

## **No. 7: ConVal Education Association Collective Bargaining Agreement**

This article will address Warrant Articles 2 and 3 which are associated the proposed extension of the contract between the School Board and the Contoocook Valley Education Association (CVEA).

CVEA is the exclusive representative of district employees in the Collective Bargaining Unit which includes district teachers, specialized service professionals and paraprofessionals. CVEA does not represents District supervisory or administrative staff.

The Board and CVEA appoint members to their respective negotiating teams which then conduct the negotiations - typically during the summer and fall prior to expiration of the contract term. The resulting agreement is subject to approval by the full membership of each respective organization. Following that approval, the Board and CVEA approved “Collective Bargaining Agreement” (CBA or contract) is subject to voter approval. Only then does it take effect.

Both the School Board and CVEA have voted on and approved the proposed contract extension that is the subject of Article 02.

### **Background**

Contracts between CVEA and the School Board have typically run from one to three years:

- FY15-16 through FY17-18 (3 years)
- FY 18-19 (one year)
- FY 19-21 (two years)
- FY 21-22 Proposed (one year)

Whenever a contract is subject to voter approval, the increased costs (appropriations) associated with the new CBA are **not included** in the Proposed Budget (Warrant Article 01). Votes on the budget and CBA are separate and additive. In years where the CBA continues (last year is an example), the proposed budget will **include** costs associated with any contractually agreed increases (e.g. FY2020-21).

There will be two Warrant Articles on this year’s ballot regarding the proposed CBA:

- 02 - Accept the Collective Bargaining Agreement
- 03 - Special Meeting for Defeated/Amended Collective Bargaining Agreement

The proposed Warrant Article language for these is included at the end of this article (below).

### **Warrant Article 02 – Proposed CBA**

The onset of the COVID emergency in March 2020 resulted in a re-thinking of the traditional negotiation process. Both parties quickly agreed that a one-year extension of the FY19-21 contract that provided for pay increases for bargaining unit members would allow both parties to focus on school reopening and safety of students and staff.

Mutual objectives included a competitive salary and wage structure that would help the District attract new staff, retain existing staff, and address a few minor inconsistencies in the existing pay structures.

In addition, the Board was very appreciative of the spirit of cooperation, dedication, resiliency, and professionalism exhibited by the members of the bargaining unit during the crisis.

The revised pay schedules will increase wages and salaries and associated benefits (FICA and NH retirement) by an estimated \$847,899 over the current school year. No other significant changes in the contract were made.

The adjacent table is a summary of increases for the past several contracts.

	School Year			
CBA Term	2018-19	2019-20	2020-21	2021-22
<b>2018-19</b>	\$ 1,685,912			
<b>2019-21</b>		\$ 909,187	\$ 619,950	
<b>2019-22</b>				\$ 847,899
<b>Extension</b>				<b>Proposed</b>

District voters have approved all of these (and several prior to the ones listed).

What happens if the Warrant article is not approved? Does that mean CVEA members will not receive any raises? Not necessarily....

### Warrant Article 03 - Special Meeting

State laws and regulations require voter approval of contracts that involve additional costs. If voters do not approve proposed increases in Warrant Article 02, the current pay structure must continue and bargaining unit members do not receive any increases in pay – until the voters have the opportunity to approve another contract. That could mean the following March. However...

The bargaining unit members do not necessarily need to forego an increase if Warrant Article 02 is not approved by the voters. Approval of Warrant Article 03 means that the School District can call an **additional public meeting** to approve a revised collective bargaining unit agreement - in the event that Article 02 fails.

The bargaining unit members do not necessarily need to forego an increase in salaries and wages if Article 02 is disapproved.

**A NO vote on both Articles 02 and 03 means approval of a new agreement would have to be postponed until the following year District Meeting Part 2 (March 2022).**

The actual language to be included on the printed ballots is included on the following pages – along with Board “guidance” (in the boxes) that will not be included on those.

A pre-vote flyer will be mail to all residences in the District before the March vote. That will include all warrant Articles and associated “guidance”. You are encouraged to use those to document your decision before you arrive at the voting process.

## **ConVal District Warrant Articles – March 2021 (Collective Bargaining Agreement)**

### **Article 02: Accept the Collective Bargaining Agreement**

To see if the Contoocook Valley Regional School District will vote to approve the cost items included in the collective bargaining agreement reached between the ConVal School Board and the ConVal Education Association which calls for the following increases in salaries and benefits at the current staffing level:

Fiscal Year	Estimated Increase
2021-2022	\$847,899

And further to raise and appropriate the sum of \$847,899 for the 2021-2022 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels.  
(The ConVal School Board RECOMMENDS adoption of this article.)

**A YES vote means you support adoption of the proposed collective bargaining agreement for the 2021-2022 school year, which will add \$847,899 to the budget, regardless of whether the proposed budget or the default budget (Article 01) is adopted.**

**A NO vote means: (a) there will be no monetary changes to the collective bargaining agreement (i.e. no increase in wages and salaries in 2021-2022 for employees covered by the agreement, (b) there will be no increases to the budget adopted as a result of Article 01, and (c) approval of a new collective bargaining agreement will be postponed until the following year). Note that Article 02 will provide an opportunity to address cost items in the Agreement prior to next year's vote.**

***The School Board Recommends a YES vote - for adoption of Article 02***

### **Article 03: Special Meeting for Defeated/Amended Collective Bargaining Unit**

Shall the District, if Article 3 is defeated, authorize the governing body to call one special meeting, at its option, to address Article 3 cost items only? (Majority vote required)

**A YES vote means the School District can call an additional public meeting to approve a revised collective bargaining unit agreement, in the event that Article 02 fails. The bargaining unit members would not necessarily need to forgo an increase in salaries and wages provided the Board and the bargaining unit can reach agreement. A NO vote means approval of a new agreement would have to be postponed until the following year District Meeting Part 2 (March 2022).**

***The School Board has voted to Recommend a YES vote - for adoption of Article 03***