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TIMBERLANE REGIONAL SCHOOL BOARD'S FINAL TENTATIVE AGREEMENT
WITH THE TIMBERLANE SUPPORT STAFF UNION
AFT Local #6530

November 14, 2025

The School Board makes the following tentative agreement with the Union. This tentative agreement replaces and incorporates changes agreed to in TA#1 and calls for no changes to the parties' 2023-2026 collective bargaining agreement, except for those provisions that are expressly referenced herein. In accordance with the ground rules, all agreements are temporary until a tentative agreement on all items is achieved.

Items in bold are to be added and items struck-through are to be deleted.

ARTICLE 1 – RECOGNITION

- 1.1 The Timberlane Regional School Board recognizes the Timberlane Support Staff Union, AFT Local #6530, AFT-NH, AFL-CIO for purposes of collective negotiations to be the exclusive representative of full and part-time paraeducators employed by the Timberlane Regional School District, as certified in New Hampshire Public Employee Labor Relations Board Decision No. 2013-173. Paraeducators in the following job classifications are included in the bargaining unit: educational assistant, ~~ISAAC~~, library assistant, licensed nursing assistant, sped assistant, tutor, tutor 1:1, tutor 1:1 (asst. teacher), tutor – ASD and tutor – EH. The following job classifications are excluded from the bargaining unit: certified occupational therapy assistant, speech-language assistant, Title I tutor, and transition facilitator.
- 1.2.5 ~~Not used. Employee categories:~~
- ~~a. Category "B-1" means employees who have completed a 90-day probation period, are employed at least 180 days per year and at least 6 hours per day, and were hired before July 1, 1996; or have completed a 90-day probation period, are employed at least 180 days per year and at least 4.5 hours per day, and were hired after May 1, 1976 and before July 1, 1996.~~
 - ~~b. Category "B-2" means employees who have completed a 90-day probation period, are employed at least 180 days per year and at least 6 hours per day, and were hired after June 30, 1996.~~
 - ~~c. Category "B-3" means employees who have completed a 90-day probation period, are employed at least 180 days per year and more than 4 but less than 6 hours per day, and were hired after June 30, 1996.~~

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~~d. Category "C 1" means employees who are not in categories B 1, B 2, or B 3. Employees in category C 1 receive no benefits.~~

ARTICLE 4 – UNION RIGHTS

- 4.7 The Union will be provided with an opportunity at the beginning of the school year to meet with bargaining unit members for at least ~~fifteen (15)~~ **thirty (30)** minutes in either district wide meetings or in building level meetings. The Union President shall be notified **monthly** of all newly hired bargaining unit employees and school assignment. The Union will also be provided with an opportunity to meet with new hires during the school year.

ARTICLE 8 – WORK DAY AND WORK YEAR

- 8.1 Work Year: The normal work year for each employee shall be the number of student days on the District calendar. The normal work year will also include ~~three (3)~~ **four (4)** non-student **professional days** days, at least two (2) of which will be scheduled before the student year ~~and the remaining day shall be used for professional development, which shall be scheduled during the school year on a teacher professional development day.~~ It is understood that it may be necessary to have some positions be assigned for less than the student days on the District calendar due to student needs.
- 8.2 Work Day: The normal work day for each employee shall be at least ~~6.5-7.0~~ hours per day except that library assistants may be scheduled for more or less hours per day based on the needs of the school. Those positions currently scheduled for less than 6 hours shall be permitted to continue with their current schedule but an additional 15 minutes per day may be added to their day. It is understood that it may be necessary to schedule a position for less than the ~~6.5-7.0~~ hours per day based on student or school needs. **One half (½) hour per day will be used for preparation/planning time as directed by administration.**
- 8.2.2 Field Trips and Work Beyond the School Day: In the event an employee is required to participate in a field trip or any other activity which extends beyond the regular work day, it is understood that the employee shall be paid at their normal rate of pay for all hours worked. **Normal rate of pay shall include additional pay received by the employee per Articles 11.1.4 and 11.1.6.**

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ARTICLE 11 – COMPENSATION

In the 2026-2027 school year the 2025 -2026 wage schedule will be consolidated and employees will be placed on the step and rank shown on Appendix 1 attached to this TA. (This language will not appear in the CBA)

11.1 Wages:

11.1.1 Employees shall be paid wage rates in accordance with the wage schedules that are attached in Appendix A. The wage schedule track for GBCC Sped certification shall be available only for those employees who held GBCC Sped certification as of July 1, 2014. Employees who are “off-step” shall only receive any COLA (**percentage or dollar amount**) that is applied to the salary schedule each year.

11.1.2 Each employee who is not yet on the top step of the applicable track of the wage schedule shall advance one step for 2027-28, provided he/she has worked more than one-half of the employee’s work year in the preceding school year.

11.1.4 Certification/**Intensive Special Education Paraeducators:**

a) Certification: In addition to the wage rates per Section 11.1.1, employees ~~in category B-1, B2, B-3, or C-1~~ who hold one or more of the following certifications from the New Hampshire Department of Education shall receive ~~one an~~ hourly pay differential for the highest such certification that they hold: teacher certification, \$0. 60; paraeducator II certification, \$0.60; or paraeducator I certification, \$0.30.

b) Intensive Special Education Paraeducators. The district may implement an additional hourly amount to be paid to Intensive Special Education Paraeducators (ISEPs), such as but not limited to: paraeducators working in the ASD program, the ED program, the IN program *and those who work with students who meet the defined criteria for a categorical program but who are not enrolled in a categorical program.* ISEP’s may be paid a differential hourly amount upon beginning their assignment. Said amount shall be one dollar (\$1.00) per hour which shall be in addition to all other compensation provided for under Article 11 to which the employee is entitled. *The differential pay shall continue for the duration of the employee’s time working as an ISEP. In addition, ISEPs shall receive a lump sum payment of \$1,000 to be paid on or before July 31 each year after they successfully complete a school year as an ISEP (said amount will be prorated for ISEPs who agree to begin work after the start of the school year but who successfully complete the year as an ISEP). The lump-sum payment shall not compound or be added to an employee’s base wage.*

ISEPs work-year may be extended by the superintendent for *up to* an additional ten days more than the number of student days (for a total of up to 190 days), with the

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additional 10 days to be used for additional professional development. ISEPs work day may be extended by the superintendent to *up to* 7.5 hours per day.

Paraeducators may apply to fill ISEP positions but they shall not be assigned, transferred to or required to provide coverage for an ISEP position. *Employees accepting an ISEP position shall receive and agree to a letter agreement per article 7 which outlines the work year and or work day and other additional requirements of the position.*

Before they accept a position, ISEPs may be asked to commit in writing to work in the Extended School Year (ESY) program during the following summer however, work in the ESY program will not be governed by the TSSU collective bargaining agreement and compensation for summer work will be paid separately from compensation paid pursuant to the TSSU agreement.

~~11.1.6~~ **11.1.5 Service Recognition:** In addition to the wage rates per Section 11.1.1, employees in categories ~~B-1, B-2, B-3, or C-1~~ shall be entitled to an hourly pay differential added to his/her base pay per the years of service to the District and in the amounts below:

And add the following to the end of the Article:

Years of service for purposes of this contract provision shall be calculated based on cumulative years of service to the District in a District employee position provided there has not been a break in service of more than twelve (12) months. Time served in a temporary, contracted, or substitute position shall not count towards years of service.

ARTICLE 13 – LEAVES

Effective July 1 2026 through June 30, 2027:

- 13.1 **Sick Leave:** On the first work day of the work year, ~~employees in category B-1, B-2, or B-3~~ employees working twenty (20) hours or more per week and 180 days or more per year shall ~~earn one paid sick day per month (10 sick days per year)~~ be granted ten (10) days of paid sick leave, up to a maximum accumulation of ~~50~~ seventy (70) days. On the first work day of the work year, ~~employees in category C-1~~ working less than twenty (20) hours per week or less than 180 days per year shall be granted ~~earn one (1) paid sick day per month, up to six (6)~~ paid sick days per year, up to a maximum accumulation of thirty (30) days. Sick days may be used for the employee's illness or injury, illness of the employee's spouse, parent, or child, or absences due to medical or dental appointments. Sick leave may also be utilized at the employee's discretion for any FMLA purpose [even if the employee is not eligible

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for FMLA] or any other purpose as may be approved at the discretion of the Superintendent. ~~Unused sick days in excess of the maximum accumulation will be bought back by the District at the rate of \$20 per day, with the total annual amount redeemed not to exceed \$200. Sick leave is available for employees to use for absences due to illness or injury or medical/dental appointments.~~

Effective July 1, 2027:

13.1 **Sick Leave:** Employees working twenty (20) hours or more per week and 180 days or more per year shall accrue paid sick leave at the rate of one and one-half (1.50) days per calendar month to a maximum of ten (10) paid sick leave days per year, with a maximum accrual of 70 days at any time. Employees working less than twenty (20) hours per week or less than 180 days per year shall accrue paid sick leave at the rate of one (1) day per calendar month to a maximum of six (6) paid sick leave days per year, with a maximum accrual of 30 days at any time. Sick days may be used for the employee's illness or injury, illness of the employee's spouse, parent, or child, or absences due to medical or dental appointments. Sick leave may also be utilized at the employee's discretion for any FMLA purpose [even if the employee is not eligible for FMLA] or any other purpose as may be approved at the discretion of the Superintendent.

13.2 **Disability Bank:** There shall be a pool of paid leave days for eligible employees in ~~categories B-1, B-2, and B-3~~ **working twenty (20) hours or more per week for 180 days or more per year** that may be drawn upon after any and all individual accumulated sick leave days have been exhausted. One year of completed service is required to qualify. This pool may be used for ~~a an~~ **an employee's** disability of twenty (20) contract days or more. The Disability Bank shall be administered in accordance with **Appendix B.**

In addition, in Appendix B change "minimum" to "maximum" in the first sentence of section 2.

13.3 **Personal Leave:**

13.3.1 ~~Employees in category B-1, B-2, or B-3~~ **Employees working twenty (20) hours or more per week and 180 days or more per year** may use up to ~~2~~ **three (3)** days per year as paid personal leave. ~~Employees in category C-1~~ **Employees working less than twenty (20) hours per week** may use up to **two (2)** days per year as paid personal leave.

13.3.2 Personal leave may be taken for urgent or unusual personal business that cannot be conducted outside school hours, subject to the building principal's approval. Personal leave may not be taken on the day before or after holidays and school vacations.

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Personal leave may not be used for recreation. The employee shall provide at least 48 hours advance written notice to the building principal of the need to take personal leave, except in emergencies.

13.3.3 Personal leave may not be accumulated and carried over year-to-year

13.4 Holidays: Employees ~~in category B-1 will receive~~ **receiving** holiday pay **as of June 30, 2026 will continue to receive pay** for Thanksgiving, Christmas, and Memorial Day. Holiday pay will be included in annual pay and divided over the school year. For purposes of calculating an employee's pay due at separation, holidays are accrued in the month they occur.

Amend the first sentence of article 13.5 as follows:

13.5 Bereavement Leave: Employees ~~in category B-1, B-2, B-3, or C-1~~ will be granted bereavement leave. An employee shall be granted reasonable absences because of death in his/her immediate family with pay, not to exceed four (4) days per bereavement.

ARTICLE 14 – INSURANCE

14.1 Medical Insurance

14.1.1 The District shall offer full-time employees, as defined in Article 1.2.8, upon completion of sixty (60) calendar days of employment, notwithstanding Article 1.2.5 a variety of medical insurance plans including, but not limited to, the following or their substantial equivalents:

Access Blue (AB20-RX10/20/45)

Access Blue Site of Service (ABSOS-20/40 IKDED)

~~HMO Blue NE (20-RX-10/20/45)~~

All plans shall have a \$20 office visit copayment and a \$10/20/45 prescription drug payment, except ABSOS 20/40 IKDED.

14.1.1.1 Notwithstanding any other provisions in this Agreement: Either party may reopen negotiations on or after April 1, 2017, to address excise taxes under the Affordable Care Act.

14.1.2 Effective July 1, 2020, the District contribution to each plan shall be as follows:

Access Blue (AB20-RX10/20/45)

Single Plan: 85%

Two-Person: 85%

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Family Plan: 85%

Access Blue Site of Service (ABSOS-20/40 IKDED)

2026-2027 2027-2028

Single Plan: ~~100%~~97% 95%

Two-Person: ~~100%~~97% 95%

Family Plan: ~~100%~~97% 95%

~~HMO Blue NE (20 RX 10/20/45)~~

~~Single Plan: 85%~~

~~Two Person: 85%~~

~~Family Plan: 85%~~

Amend the first sentence of article 14.1.4 as follows:

14.1.4 ~~Each year that~~ An eligible employee ~~in category B-1 or B-2, working thirty (30) hours or more per week and 180 days or more per year as defined in Article 1.2.8,~~ upon completion of sixty (60) calendar days of employment, notwithstanding Article ~~1.2.5~~ 1.3, chooses not to enroll, **for the entire fiscal year**, in one of the health insurance plans offered by the District, the employee shall receive an insurance opt-out payment from the District in the amount of \$500, provided the employee submits proof that he/she has obtained alternate insurance coverage that is not subsidized (e.g., not subsidized under the Affordable Care Act).

Amend the first sentence of article 14.1.5 as follows:

14.1.5 Employees ~~in categories B-1 or B-2~~ **working thirty (30) hours or more per week and 180 days or more per year** who actually retire from the District's employment through the New Hampshire Retirement System may continue to be enrolled in a District sponsored medical insurance program at their own expense during their retirement until they reach Medicare eligibility age [at which time they could purchase the supplemental insurance plans through the District], provided that they were enrolled in a District sponsored medical insurance program at the time of their retirement, and provided they are not eligible for medical insurance from another employer.

14.2 Dental Insurance: The District shall offer the Health Trust, Option ~~1A~~ **1S** dental insurance coverage to employees ~~in categories B-1 or B-2~~ **working thirty (30) hours or more per week and 180 days or more per year**, as defined in Article 1.2.8, upon completion of sixty (60) calendar days of employment, notwithstanding Article ~~1.2.5~~ 1.3.

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District contributions for the term of this Agreement shall be ~~seventy five percent (75%)~~ **seventy percent (70%)** towards Single/Two Person/Family Coverage.

- 14.3 **Life Insurance:** For employees ~~in categories B-1, B-2, or B-3~~ **working twenty (20) hours or more per week and 180 days or more per year**, upon completion of sixty (60) calendar days of employment, notwithstanding Article ~~4.2.5~~ **1.3** the District will pay 100% of the premium for a \$20,000 term life insurance policy. Said employees will be given an option to buy an additional \$20,000 of coverage at the employee's expense if permitted by the insurer.
- 14.5 **Vision Plan** The District may offer the Anthem Vision Plan. The employee may voluntarily enroll in the vision plan annually. The employee shall be responsible for 100% of the cost of the plan they select.
- 14.6 **Insurance Committee**
The Timberlane Regional School Board agrees to establish a committee of TSSU bargaining unit members, appointed by the Timberlane Support Staff Union, and administrators, appointed by the Superintendent, to review all existing insurance programs and to make recommendations to the Board. The committee will meet at least one year before the expiration of this Agreement.

ARTICLE 15 – OTHER BENEFITS

- 15.1 **Education Benefit:** The District will pay up to \$200 per school year for each employee ~~in category B-1, B-2, or B-3~~ **working twenty (20) hours or more per week for 180 days or more per year** to take courses and workshops that are job-related and approved in advance by the Superintendent or his/her designee. Additional support for courses and workshops may be available on a limited basis, subject to the Superintendent's approval. **An employee may utilize their annual \$200 allocation to be reimbursed for the fees and costs of obtaining *initial* paraeducator certification or licensed nursing assistant licensing.**
- 15.2 **Retirement Incentive:** Employees ~~in category B-1, B-2, or B-3~~ **working twenty (20) hours or more per week for 180 days or more per year** who, as of June 30, 2023, have completed at least 10 years of full-time equivalent service in the District and who are at least 55 years of age shall be eligible for this retirement incentive program. Employees who have not completed 10 years of service in the District and who are not 55 years of age as of June 30, 2023, will no longer be eligible for the retirement incentive. Employees must submit notice of their intention to retire under this program to the Superintendent no later than March 30th of the last full school year of employment. Under

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extraordinary or unanticipated circumstances, employees may withdraw such notice or submit such notice after March 30th. If more than one employee in a school year seeks to withdraw or submit such notice after March 30th, the employee shall notify the Superintendent in writing of the extraordinary and/or unanticipated circumstances that justify the late withdrawal or submission. The amount of the retirement incentive shall equal 1.25% of the employee's last annual wages times the number of full-time equivalent years of service in the District; however, in no event shall the amount paid to an employee exceed the following: (1) for an employee who, at the time of retirement, has 10 years of service in the District but less than 15 years of service in the District, and who is at least 55 years of age, the amount paid shall not exceed \$5,000; (2) for an employee who, at the time of retirement, has 15 years of service in the District but less than 20 years of service in the District, and who is at least 55 years of age, the amount paid shall not exceed \$7,500; and (3) for an employee who, at the time of retirement, has 20 years of service or more in the District and who is at least 55 years of age, the amount paid shall not exceed \$10,000. The retirement benefit shall be paid as a one-time lump sum in or before August following the date of the employee's retirement. **An employee who has received a Retirement Incentive benefit as a member of another District bargaining unit or as a District employee shall not be eligible to receive the retirement incentive benefit provided for in this provision of the contract.**

- 15.3 Severance Pay: When an employee **voluntarily** leaves the District's employment, the employee may redeem unused sick leave at the following rates:

After Completing 10 Years of Service

\$1520 per day

After Completing 15 Years of Service

\$2025 per day

In no event may employees redeem more than the maximum number of sick days that may be accumulated under Section 10.1. The benefit shall be payable in the employee's final paycheck after the employee leaves the District's employment.

ARTICLE 17 – REDUCTION IN FORCE

- 17.5 For up to 15 months after ~~lay off~~ **layoff**, the District shall consider laid off employees for recall to positions from which they were laid off. If the administration concludes that a laid off employee and an external candidate are approximately equally qualified for such a position, the laid off employee will be offered the position. If a laid off employee is offered a position and does not accept it within five (5) business days, he/she shall be removed from the recall list.

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ARTICLE 20 -DURATION

- 20.1 This agreement shall be in full force and effect from July 1 ~~2023~~ **2026** through June 30, ~~2026-2028~~. The Board may reopen negotiations on health insurance and wages if it deems it necessary to do so due to the Affordable Care Act.

All other proposals are withdrawn.

APPENDIX A

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FY2027								
Step	E1	E2	E3	E-GBCC	T5	L1	L2	L3
	HS Diploma	Associates Degree	Bachelor Degree	GBCC Cert.	LNA	HS Diploma	Associates Degree	Bachelor Degree
1	\$ 16.84	\$ 17.43	\$ 18.02	\$ 17.04	\$ 20.70	\$ 17.04	\$ 17.56	\$ 18.09
2	\$ 17.65	\$ 18.24	\$ 18.83	\$ 17.85	\$ 21.66	\$ 17.85	\$ 18.37	\$ 18.90
3	\$ 18.46	\$ 19.05	\$ 19.66	\$ 18.66	\$ 22.61	\$ 18.66	\$ 19.20	\$ 19.73
4	\$ 19.29	\$ 19.88	\$ 20.46	\$ 19.49	\$ 23.55	\$ 19.49	\$ 20.01	\$ 20.53
5	\$ 20.10	\$ 20.69	\$ 21.27	\$ 20.30	\$ 24.51	\$ 20.30	\$ 20.82	\$ 21.34
6	\$ 20.90	\$ 21.50	\$ 22.09	\$ 21.10	\$ 25.46	\$ 21.11	\$ 21.63	\$ 22.16
7	\$ 21.72	\$ 22.33	\$ 22.91	\$ 21.92	\$ 26.41	\$ 21.94	\$ 22.46	\$ 22.98
8	\$ 22.54	\$ 23.14	\$ 23.72	\$ 22.74	\$ 27.37	\$ 22.74	\$ 23.27	\$ 23.79
9	\$ 23.35	\$ 23.95	\$ 24.53	\$ 23.55	\$ 28.32	\$ 23.55	\$ 24.08	\$ 24.60
10	\$ 24.16	\$ 24.76	\$ 25.36	\$ 24.37	\$ 29.26	\$ 24.37	\$ 24.91	\$ 25.43
11	\$ 24.97	\$ 25.55	\$ 26.18	\$ 25.17	\$ 30.23	\$ 25.17	\$ 25.73	\$ 26.25
12	\$ 25.77	\$ 26.35	\$ 26.98	\$ 25.97	\$ 31.03	\$ 25.97	\$ 26.53	\$ 27.05
Off Step 1	\$ 26.12							

FY2028 (\$1.00 Per Hour Increase)								
Step	E1	E2	E3	E-GBCC	T5	L1	L2	L3
	HS Diploma	Associates Degree	Bachelors Degree	GBCC Cert.	LNA	HS Diploma	Associates Degree	Bachelors Degree
1	\$ 17.84	\$ 18.43	\$ 19.02	\$ 18.04	\$ 21.70	\$ 18.04	\$ 18.56	\$ 19.09
2	\$ 18.65	\$ 19.24	\$ 19.83	\$ 18.85	\$ 22.66	\$ 18.85	\$ 19.37	\$ 19.90
3	\$ 19.46	\$ 20.05	\$ 20.66	\$ 19.66	\$ 23.61	\$ 19.66	\$ 20.20	\$ 20.73
4	\$ 20.29	\$ 20.88	\$ 21.46	\$ 20.49	\$ 24.55	\$ 20.49	\$ 21.01	\$ 21.53
5	\$ 21.10	\$ 21.69	\$ 22.27	\$ 21.30	\$ 25.51	\$ 21.30	\$ 21.82	\$ 22.34
6	\$ 21.90	\$ 22.50	\$ 23.09	\$ 22.10	\$ 26.46	\$ 22.11	\$ 22.63	\$ 23.16
7	\$ 22.72	\$ 23.33	\$ 23.91	\$ 22.92	\$ 27.41	\$ 22.94	\$ 23.46	\$ 23.98
8	\$ 23.54	\$ 24.14	\$ 24.72	\$ 23.74	\$ 28.37	\$ 23.74	\$ 24.27	\$ 24.79
9	\$ 24.35	\$ 24.95	\$ 25.53	\$ 24.55	\$ 29.32	\$ 24.55	\$ 25.08	\$ 25.60
10	\$ 25.16	\$ 25.76	\$ 26.36	\$ 25.37	\$ 30.26	\$ 25.37	\$ 25.91	\$ 26.43
11	\$ 25.97	\$ 26.55	\$ 27.18	\$ 26.17	\$ 31.23	\$ 26.17	\$ 26.73	\$ 27.25
12	\$ 26.77	\$ 27.35	\$ 27.98	\$ 26.97	\$ 32.03	\$ 26.97	\$ 27.53	\$ 28.05
Off Step 1	\$ 27.12							

The 2026–2027 and 2027–2028 step schedules have been consolidated from the 23-step schedule that existed in the 2023–2026 CBA. The chart below shows the steps that existed in 2025–2026 and the corresponding step employees will be placed on in 2026–2027. In 2027–2028 employees will advance 1 step in accordance with the terms of the CBA.

2025–2026 Step	2026–2027 Step
1 or 2	1
3 or 4	2
5 or 6	3
7 or 8	4
9 or 10	5
11 or 12	6

2025–2026 Step	2026–2027 Step
13 or 14	7
15 or 16	8
17 or 18	9
19 or 20	10
21 or 22	11
23	12