73,375	\$74,450	\$75,525
18			\$73,700	\$75,175	\$76,250	\$77,325
19				\$76,975	\$78,050	\$79,125
20					\$79,850	\$80,925
21						\$82,725

NO STEP 22

Plus \$1,805 bonus for staff at eliminated steps BA30:19, MA15:21, MA30:22 in 2022-23. Bonus to be paid over 22 or 26 pay periods.

MAC 1/6/23  
 PLC 1/6/23

2024-2025 SALARY GUIDE

Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	\$42,900	\$43,970	\$45,040	\$46,540	\$47,610	\$48,680
2	\$44,700	\$45,770	\$46,840	\$48,340	\$49,410	\$50,480
3	\$46,500	\$47,570	\$48,640	\$50,140	\$51,210	\$52,280
4	\$48,300	\$49,370	\$50,440	\$51,940	\$53,010	\$54,080
5	\$50,100	\$51,170	\$52,240	\$53,740	\$54,810	\$55,880
6	\$51,900	\$52,970	\$54,040	\$55,540	\$56,610	\$57,680
7	\$53,700	\$54,770	\$55,840	\$57,340	\$58,410	\$59,480
8	\$55,500	\$56,570	\$57,640	\$59,140	\$60,210	\$61,280
9	\$57,300	\$58,370	\$59,440	\$60,940	\$62,010	\$63,080
10	\$59,100	\$60,170	\$61,240	\$62,740	\$63,810	\$64,880
11	\$60,900	\$61,970	\$63,040	\$64,540	\$65,610	\$66,680
12	\$62,700	\$63,770	\$64,840	\$66,340	\$67,410	\$68,480
13	\$64,500	\$65,570	\$66,640	\$68,140	\$69,210	\$70,280
14	\$66,300	\$67,370	\$68,440	\$69,940	\$71,010	\$72,080
15	\$68,100	\$69,170	\$70,240	\$71,740	\$72,810	\$73,880
16	\$69,900	\$70,970	\$72,040	\$73,540	\$74,610	\$75,680
17		\$72,770	\$73,840	\$75,340	\$76,410	\$77,480
18			\$75,640	\$77,140	\$78,210	\$79,280
19				\$78,940	\$80,010	\$81,080
20					\$81,810	\$82,880
21						\$84,680
NO STEP 22						

Plus \$1,550 bonus for staff at eliminated steps BA30:19, MA15:21, MA30:22 in 2022-23

Bonus to be paid over 22 or 26 pay periods.

PL 1/6/23

MAR 1/6/23

2025-2026 SALARY GUIDE

Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	\$44,800	\$45,865	\$46,930	\$48,430	\$49,495	\$50,560
2	\$46,600	\$47,665	\$48,730	\$50,230	\$51,295	\$52,360
3	\$48,400	\$49,465	\$50,530	\$52,030	\$53,095	\$54,160
4	\$50,200	\$51,265	\$52,330	\$53,830	\$54,895	\$55,960
5	\$52,000	\$53,065	\$54,130	\$55,630	\$56,695	\$57,760
6	\$53,800	\$54,865	\$55,930	\$57,430	\$58,495	\$59,560
7	\$55,600	\$56,665	\$57,730	\$59,230	\$60,295	\$61,360
8	\$57,400	\$58,465	\$59,530	\$61,030	\$62,095	\$63,160
9	\$59,200	\$60,265	\$61,330	\$62,830	\$63,895	\$64,960
10	\$61,000	\$62,065	\$63,130	\$64,630	\$65,695	\$66,760
11	\$62,800	\$63,865	\$64,930	\$66,430	\$67,495	\$68,560
12	\$64,600	\$65,665	\$66,730	\$68,230	\$69,295	\$70,360
13	\$66,400	\$67,465	\$68,530	\$70,030	\$71,095	\$72,160
14	\$68,200	\$69,265	\$70,330	\$71,830	\$72,895	\$73,960
15	\$70,000	\$71,065	\$72,130	\$73,630	\$74,695	\$75,760
16	\$71,800	\$72,865	\$73,930	\$75,430	\$76,495	\$77,560
17		\$74,665	\$75,730	\$77,230	\$78,295	\$79,360
18			\$77,530	\$79,030	\$80,095	\$81,160
19				\$80,830	\$81,895	\$82,960
20					\$83,695	\$84,760
21						\$86,560

NO STEP 22

Plus \$1,400 bonus for staff at eliminated steps BA30:19, MA15:21, MA30:22 in 2022-23.

Bonus to be paid over 22 or 26 pay periods.

PLP  
1/6/23  
MHC 1/6/23