



# **Collective Bargaining Agreement:**

Seacoast Education Association and School Administrative Unit 21

# Collective Bargaining Agreement Timeline

November  
13, 2018

- Tentative Agreement reached

November  
26, 2018

- Seacoast Education Association ratified

December 5,  
2018

- South Hampton School District ratified

December  
10, 2018

- Seabrook School District ratified
- North Hampton School District ratified

December  
12, 2018

- Winnacunnet School District ratified

December  
13, 2018

- Hampton Falls School District ratified

# Collective Bargaining Agreement Summary

## 4 Year Duration of Agreement (Article XXV):

- July 1, 2019 to June 30, 2023

## Salary Schedule (Appendix A):

- Year 1: 2.75% cost of living adjustment
- Year 2: 2.75% cost of living adjustment
- Year 3: 2.75% cost of living adjustment
- Year 4: 2.75% cost of living adjustment



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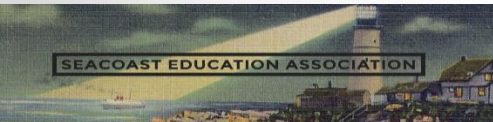
# Collective Bargaining Agreement Summary

## Health Insurance (Appendix C):

- Removal of Blue Choice high cost health insurance plan offering in 2020-21.
- Change from 3-tier prescription program to 5-tier program for cost savings.
- Language that mandates opening of negotiations to address health insurance plan offerings, should the excise tax under the Affordable Care Act take effect.

## Health Insurance (Article XV):

- Allowance for non-benefit eligible employees to participate in SAU 21 healthcare plan at 100% their own expense (Section 15-1).
- Elimination of option for spouse to take opt-out payment, if both spouses are employed in SAU 21 and one is enrolled in a health insurance plan (Section 15-3).



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# Collective Bargaining Agreement Summary

## Retirement Stipend (Article XVIII; Section 18-3):

- Increase of retirement stipend from \$600 per year of service, to \$625 per year of service.
- Increase of unused accrued sick day retirement payout from \$40 per day, to \$45 per day.

## Salaries (Article XXII; Section 22-1 and Section 22-4):

- Longevity stipends for years of service and stipends for holding an advanced degree will increase according to the 2.75% cost of living adjustment, for eligible teachers.
- Teachers who change school districts within SAU 21 will retain any longevity benefit attained in the prior SAU 21 school district.



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# Collective Bargaining Agreement Summary

## Time Requirements (Article VII; Section 7-3):

- Teachers will be required to remain in school on Fridays until approximately fifteen (15) minutes after the normal closing of school for students.

## Sick Leave (Article IX; Section 9-1.1, 9-3 and 9-6):

- Teachers who change school districts within SAU 21 will retain any sick leave benefit attained in the prior SAU 21 school district.
- Sick leave will be credited at the start of the school year to reflect actual practice.
- Language was clarified in the sick leave bank section to better reflect actual practice.



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School Administrative Unit 21  
2 Alumni Drive Hampton NH  
Serving the Districts  
Hampton Falls North Hampton Seabrook  
South Hampton Winnacunnet  
603-926-8992

# Collective Bargaining Agreement Summary

## Temporary Leaves of Absence (Article X; Section 10-3):

- A cap will be put in place (in each school district) to limit the number of teachers who can take personal leave on the same day – during the months of May and June.

## Course Reimbursement (Article XIV; Section 14-1):

- A teacher may be granted approved course reimbursement at the equivalent cost of a four credit in-state UNH graduate course (previously capped at \$2,000).
- A teacher may utilize \$500 of this total amount toward other professional development (previously capped at \$300).
- For approval, the course or other training must be relevant to a teacher's current position, goals, or in an area of need for the district.



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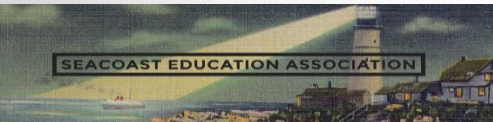


# Financial Implication

Total Costs	Year 1	Year 2	Year 3	Year 4
Winnacunnet	\$376,095	\$390,512	\$388,338	\$392,929
South Hampton	\$45,028	\$43,398	\$46,116	\$47,831
Seabrook	\$277,168	\$266,202	\$278,827	\$279,632
North Hampton	\$146,926	\$137,561	\$156,626	\$145,481
Hampton Falls	\$109,156	\$102,013	\$105,299	\$98,559
<b>Total</b>	<b>\$954,372</b>	<b>\$939,685</b>	<b>\$975,207</b>	<b>\$964,432</b>

Health Insurance Savings	Year 2
Winnacunnet	-\$11,737
South Hampton	-\$709
Seabrook	-\$8,560
North Hampton	-\$5,645
Hampton Falls	-\$4,333
<b>Total</b>	<b>-\$30,984</b>

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## Impact if the CBA Fails

**A failed contract will result in a “status quo” agreement for all teachers – All items from the 2016-17 to 2018-19 contract will remain in effect:**

- Staff will not receive a step or cost of living adjustment.
  - Longevity/advanced degree/retirement stipends, and course reimbursement will not increase.
- Benefits will remain intact from the previous contract:
  - The high cost Blue Choice health plan will remain in effect, at a higher cost to the school – with no contingency to address potential ACA excise tax exposure
- The administration will lose important tools to help manage the individual buildings and staffing, such as:
  - The ability to better control course reimbursement to benefit the school; hold teachers accountable for meetings, training, etc. on Friday afternoons; manage personal day usage, risking potential lack of teacher coverage; retain great teachers through SAU-wide professional status

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## Impact if the CBA Fails

- After failing 3 times in the last 9 years, there is legitimate concern that staff morale and job satisfaction will suffer.
- There is a concern that teachers may leave SAU 21 for surrounding districts to regain missed steps and achieve higher salaries.
- Our compensation package is trending down relative to surrounding districts – which could negatively impact our ability to attract and retain valuable teachers, and deliver our high educational standards.



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## Important Note

The CBA is a collaborative agreement. So, it is important to note that the CBA needs to pass in all five school districts within SAU 21 – in order for it to take effect in any one district. If any one CBA fails, they all fail.

Therefore, all five towns need to vote and pass the following warrant article ballots for it to pass and take effect in any one district:

**Seabrook:** Seabrook CBA & Winnacunnet CBA

**Hampton Falls:** Hampton Falls CBA & Winnacunnet CBA

**North Hampton:** North Hampton CBA & Winnacunnet CBA

**Hampton:** Winnacunnet CBA

**South Hampton:** South Hampton CBA

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Thank you to the School Board, Budget Committee, parents, students, and community for your continued support of SAU 21 and our invaluable teachers!

