

### **No. 3: ConVal Education Association Collective Bargaining Agreement**

This article will address Warrant Articles 2 and 3 which are associated the proposed three-year 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 represent 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 (one year extension of previous contract)
- FY22-23 through FY24-25 (three years)...proposed contract

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 (FY21 is an example), the proposed budget will **include** costs associated with any contractually agreed increases.

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

#### **Warrant Article 02 – CBA**

Highlights of the proposed 3 year Agreement include:

- Step salary increases for each year of additional experience
- Percent increases for those members at the top of the salary structure
- Salary enhancements for SSP’s with license and certification
- Rate pay increases for Paraprofessionals serving as substitutes
- One additional paid workday each school years for Teachers and SSP’s (187 to 188)
- 0.5% yearly increases in employee contribution to Health insurance
- Establishment of a fund for repayment of employee student loans (steps 1-5)

Mutual objectives included a competitive salary and wage structure that would help the District attract new staff and retain existing staff.

The revised pay schedules will increase wages and salaries and associated benefits (FICA and NH retirement) each year of the contract. These costs will be partially offset by 0.5% annual increases in employee contributions to their health care premiums. \$20,000 will be added to the student loan repayment fund each year of the contract.

The estimated total cost increases associated with the proposed contract are shown in the table below (along with the last three contracts approved by District voters).

CBA Term	School Year						
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	\$ 1,685,912						
2019-21		\$909,187	\$619,950				
2021-22				\$847,899			
2022-25					\$877,844	\$737,576	\$714,868
					Proposed		

*CBA - estimated cost increases*

District voters have consistently voted their approval of proposed CBA Agreements. But what happens if Warrant Article 02 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 appropriations. If voters do not approve the proposed increases in Warrant Article 02, the bargaining unit members would not receive any increases in pay – until the voters have the opportunity to approve another contract. That could mean the following March.

However, 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.

**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 2023).**

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 the actual ballots.

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”.

## **ConVal District Warrant Articles – March 2022 (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
2022-2023	\$877,844
2023-2024	\$737,576
2024-2025	\$714,868

And further to raise and appropriate the sum of \$877,844 for the 2022-2023 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 2022-2023 school year, which will add \$877,844 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 2022-2023 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 03 will provide an opportunity to address cost items in the Agreement prior to next year's vote.**

***The School Board has voted to Recommend 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 2023).**

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