

**TIMBERLANE REGIONAL SCHOOL BOARD COLLECTIVE BARGAINING
TIMBERLANE COTAs and SLPAs
TCSU
Teamsters local 633
TENTATIVE AGREEMENT
December 30, 2025**

The School Board makes the following tentative agreement with the Union for its first contract:

**AGREEMENT BETWEEN
TIMBERLANE REGIONAL SCHOOL BOARD
AND
TEAMSTERS LOCAL #633
COTA & SLPA
(Certified Occupational Therapy Assistants &
Speech Language Pathology Assistants)**

July 1, 2026 - June 30, 2029



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ARTICLE 1
RECOGNITION

The Timberlane Regional School District ("District") recognizes Teamsters Local #633 of New Hampshire ("Union") as the exclusive representative of the bargaining unit described in PELRB Decision No. 2025-024.

ARTICLE 2
JURISDICTION AND AUTHORITY OF THE SCHOOL BOARD

[2.1] BOARD AUTHORITY

The Union agrees that, except as specifically abridged or limited by the provisions of this Agreement or any agreement that may hereafter be made, all of the rights, powers and authority of the Board and its agents to manage, direct or supervise all of the operations of the Timberlane Regional School District and its employees in all its phases and details shall be retained by the Board and its agents and the exercise of any such rights as set forth in this Article shall not be subject to the grievance or arbitration provisions of this Agreement. The District reserves the right to adopt reasonable rules and policies not inconsistent with the express terms of this Agreement. 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 they cannot fill a vacant position at the applicable salary with a qualified applicant (provided, however, that the district will continue to actively recruit in an effort to fill the position with 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.

[2.2] The Board may, at its discretion, adopt either a days-based school year or an hours-based school year. The Board shall determine the number of student hours and days per year. In the event the Board contemplates such a change to an hours-based year, notice shall be provided to the Union in advance of said change in order to engage in negotiations regarding impact on working conditions as a result of the change to an hours-based year.

[2.2] RESERVATION OF AUTHORITY

The parties understand that the Board may not lawfully delegate the power or authority which, by law, is vested in it, nor may the Superintendent lawfully delegate the power or authority which, by law, is vested in him, and this Agreement shall not be construed so as to constitute a delegation of the power or authority of either.

ARTICLE 3
NEGOTIATION PROCEDURE

[3.1] NOTICE OF INTENT TO NEGOTIATE

Should either party desire to negotiate a new schedule of salaries and salary related employee benefits for the school year following expiration of this Agreement, it shall notify the other party at least twelve (12) months prior to expiration, and the parties shall meet within thirty (30) days or sooner after the notification for the purpose of submitting salary and/or employee benefit proposals.

[3.2] COST ITEMS

All cost items shall be submitted to the Timberlane Regional School District Meeting in accordance with RSA 273-A. The Board shall make a good faith effort to secure the funds necessary to implement said Agreements, if such funds are not forthcoming, the Board shall consult with the Union, with respect only to the matters affected thereby, in order to determine whether any portion of the provision previously agreed to by the parties, may be implemented.

ARTICLE 4
WORK DAY, WORK WEEK, AND WORK YEAR

[4.0] WORK DAY

The normal work day for each employee shall be at least 7.0 hours per day. It is understood that it may be necessary to schedule a position for less than the 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. Each employee's work day shall be determined by the Superintendent or designee based on the needs of the employee's building assignment. Employee shall have a 30 minute unpaid lunch period each day.

[4.1] 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 four (4) non-student Professional days at least two (2) of which will be scheduled before the student year. 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.

ARTICLE 5
GRIEVANCES

[5.0] 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 provisions of this agreement.

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[5.1] BUSINESS DAYS

Business Days for purposes of Article 5 shall mean Mondays through Fridays, excluding legal holidays and school vacations other than summer vacation.

[5.2] TIME LIMITS

A grievance to be considered under this procedure must be presented to the second party within fifteen (15) business days of its occurrence, or within fifteen (15) business days of when the first party should have reasonably known of its occurrence. Once the grievance is being considered, the failure of the aggrieved party to appeal a decision or lack of a decision, rendered at a given step in the procedure to the next step within the specified time limit constitutes explicit acceptance of the decision and is a waiver of further appeal of said decision. Failure at any step of this procedure to communicate the decision on a grievance with the specified time limits shall permit the aggrieved employee to proceed to the next step. The time limits specified may, however, be extended by mutual agreement, in writing. In the event of a grievance filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein may be reduced by mutual agreement, in writing, so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practical.

[5.3] REPRESENTATION

Both parties agree that these proceedings will be kept informal and confidential as may be appropriate at any level of the procedure. The employee, by his/her request, may be accompanied by a representative of the Union at any step of the grievance procedure. It is understood that the employee shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board and administration until such grievance and any effect thereof shall have been fully determined. The following grievance procedure applies to individual employees.

[5.4] INFORMAL PROCEDURE

An employee shall first take up his/her grievance informally with their Supervisor. The Supervisor shall meet with the employee and attempt to resolve the grievance. The employee shall notify the Supervisor that their discussion constitutes the informal procedure of the grievance process. The Supervisor must render his/her decision within five (5) business days of the meeting.

[5.5] FORMAL PROCEDURE

[5.5.1] STEP 1

If the matter is not resolved by written or verbal response to the satisfaction of the employee, he/she shall set forth his/her grievance in writing to the Supervisor, within five (5) business days, specifying:

- (a) the nature of the grievance and date occurred; (b) the specific language in this Agreement that allegedly was breached; (c) the nature and extent of the injury, loss, or inconvenience; (d) the results of previous decisions; and (e) his/her dissatisfaction with the decisions previously rendered. The Supervisor shall communicate his/her decision to

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the employee, in writing, within five (5) business days of receipt of the written grievance.

[5.5.2] STEP 2

If no satisfactory settlement is reached through 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 employees 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.

[5.5.3] STEP 3

If the grievance is not resolved to the employee's satisfaction, s/he may request a review by the School Board, no later than ten (10) business days after receipt of the Superintendent's decision. The request shall be submitted, in writing, through the Superintendent of Schools who shall forward the request to the School Board within three (3) business days. The School Board shall review the grievance and shall hold a hearing with the employee, within thirty (30) days of notification, and render a decision, in writing, within twenty (20) business days of the hearing by the School Board.

If the decision of the School Board does not resolve the grievance and the Union determines that the matter should be reviewed further, it shall, in writing, so advise the Board through the Superintendent within fifteen (15) business days of receipt of the Board's decision. The Union may then initiate a request for arbitration under the procedure set forth in section 5.5.4 herein, within thirty (30) business days of notice.

If the parties disagree as to the meaning or interpretation of any of the provisions of this Agreement, either party may utilize the grievance procedure set forth in Article Six in order to resolve said dispute. The moving party will notify the other party of its grievance, in writing, and following the response to the grievance; the moving party may then initiate a request for arbitration.

[5.5.4] STEP 4

Procedure for Securing the Services of an Arbitrator - The following procedure will be used to secure the services of an arbitrator:

A request shall be made to the Public Employee Labor Relations Board (PELRB) to submit a roster of persons qualified to function as arbitrators in the dispute in question. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they shall request the PELRB to submit a second roster of names.

If the parties are unable to determine, within ten (10) business days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the PELRB may be requested by either party to designate an arbitrator.

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The hearing before the arbitrator will be held within thirty (30) calendar days or as soon as possible. The arbitrator shall limit himself/herself to the issues submitted to him/her and shall consider nothing else.

S/he may add nothing to nor subtract anything from the Agreement between the parties. The findings of the arbitrator shall be final and binding. Only the School Board and the aggrieved and his/her representative shall be given copies of the arbitrator's report, unless further disclosure is required by law. This shall be accomplished within thirty (30) calendar days of the receipt of the arbitrator's award.

The School Board and the Union shall assure all parties freedom from restraint, interference, coercion, discrimination, or reprisal in presenting their appeal with respect to their personal grievances.

[5.6] COSTS

The arbitrator's fees and expenses, and any administrative fees except for the filing fee of the initiator, if any, are the only costs which will be shared equally by the parties. All other costs are the responsibility of the respective parties.

[5.7] EXPEDITIOUS RESOLUTION

Judgment to process a grievance under this provision shall not indicate agreement as to the validity of the grievance, but only that the parties view such action as an expeditious means of resolving said grievance.

The School Board and the employee recognize and endorse the importance of bringing to light and adjusting grievances promptly. The initiation of a grievance, in good faith by an employee, will not cast any reflection on his/her standing with the Administration or his/her loyalty and desirability to the District nor will the grievance be considered as a reflection on the Administration or the School Board.

ARTICLE 6 **LEAVES OF ABSENCE**

Only employees who are scheduled to work twenty (20) or more hours each week are eligible for the leave benefits described in this Article 6.

[6.1] PERSONAL ABSENCE

Employees shall be granted three (3) personal days each school year for personal, family, religious or legal business, which requires the employee's absence and cannot be conducted outside school hours. The employee shall give their Supervisor at least two (2) calendar days advance notice that a personal day is needed, except in the case of an emergency. A personal day shall not be recreational in nature.

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[6.2] SICK LEAVE

[6.2.1] ACCUMULATION

On the first workday of each calendar month, each employee working a year-round schedule shall **accrue** paid sick leave due to personal illness at the rate of one (1) days per calendar month to a maximum of ten (10) 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 employee's 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 quarter (1/4) hour increments.

[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.

[6.2.3] BENEFITS ON LEAVE

No combined employee benefits (sick leave, disability leave, workers' compensation, or jury duty) will allow an employee to gain in excess of 100% of existing daily rate of salary. If an employee is eligible to receive workers' compensation, the District's obligation to pay sick leave benefits shall be reduced by the amounts actually received from workers' compensation benefits. The employee's assessed sick leave time will be prorated in accordance with the workers' compensation contribution.

[6.2.4] DISABILITY BANK

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.

[6.3] FAMILY LEAVE

Eligible employees may take time off from work following the birth, adoption, or foster care placement of a child in accordance with the District's FMLA policy.

[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

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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.

ARTICLE 7

REDUCTION IN PROFESSIONAL STAFF WORK FORCE

[7.1] LAYOFF/RELEASE

When, in the discretion of the School Board, a reduction in staff is required, such reduction shall be accomplished as follows: Probationary personnel shall be released first, unless the layoff means loss of program or service. Thereafter, selection for reduction in force shall be based on 1. Certification, 2. Job Performance (based on annual evaluation), 3. Experience in certified area, 4. Academic preparation. Seniority will only be considered when all other factors are considered equal.

[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.

[7.3] RECALL

Experienced personnel, only, shall be recalled based on experience and qualifications for new positions which may become available and for which the Individual may be qualified and certified in accordance with the above procedure. The recall list shall be maintained for a period not to exceed 18 months.

[7.3.1] NOTIFICATION OF RELEASE

All correspondence by the Superintendent and employees shall be by certified mail receipt requested.

[7.3.2] RECALL NOTICE

Employees shall be responsible for notifying the Superintendent, in writing, of their current address. Recall notice shall be mailed at the time a position(s) becomes open.

[7.3.3] ACCEPTANCE OF RECALL

Employees shall have twenty (20) calendar days to respond to any recall notice. Failure to accept recall, in writing, shall terminate the employee's rights under this Article.

[7.3.4] ACCEPTANCE OF TRANSFERS

In the event the layoffs require transfer, employees must accept the transfer or forfeit their right to Employment.

[7.4] RETENTION OF SENIORITY

Personnel released under this policy and who are recalled within the recall period shall retain all seniority accrued in the District at the time of release and shall retain all rights under the law accruing to their experience.

[7.5] SENIORITY

For the purpose of this Article, the term seniority means continuous, uninterrupted service for the District.

[7.6] VACANCIES

Whenever a permanent bargaining unit position becomes vacant, said vacancy shall be posted on the School District website and emailed to all bargaining unit staff. During summer vacation periods, such vacancies shall be posted on the School District website and a copy shall be sent to the Union steward and business agent via email.

ARTICLE 8
PROFESSIONAL IMPROVEMENT

[8.1] EDUCATIONAL BENEFIT

Employees who are regularly scheduled to work 6 or more hours each day may spend up to \$1000 per year, and part-time staff working 4 hours per day up to \$500 per year, to a maximum of \$10,000 for all unit employees in a fiscal year, for obtaining additional education and training. Education and training programs must be job-related and be approved in advance by the Superintendent. Additional support for course work may be available on a limited basis at the District's sole discretion.

ARTICLE 9
INSURANCE PROTECTION

[9.1.1] PLAN

A. 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 AB20:

[9.1.2] DISTRICT CONTRIBUTIONS

The District's contribution to health Insurance premiums shall be:

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	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%

[9.1.3] MEDICAL INSURANCE BUY-OUT

Employees who would otherwise be eligible for District coverage who elect non-District health insurance coverage under their spouse's plan, or another comparable insurance plan, for the entire fiscal year, will be eligible for compensation in lieu of enrollment in the District's health insurance plan. Eligible employees will be compensated in the amount of \$500 for waiver of this benefit upon presentation of proof of other coverage, provided that it is not subsidized coverage under the Affordable Care Act. Such payment will be paid to eligible employees at the end of the fiscal year provided that there is no change in selection of plan during the year.

[9.2] DENTAL INSURANCE

[9.2.1] PLAN

Employees who work six (6) or more hours per day, the District shall pay 75% of the premium of the single, and 50% of the premium of a 2 person or family premium for a dental insurance plan. The dental insurance shall at least be equivalent to the Health Trust Option 1A.

Or

The District shall offer employees who work six (6) or more hours per day, Health Trust, Option 1S dental insurance plan and contribute towards the premiums for that plan 69% of the premium for a single and 46% of the premium for a 2 person or family plan for the Health Trust Option 1S dental insurance plan.

[9.3] TERM LIFE INSURANCE

A term life Insurance policy will be available to each employee who qualifies. The premium for this insurance coverage will be paid by the Timberlane Regional School District as follows: The amount of insurance will be \$20,000, with an employee option to buy additional insurance at the employee's expense if permitted by the insurer. Benefit eligibility is subject to policy requirements and determined by the carrier.

[9.4] FLEXIBLE SPENDING

The Board shall make flexible spending accounts available to employees in the bargaining unit. contributions are 100% employee paid.

[9.5] 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.

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ARTICLE 10
MISCELLANEOUS

[10.1] If any provision of this Agreement or any application of this Agreement to any employer or groups of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

[10.2] EFFECT OF CHANGES

Nothing in this Agreement which changes pre-existing Board policy, rules, and regulations shall operate retroactively unless expressly so stated.

[10.3] PERSONNEL FILES

[10.3.1] ACCESS

Personnel files of bargaining unit members shall be kept confidential. Access to the file shall be strictly limited to school district personnel with a bona fide need such as members of the Superintendent's staff, Principals, Assistant Principals and their executive administrative assistants. Each employee shall have the right, upon request within three (3) business days, to review the contents of their personnel file, with the exception of references and recommendations provided to the district, former employers, etc.

[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 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 Principal/Supervisor deem it necessary, the Principal/Supervisor may initiate an investigation. The results of any investigation will be shared with the employee in the event the allegations and/or charges are sustained. Rumors that are determined to be unfounded shall not be the cause of disciplining an employee.

[10.3.4] PLACEMENT IN PERSONNEL FILE

All materials placed in the file will be dated and signed by the individual assigning such material to the file with a copy being provided to the employee at that time.

[10.3.5] EXCLUSION OF GRIEVANCES

Grievances shall be kept in a separate grievance file and not placed in a personnel file.

[10.4] DISCIPLINE

[10.4.1] JUST CAUSE

No employee shall be disciplined or deprived of compensation without just cause.

[10.4.1] ORDER OF DISCIPLINE

Discipline will normally be issued in the following order:

- Verbal Warning
- Written Warning
- Suspension without pay
- Termination

The above sequence may be taken out of order if the offense is severe enough to warrant more severe discipline, including but not limited to immediate suspension without pay or termination.

[10.4.2] POLICY CHANGES

Copies of all changes in school board, school district and school rules and policies will be posted on the District website and sent to all bargaining unit employees at the time of Board approval.

[10.4.3] RIGHT TO REPRESENTATION

An employee who is required to appear before the Board or an administrator concerning a matter for which the employee may be subject to discipline may be accompanied by a representative of the Union.

[10.5] COMPLAINTS AGAINST ANOTHER EMPLOYEE

An employee in this bargaining unit who wishes to file a complaint against another employee of the School District shall file the complaint in writing with the Building Principal/Supervisor, or with the Superintendent or designee. If the complaint is against the Building Principal/Supervisor, the administrator who receives the complaint shall cause it to be investigated; shall direct the employee against whom the complaint was filed not to retaliate against the complainant; shall determine whether the complaint is founded; and shall take necessary action in response to the complaint. The complainant will be notified whether the administrator determined the complaint to be founded, and whether action was taken in response to the complaint.

[10.6] JOINT LOSS MANAGEMENT COMMITTEE

The School District will operate a joint loss management committee in accordance with the New Hampshire Workers' Compensation Law. The joint loss management committee shall meet regularly to develop and carry out workplace safety programs, alternative work programs that allow and encourage injured employees to return to work, and programs for continuing education of employers and employees on the subject of workplace safety.

[10.7]

This agreement does not apply to newly hired personnel until they have completed their ninety

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(90) day probationary period, nor to temporary employees.

ARTICLE 11
LETTER OF AGREEMENT

[11.0] The District shall provide by June 1st, a letter of agreement to reemploy, including the expected position, expected rate of pay, expected hours per day, and expected days per year. A letter of agreement for a grant-funded position will specify that the position is contingent upon the District's receipt of the grant funds. Non-renewal of a letter of agreement for an employee shall not be done unless as part of a reduction in force. Grievances regarding non-renewal of a letter of agreement may proceed up to the Board level and shall not be submitted for arbitration unless there is an alleged violation of Article 7.1.

[11.2] Upon receiving a letter of agreement, the employee must sign and return it to the Superintendent by June 15th. If an employee fails to do so, he/she will be deemed to have resigned voluntarily.

[11.3] After an employee returns a letter of agreement by June 15th, should a change in the expected terms of employment be contemplated by the District, the employee shall be consulted prior to any change being made.

[11.4] Each employee shall be provided with a copy of his/her job description. Upon revision of a job description, the employee shall be provided with an updated copy.

[11.5] Notwithstanding any other provision in this Agreement, an employee may be assigned and reassigned to any position at any time at the discretion of the Superintendent or his/her designee, provided the Superintendent or his/her designee determines that the assignment or reassignment is in the best interests of the District. This includes, but is not limited to, assignment and reassignment between buildings, grades, job classifications, students, and regular or special education.

[11.6] Involuntary Transfers

Involuntary transfers of employees will not be preferred, but will be the ultimate decision of the Superintendent who shall establish both staffing levels and placement of personnel. Prior to making any involuntary transfers, the employee's qualifications and professional development goals shall be considered. An employee shall have an opportunity to provide a written presentation to the Superintendent about any concerns or issues regarding said transfer.

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ARTICLE 12
COMPENSATION

[12.1] WAGES
See Appendix A

[12.2] STEP PLACEMENT

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 and education.

[12.3] ELIGIBILITY FOR STEP

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

Unit members shall receive longevity pay as follows:

Employees shall be entitled to a \$0.75 per hour pay differential after completing 15 years of continuous service in the District, and shall be entitled to an additional \$0.25 per hour pay differential (to \$1.00 per hour) after completing 20 years of continuous service in the District.

[12.4] JOB PERFORMANCE

The Superintendent may withhold an employee's wage increase due to unsatisfactory job performance as evidenced by the employee's performance evaluation(s), provided the employee has been given 60 days written prior notice of performance deficiencies and an opportunity to correct their deficient performance and has failed to do so. If during the year the Superintendent agrees that the employee has rectified the concerns raised in the evaluation, the employee shall receive the wage increase going forward, even if in the middle of the contract year.

[12.5] SEVERANCE PAY

Upon leaving the District, Union members in good standing may redeem unused sick leave at the following rates:

After completing 10 years of service	After completing 15 years of service
\$25 per day	\$30 per day

In no event may employees accrue or redeem more than ninety (90) 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. Good standing means the employee was neither terminated nor resigned while facing possibility of termination.

ARTICLE 13
UNION RIGHTS

[13.1] SCHOOL VISITATION

Authorized representatives of the Union shall have the right to confer with members of the Bargaining Unit at work locations during times when employees are free from any responsibility. Such conference shall be held in the employees' lounge, employees' lunchroom facility or in any other room selected by the employee(s) involved, provided that the conferences take place outside the presence of students. The Union Representative shall make known to the Principal, or designee, that they are present in the building.

[13.2] MAILBOXES, EMAIL AND UNION MATERIALS

The Union may utilize employees' mailboxes and the District email system to communicate notices and other materials related to Union activities to employees. Communication of such material through mailboxes and through email shall be made by authorized representatives of the Union. All materials placed in mailboxes and in email by the Union shall bear the name of the Union. The Union acknowledges that the District may review email communications, and that any communication through the District email system accordingly are not private or confidential.

[13.2.2] COPY TO PRINCIPAL

A copy of the notice or materials shall be provided to the building principal.

[13.3] USE OF FACILITIES

Consistent with District Building Use Policies, the Union, with prior approval of the Principal, may use school facilities for its meetings. Such request of the Principal shall be upon the appropriate building use form, supplied by the School District. Such approval shall not be arbitrarily denied.

[13.4] LIST OF NEW HIRES

The Timberlane School District shall provide the Union with a listing of the names, addresses and work location of all newly hired members of the Bargaining Unit within 30 days of the date of hire.

[13.5] DUES DEDUCTION

[13.5.1] AUTHORIZATION

Employees shall have the right to request and be allowed dues deduction for the Union. Upon receipt of a properly executed authorization form from the employee involved, the District will deduct from the employee's paycheck, the dues which the employee has agreed to pay the Union during the period provided in said authorization.

[13.5.2] DISCONTINUED DEDUCTION

An employee may discontinue their dues deduction authorization at any time on written notice to the Payroll Department and the discontinuation will be effective the next pay period.

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[13.5.3] TERMINATION OF EMPLOYMENT

All authorizations for dues shall cease to be effective upon termination of employment by the Board.

[13.5.4] CONTINUATION OF DUES DEDUCTION

Authorization for dues deduction shall remain in force until revoked by the employee.

[13.5.5] TRANSMITTAL OF DUES

Within a week following each pay day, the Union dues deducted from the previous pay period will be transmitted to the Union.

[13.5.6] INDEMNIFICATION OF BOARD

It is further agreed by and between the Timberlane Regional School District and Teamsters Local 633 (COTA and SLPAs) that such authorization for dues deduction shall continue in full force and effect with the Timberlane School District until the employee submits a written revocation of such authorization to the Board. The Union agrees to indemnify and hold harmless the School Board and its agents in the event of any legal action as a result of the above-described dues deduction.

[13.5.7] BULLETIN BOARDS

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.

[13.5.8] STEWARDS

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

12/31/25
TNR
12/31/25

DURATION AND EFFECTIVE DATE OF AGREEMENT

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

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their respective President and Chairperson,

Timberlane Regional School Board:

Dated:

Teamsters Local #633 – COTAs & SLPAs:

Dated:

Traci N. St. Clair, Field Representative

12/31/25
TNB
12/31/25

APPENDIX A

TIMBERLANE REGIONAL SCHOOL BOARD AND TEAMSTERS LOCAL 633, COTA AND SLPA (TCSU) SCHOOL BOARD WAGE PROPOSAL DECEMBER 4, 2025.

2027 Through 2029 Pay Scale For New Hires

FY2027 - FY2029				
Step	SLPA(AS)	SLPA(BA/BS)	COTA(AS)	COTA(BA/BS)
1	\$24.00	\$24.50	\$28.00	\$28.50
2	\$24.72	\$25.22	\$28.84	\$29.34
3	\$25.46	\$25.96	\$29.71	\$30.21
4	\$26.23	\$26.73	\$30.60	\$31.10
5	\$27.01	\$27.51	\$31.51	\$32.01
6	\$27.82	\$28.32	\$32.46	\$32.96
7	\$28.66	\$29.16	\$33.43	\$33.93
8	\$29.52	\$30.02	\$34.44	\$34.94
9	\$30.40	\$30.90	\$35.47	\$35.97
10	\$31.31	\$31.81	\$36.53	\$37.03
11	\$32.25	\$32.75	\$37.63	\$38.13
12	\$33.22	\$33.72	\$38.76	\$39.26

The existing hourly pay of employees who are employed on or before February 28, 2026 will be increased 3% in 2026-2027, 3% in 2027-2028, and 3% in 2028-2029. Employees hired after February 28, 2026 or during the term of this Agreement will receive a starting wage determined by the "Pay Scale For New Hires." set forth above.

Employees who are hired after February 28, 2026 and who are employed for at least 90 school days of the contract year will receive a 3% increase to their hourly pay in the next school year and in each successive year for the duration of this contract (i.e., through 2028-2029).

If the district deems it necessary in order to hire a qualified employee, it may award up to an additional three (3) years of experience.

12/31/25
TMS

12/31/25

**APPENDIX B
ADMINISTRATION OF DISABILITY BANK**

**TIMBERLANE REGIONAL SCHOOL DISTRICT
DISABILITY BANK (TAAM, TCU, TCWU, TCSU)**

DISABILITY BANK

1. Definitions

Disability – A medical condition, physical or mental, which causes one to be unable to perform his/her contractual obligation for a period of twenty (20) contract days or more.

Disability Bank – A pool of paid leave days that may be drawn upon after any and all individually accumulated sick days have been exhausted.

2. Establishment of Bank

The bank will be established the first workday of each school year, allowing carryover from the previous year, if such carryover exists, so that the pool could reach a minimum of four hundred (400) days. If the carryover from one year does not drop below two hundred-fifty (250) days by September 1 of the next year, members will not be required to contribute one of their individually authorized sick leave days to the pool. If the total number of days in the disability bank pool drops below two hundred-fifty (250) days, all members of the full unit with at least one full year of service to the District will contribute one of their individually authorized sick leave days on the first work day of the next school year. In the event the bank is depleted during the year, one additional sick day will be taken from each member.

3. Board of Review

A Board of Review will be established to determine the assignment of days from the pool. The Board shall only have control over the assignment of extended disability leave benefits from the pool. The Board of Review shall consist of:

- The President of the Association or his/her designee;
- The Association Building Representative of the employee in question, or member of the unit chosen by the applicant;
- The Superintendent of Schools or his/her designee; and
- The School Board Chairman or his/her designee.

4. Distribution of Benefits

Members of the bargaining unit with at least one year of service to the District may apply for a number of days consistent with a one-for-one match of their Individual sick leave accumulation as of the end of the previous contract year brought forward to the year of the onset of the disability. The combined benefit of accumulated personal sick leave and disability bank leave may not exceed one hundred-eighty (180) days and may carry over from one contract year to another. Employees with less than one full year of service in the District will not be required to contribute one of their individual accumulated sick leave days to the disability bank. The Board reviews the right to request re-application and documentation from anyone requesting more than forty (40) days from the pool. Any benefits will be minus other insurance coverage (i.e., workers' compensation, social security, etc.).

5. Worker Protection

The District will allow unit members to be reimbursed up to three (3) sick days from the Disability Bank for injuries that occur at the worksite or in the off-site performance of their duties not covered under other benefits.

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