



**HILLSBORO-DEERING SCHOOL
DISTRICT**

**SPECIAL MEETING
DELIBERATIVE SESSION
FOR
PROPOSED H-DFT COLLECTIVE
BARGAINING AGREEMENT**

DELIBERATIVE SESSION

JUNE 14, 2022



ARTICLE 1



To see if the school district will vote to approve the cost items included in the collective bargaining agreement reached between the Hillsboro Deering School Board and the Hillsboro-Deering Federation of Teachers (AFT Local #2348) which calls for the following increases in salaries and benefits at the current staffing level:

Fiscal Year Estimated Increase

2022-2023	\$280,465
2023-2024	\$294,151
2024-2025	\$279,790

And further to raise and appropriate \$280,465 for the 2022-2023 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the most recent collective bargaining agreement over those that would be paid at current staffing levels. (Majority vote required)
Recommended by School Board

HILLSBORO-DEERING FEDERATION OF TEACHERS COLLECTIVE BARGAINING AGREEMENT



Three year Contract FY 22-23, FY 23-24, and FY 24-25
Increases in salaries and benefits at current staffing level

Fiscal Year Estimated Increases	March Proposed 2.5%	Current Proposed 2.0%	Total Decrease
2022-2023	\$ 300,065.00	\$ 280,465.00	\$ (19,600.00)
2023-2024	\$ 314,006.00	\$ 294,151.00	\$ (19,855.00)
2024-2025	\$ 326,955.00	\$ 279,790.00	\$ (47,165.00)
Totals	\$ 941,026.00	\$ 854,406.00	\$ (86,620.00)

PROPOSED CHANGES FROM MARCH WARRANT



- Wage percentage decrease from 2.5% to 2.0% per year to contract steps over the 3-year contract.
- Proposed Collective Bargaining Agreement (CBA) has no Evergreen Language.
- Longevity steps will increase by \$500 in the first year and \$500 in year two of the contract for a total longevity step increase of \$1,000.

REMAINING THE SAME AS MARCH WARRANT



- Three year Contract FY 22-23, FY 23-24, and FY 24-25
- CBA members pay 16% of health insurance premiums instead of 15%.
- Liquidated damages for contract termination after May 15th.
 - After May 15th and before June 1st \$1,000
 - After June 1st and before July 1st \$1,500
 - After July 1st \$2,000
- Contract termination after July 1st all insurance premiums advanced by the district will be reimbursed by the employee.
- Top step employees will continue to receive additional \$1,000 added to the top step.
- Assigned days by Administration increased from 6 to 7 days and unassigned decreased from 4 to 3 days.
- At the end of each contract year up to 3 unused personal days may be rolled into an employee's accrued sick leave.
- Class period substitution rate increased from \$40.00 to \$55.00 per period.

BALLOT VOTING

- **Tuesday, July 12, 2022**
 - **Hillsborough Voters**
 - **7:00am – 7:00pm**
 - **Hillsboro-Deering Middle School Cafetorium**
 - **Deering Voters**
 - **8:00am – 7:00pm**
 - **Deering Town Hall**

**The State of New Hampshire
Hillsboro-Deering Cooperative School District
SPECIAL MEETING WARRANT
2022**

The inhabitants of the Regional School District of Hillsboro-Deering in the state of New Hampshire qualified to vote in Regional School District affairs are hereby notified that the Regional School District Special Meeting will be held as follows:

First Session of Special Meeting (Deliberative Session)

Date: Tuesday, June 14, 2022

Time: 6:00pm

Location: Hillsboro-Deering Middle School Cafeterium

Details: To deliberate upon the following subject

Second Session of Special Meeting (Official Ballot Voting)

Date: Tuesday, July 12, 2022

Details: To vote, by official ballot, on the warrant article. Voting shall take place at the following times and locations:

Deering Voters:

Time: 8:00am – 7:00pm

Location: Deering Town Hall






Hillsborough Voters:

Time: 7:00am – 7:00pm

Location: Hillsboro-Deering Middle School Cafeteria

GOVERNING BODY CERTIFICATION

We certify and attest that on or before May 27, 2022, a true and attested copy of this document was posted at the place of meeting and at the Hillsborough and Deering Town Offices, and that an original was delivered to the School District Moderator, John Segedy.

Name	Position	Signature
Christopher Bober	Chair, Hillsboro-Deering School Board	
Paul Plater	Vice Chair, Hillsboro-Deering School Board	
Jessica Morris	Member, Hillsboro-Deering School Board	
Heidi Welch	Member, Hillsboro-Deering School Board	
Michael Kenney	Member, Hillsboro-Deering School Board	

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