

TIMBERLANE REGIONAL SCHOOL BOARD'S COLLECTIVE BARGAINING
PROPOSAL
TO TIMBERLANE TAAM
TEAMSTERS Local #633

December 30, 2025

The School Board makes the following tentative agreement with the Union. The tentative agreement calls for no changes to the parties' 2023-2026 collective bargaining agreement, as revised to include IT by an MOU dated November 9, 2023, 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 2 – JURISDICTION AND AUTHORITY OF THE BOARD

Add a new paragraph in article 2.1 Board Authority:

Notwithstanding any other provision in this Agreement, the Board has sole jurisdiction, authority and discretion to contract with individuals, companies or agencies to provide services that otherwise would be provided by persons employed in this bargaining unit if:

- 1) **the Superintendent determines that he/she cannot fill a vacant position at the applicable salary with a qualified applicant (provided, however, that the district will continue to actively recruit and hire a qualified applicant as soon as possible), or**
- 2) **in order to provide critical services while a regular union employee is absent due to medical disability, or**
- 3) **a regular union employee is unable to perform their duties for another reason.**

Under no circumstances will contracting out result in the layoff of existing employees during the term of this agreement.

ARTICLE 5 – GRIEVANCES

5.0 NEW:

A grievance shall mean a claim by an employee as defined in the recognition clause (Article 1) that there has been a violation or misapplication of one or more provision(s) of this Agreement.

5.5.2 STEP 2

If no satisfactory settlement is reached through the informal procedure Step 1 the employee, no later than ten (10) business days after receipt of the Supervisor's decision, may appeal the Supervisor's decision to the Superintendent of Schools. The appeal to the Superintendent must be made, in writing, reciting the matter submitted to the Supervisor, as specified above, and the employee's dissatisfaction with decisions previously rendered. The Superintendent shall meet with the employee(s) and Supervisor to attempt to resolve the matter as quickly as possible, but within a period not to exceed five (5) business days. The Superintendent shall communicate his/her decision, in writing, to the employee and the Supervisor, within ten (10) business days after the meeting.

ARTICLE 6 – LEAVES OF ABSENCE

[6.2.1] ACCUMULATION

On the first workday of each calendar month, each employee working **thirty (30) hours or more per week and a year-round (260 work day) schedule shall be granted paid sick leave due to personal illness at the rate of one and one-half (1.5) days per calendar month to a maximum of fifteen (15) days per year, with a maximum accrual of 120 days at any time. Employees who work fewer than 260 days per year but greater more than or equal to 190 195 work days per year** who are paid on a year-round basis shall accrue paid sick leave due to personal illness at the rate of one and one-half (1.5) days per calendar month to a maximum of fifteen (15) days per year, with a maximum accrual of 120 days at any time. Employees **working thirty (30) hours or more per week scheduled to work fewer but less than 190 195 days per year** shall accrue paid sick leave due to personal illness at the rate of one and one-half (1.5) days per calendar month to a maximum of ten (10) sick leave days per year, with a maximum accrual of 90 days at any time. Sick leave may be utilized at the employee's discretion for any FMLA purpose, other family illness of the employees' parent, spouse, child, or other person who resides in the employee's household or for whom the employee has caretaking responsibilities, or for any other purpose as may be approved at the discretion of the Superintendent. Sick leave may be taken in half (1/2) **quarter (1/4) day hour** increments. Employees who accrue sick leave in excess of the maximum accrual amounts listed above will be permitted, on an annual basis, to cash out up to ten (10) excess sick days accrued. In the amount of \$20.00 per day, to a

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maximum payout of \$200.00 per year, per employee. Any excess sick leave accrued that is not cashed out will be forfeited.

6.2.2 EVIDENCE OF DISABILITY OR SICKNESS

The Superintendent may make reasonable demands for satisfactory evidence of a disability or sickness, including a second opinion from a mutually agreed to physician, at District expense, in those cases involving more than three (3) continuous days of absence.

6.2.4 EXTENDED SICK LEAVE BANK DISABILITY BANK

~~Employees shall continue to have the option of participating in the sick leave bank available to them as set forth in Appendix B.~~ **There shall be a pool of paid sick leave days for eligible employees that may be drawn upon after any and all individually accumulated sick leave days have been exhausted. One year of completed service to the District is required to qualify. This pool may be used for a disability of twenty (20) contract days or more. The Disability Bank shall be administered in accordance with Appendix B.**

6.4 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. **These days must commence within six (6) months of notification of death to the employee and their eligibility for leave under this provision. Leave days under this section may only be used consecutively, or in up to two (2) distinct time periods (3 days/1 day or 2 days/2 days), with supporting documentation being presented to the Superintendent (or designee) explaining the reason for the absence, who shall grant the leave at their discretion.** In determining reasonable absence, consideration shall be given to the relationship of the employee to the deceased, the responsibility of the employee for making funeral arrangements and the distance traveled. A fifth day with pay may be granted at the discretion of the Superintendent. An employee's immediate family shall be considered as husband, wife, domestic partner who resides in the employee's household, child, stepchild, parent, stepparent, sibling, stepsibling, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, son-in-law and daughter-in-law. For other persons residing in the same household the employee shall be granted bereavement leave not to exceed four (4) days. An employee shall be granted reasonable absences with pay because of the death of his/her uncles, aunts, first cousins, nieces and nephews, not to exceed two (2) days per bereavement. Additional consideration for bereavement leave shall be granted at the discretion of the Superintendent of Schools In those cases not considered immediate family.

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[6.5] VACATION

Year-round (260 day) employees who are regularly scheduled to work 6 or more hours per day (30 hours or more per week) shall accrue vacation days on a monthly basis as follows:

<u>Years of Service</u>	<u>Non-IT Employees</u>	<u>IT Employees</u>
During first 5 years of service	.833 days per month	1.25 days per month
After first 5 years of service	1.25 days per month	1.67 days per month
After 25 years of service	1.67 days per month	

Vacation time up to a maximum of 15 days unused at the end of the fiscal year may be carried over but must be used prior to June 30th of the new fiscal year.

Employees working 220 days per year or fewer, and year-round (260 day per year) employees who work fewer than 30 hours per week are not eligible for vacation leave.

~~The Three Administrative Assistants shall receive five paid vacation days per school year so long as they remain continuously employed by the School District in their Administrative Assistant positions.~~

ARTICLE 7 – REDUCTION IN PROFESSIONAL STAFF WORK FORCE

7.2 TRANSFERS OR REASSIGNMENTS

In the event the layoff involves the transfer or reassignment of employees, the change shall be made at the sole determination of the Superintendent **unless there is a volunteer to the transfer or reassignment who is acceptable to the Superintendent.**

ARTICLE 9 – INSURANCE PROTECTION

[9.1.1] PLAN

~~The Board shall offer to an employee scheduled to work six (6) or more hours per day the following medical insurance benefits as defined by New Hampshire Health Trust: HMO Blue-New England20, and AB20. Effective June 30, 2025, the Board shall offer to an employee scheduled to work six (6) or more hours per day the following medical insurance benefits as defined by New Hampshire Health Trust: AO Open Access PPO, and AB20.~~

[9.1.2] DISTRICT CONTRIBUTIONS

~~The District's contribution to health insurance premiums shall be as follows until June 30, 2025:~~

	<u>HMO-B-NE</u>	<u>AB20</u>
Single	90%	90%
2-Person	85%	85%
Family	85%	85%

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Effective June 30, ~~2025~~ **2026**, the District's contribution to health insurance premiums shall be as follows:

	AB20			OpenAccess PPO		
	<u>26-27</u>	<u>27-28</u>	<u>28-29</u>	<u>26-27</u>	<u>27-28</u>	<u>28-29</u>
Single	88%	86%	85%	88%	86%	85%
2-Person	85%	85%	85%	85%	85%	85%
Family	85%	85%	85%	85%	85%	85%

[9.2] DENTAL INSURANCE

[9.2.1] PLAN

~~For employees~~ **Employees** who work six (6) or more hours per day **may enroll in the Health Trust Dental Insurance plan 1S.** ~~the~~ **The** District shall pay **69%** of the cost of a one person premium and **46%** of the **cost of a 2 person or family** premium.

ARTICLE 10 – MISCELLANEOUS

10.3.2 RIGHT TO RESPOND

Employees will be given a copy of any and all material that may be used against them in a disciplinary action at the time that it is placed in the file. Explanatory rebuttal statements can be attached to the material housed in the file provided such statement is made within ~~ten (10)~~ **thirty (30)** working days after the employee receives the material. Any reference to allegations that are investigated and determined to be unfounded shall be removed from an employee's file.

10.3.3 ANONYMOUS MATERIALS

Allegations about an employee arising from anonymous letters or materials will be brought to the attention of the employee who will receive a copy of the material. Should the building Supervisor deem it necessary the Supervisor will initiate an investigation. The results of any investigation will be shared with the employee. Any copies of any materials resulting from a consequent investigation will be given to the employee. ~~Anonymous materials and the results consequent investigation which do not lead to immediate discipline will be placed in the employee's personnel file, in a sealed envelope. Only in the instance of a disciplinary action brought against the employee for the same time period referenced by the anonymous material or directly related to specific allegations in the anonymous material may such material be accessed by persons other than the employee, his/her representative, the Superintendent and/or the Assistant Superintendent.~~ Rumors that are determined to be unfounded shall not be the cause of disciplining an employee.

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[10.7] UNIFORM ALLOWANCE

All skilled Maintenance Employees will be provided with t-shirts and hooded sweatshirts with their school's name on them and not individual employee names. All Skilled Maintenance Employees will also receive a ~~\$200~~ **\$250** annual allowance to use for the purchase of appropriate work pants and appropriate work footwear. **Employees shall wear a portion of the uniform with the Timberlane logo or name at all times while at work.**

NEW

[10.8] PROBATIONARY STATUS:

This agreement does not apply to newly hired personnel until they have completed their ninety (90) day probationary period, nor to temporary employees.

ARTICLE 12-COMPENSATION

[12.1] WAGES

Effective July 1, 2026, 3% increase to various wage grids in the 2026-2027 and 2027-2028 school years a 2% increase to each of the wage grids for the 2028-2029 school year as set forth in Appendix A. Employees shall advance one step on July 1, annually. Salaried employees 3% COLA in 2026-2027 and 2027-2028 a 2% increase in 2028-2029.

Step placement for New Hires: No new employee shall be hired at a higher step on the wage scale than a current employee with equivalent experience. Upon mutual agreement between the District and the Union, new hires may be placed at a higher step if it is deemed necessary in order to hire a qualified employee.

New. Add a new paragraph to Article 12.1:

Employees shall not be eligible for a step increase unless they have worked at least ninety (90) days of the contract year prior to the scheduled increase.

[12.2] LONGEVITY

Bargaining unit members shall continue to receive longevity pay as follows:

Employees shall be entitled to a ~~\$0.50~~ 0.75 per hour pay differential after completing 15 years of continuous service in the District, and shall be entitled to an additional ~~\$0.50~~ 0.25 per hour pay differential after completing 20 years of continuous service in the District.

[12.2.1] IT Hourly wage employees shall be entitled to a ~~\$0.50~~ 0.75 per hour pay differential after completing 15 years of continuous service in the District, and shall be entitled to an additional ~~\$0.50~~ 0.25 per hour pay differential after completing 20 years of continuous service

in the District and shall be entitled to an additional \$0.25 per hours differential after completing 25 years of continuous service in the District.

[12.2.2] IT Salaried employees shall be entitled to a ~~\$1,040~~ \$1,560 annual pay differential after completing 15 years of continuous service in the District, and shall be entitled to an additional ~~\$1,040~~ \$520 (\$2,080 total) annual pay differential after completing 20 years of continuous service in the District, and shall be entitled to an additional \$250 (\$2,330 total) annual pay differential after completing 25 years of continuous service in the District.

[12.4] SEVERANCE PAY

Upon leaving the District, Union members may redeem unused sick leave at the following rates

After completing 10 years of service=~~\$20~~ \$25 per day

After completing 15+ years of service=~~\$25~~ \$30 per day

In no event may employees accrue or redeem more than one hundred twenty (120) days. This benefit is payable (upon written request of the employee by July 1st) on or before July 15th of the next fiscal year, after the employee leaves the District.

NEW

[12.5] FACILITIES DEPARTMENT-ON CALL

On call will be on a voluntary basis within the Facilities Department. Employees who elect to participate will rotate call and shall be paid \$30/day for a total of \$210/week. If an employee on call does not respond to a call, they will not be paid the \$30 for that day. The on-call schedule is Monday to Sunday. If there is no call an employee on call will still receive \$30/day for a total of \$ per week.

In cases of emergency, the hours of work may need to be temporarily adjusted to address emergencies or specific work needs of the schools. Reasonable notice shall be given to the employees affected by needed adjustments. The District will first attempt to cover these temporary needs on a voluntary basis. However, if there are no volunteers the District may assign this work to employees.

ARTICLE 13 – UNION RIGHTS

NEW

Bulletin Board-The District shall provide a bulletin board in each school building for the posting of Union notices and announcements to unit members. The bulletin board shall be placed in a convenient location where unit members work.

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Stewards-Stewards shall suffer no loss of pay to attend negotiations and/or conduct Union business as it relates to the administration of this Agreement occurring during their regularly scheduled work hours.

DURATION AND EFFECTIVE DATE OF AGREEMENT

This Agreement shall be effective July 1, ~~2022~~2026 and shall continue in effect, unless terminated by mutual agreement, until June 30, ~~2025~~2029.

The agreement will become effective on July 1, 2026 once ratified.

All other proposal not referenced herein are withdrawn.

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Appendix A

FY 2027				
	S1	S2	S3	S4
Step	Receptionist	Specialized Administrative Assistant	Bookkeeper/ Registrar	Executive Administrative Assistant
1	20.26	21.33	22.39	23.46
2	20.87	21.97	23.07	24.16
3	21.50	22.63	23.76	24.89
4	22.14	23.31	24.47	25.64
5	22.80	24.01	25.21	26.40
6	23.48	24.74	25.97	27.19
7	24.19	25.49	26.74	28.01
8	24.91	26.25	27.54	28.86
9	25.66	27.04	28.37	29.72
10	26.42	27.85	29.22	30.62
11	27.21	28.69	30.09	31.53
12	28.03	29.55	31.00	32.48

FY 2027				
	C1	C2	C5	C6
Step	Grounds Keeper	Licensed Grounds Keeper	Maintenance Staff	HVAC/ Electrician
1	\$20.26	\$22.39	\$31.01	\$39.37
2	\$20.87	\$23.07	\$31.94	\$40.55
3	\$21.50	\$23.76	\$32.90	\$41.77
4	\$22.14	\$24.47	\$33.89	\$43.03
5	\$22.80	\$25.21	\$34.90	\$44.32
6	\$23.48	\$25.97	\$35.95	\$45.65
7	\$24.19	\$26.74	\$37.02	\$47.02
8	\$24.91	\$27.54	\$38.13	\$48.42
9	\$25.66	\$28.37	\$39.27	\$49.87
10	\$26.42	\$29.22	\$40.45	\$51.37
11	\$27.21	\$30.09	\$41.66	\$52.91
12	\$28.03	\$31.00	\$42.91	\$54.50

FY 2027		
Step	T1 - Tech Support	T2 - Tech Specialist
1	\$23.59	\$32.37
2	\$24.26	\$33.32
3	\$24.97	\$34.27
4	\$25.69	\$35.23
5	\$26.44	\$36.17
6	\$27.20	\$37.12
7	\$28.00	\$38.07
8	\$28.81	\$39.02
9	\$29.65	\$39.96
10	\$30.53	\$40.91
11	\$31.43	\$41.87
12	\$32.35	\$42.82

FY 2027 Exempt IT Staff	
T3 - Senior Tech AV	\$84,426.01
T3 - Senior Tech Network	\$84,355.97
Principal Tech	\$115,049.97

3% COLA

FY 2028				
	S1	S2	S3	S4
Step	Receptionist	Specialized Administrative Assistant	Bookkeeper/ Registrar	Executive Administrative Assistant
1	20.87	21.97	23.07	24.16
2	21.49	22.63	23.76	24.89
3	22.14	23.31	24.47	25.64
4	22.80	24.01	25.21	26.40
5	23.48	24.73	25.96	27.20
6	24.19	25.48	26.74	28.01
7	24.91	26.25	27.55	28.85
8	25.66	27.04	28.37	29.72
9	26.43	27.85	29.22	30.61
10	27.22	28.69	30.09	31.53
11	28.03	29.55	31.00	32.48
12	28.88	30.44	31.93	33.46

FY 2028				
	C1	C2	C5	C6
Step	Grounds Keeper	Licensed Grounds Keeper	Maintenace Staff	HVAC/ Electrician
1	20.87	23.07	31.94	40.55
2	21.49	23.76	32.90	41.77
3	22.14	24.47	33.88	43.02
4	22.80	25.21	34.91	44.32
5	23.48	25.96	35.95	45.65
6	24.19	26.74	37.03	47.02
7	24.91	27.55	38.13	48.43
8	25.66	28.37	39.28	49.88
9	26.43	29.22	40.45	51.37
10	27.22	30.09	41.66	52.91
11	28.03	31.00	42.91	54.50
12	28.88	31.93	44.20	56.14

FY 2028		
Step	T1 - Tech Support	T2 - Tech Specialist
1	\$24.29	\$33.34
2	\$24.98	\$34.32
3	\$25.72	\$35.30
4	\$26.46	\$36.28
5	\$27.23	\$37.26
6	\$28.02	\$38.23
7	\$28.84	\$39.21
8	\$29.67	\$40.19
9	\$30.54	\$41.16
10	\$31.45	\$42.14
11	\$32.37	\$43.13
12	\$33.32	\$44.10

FY 2028 Exempt IT Staff	
T3 - Senior Tech AV	\$86,958.79
T3 - Senior Tech Network	\$86,886.65
Principal Tech	\$118,501.47

2% COLA

FY 2029				
	S1	S2	S3	S4
Step	Receptionist	Specialized Administrative Assistant	Bookkeeper/ Registrar	Executive Administrative Assistant
1	21.29	22.41	23.53	24.65
2	21.92	23.08	24.23	25.39
3	22.59	23.77	24.96	26.15
4	23.26	24.49	25.71	26.93
5	23.95	25.23	26.48	27.74
6	24.67	25.99	27.28	28.57
7	25.41	26.78	28.10	29.43
8	26.17	27.58	28.94	30.32
9	26.95	28.41	29.80	31.22
10	27.76	29.26	30.70	32.16
11	28.59	30.14	31.62	33.13
12	29.45	31.04	32.57	34.12

FY 2029				
	C1	C2	C5	C6
Step	Grounds Keeper	Licensed Grounds Keeper	Maintenace Staff	HVAC/ Electrician
1	21.29	23.53	32.58	41.36
2	21.92	24.23	33.55	42.61
3	22.59	24.96	34.56	43.88
4	23.26	25.71	35.60	45.20
5	23.95	26.48	36.67	46.56
6	24.67	27.28	37.77	47.96
7	25.41	28.10	38.90	49.39
8	26.17	28.94	40.06	50.87
9	26.95	29.80	41.26	52.40
10	27.76	30.70	42.49	53.97
11	28.59	31.62	43.77	55.59
12	29.45	32.57	45.08	57.26

FY 2029		
Step	T1 - Tech Support	T2 - Tech Specialist
1	\$24.78	\$34.01
2	\$25.48	\$35.01
3	\$26.23	\$36.00
4	\$26.99	\$37.01
5	\$27.78	\$38.00
6	\$28.58	\$39.00
7	\$29.41	\$40.00
8	\$30.27	\$40.99
9	\$31.15	\$41.99
10	\$32.07	\$42.98
11	\$33.02	\$43.99
12	\$33.99	\$44.98

FY 2029 Exempt IT Staff	
T3 - Senior Tech AV	\$88,697.97
T3 - Senior Tech Network	\$88,624.38
Principal Tech	\$120,871.50