



Collective Bargaining Agreement (CBA): Seacoast Education Support Personnel Association (SESPA) & School Administrative Unit 21



The proposed collective bargaining agreement (CBA) for our invaluable SESPAs provides improved compensation and benefits to better retain and attract mission-critical educational associates, and contractual language to better manage operations efficiently.





Timeline



**School Administrative
Unit 21**

September 6

• Tentative agreement reached

September 20

• Winnacunnet School District ratification of agreement.

September 29

• Seacoast Education Association ratification of agreement.

October 5

• North Hampton School District ratification of agreement.

October 5

• South Hampton District ratification of agreement.

October 10

• Seabrook School District ratification of agreement.

October 10

• Hampton Falls School District ratification of agreement.



Collective Bargaining Agreement Summary



**School Administrative
Unit 21**

Duration of Agreement (Article XXV):

Four (4) year agreement spanning July 1, 2024 to June 30, 2028 to ensure consistency and stability.

Salary Schedules (Appendix A):

The following salary increase with annual step is included in the tentative agreement's salary schedule.

\$2 per hour increase in year 1 and 2

\$1 per hour increase in year 3 and 4

These modest increases are meant to help bring compensation closer to neighboring school districts and local retail establishments.

Additionally, the agreement includes the removal of step one, reducing the schedule from 11 steps to 10 steps.



**School Administrative
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Collective Bargaining Agreement Summary

Substitute Teachers (9-B):

When an educational associate substitutes for a teacher, increase pay from \$30 per day to \$30 for a half-day and \$50 for a full-day.

Health Insurance (9-C):

Provide 2-person health insurance in year 3, and family health insurance in year 4 for lowest cost medical insurance plan option. Currently, only single person coverage is provided.

Professional Development (9-H):

Increase available professional development funds from \$600 to \$1,000 per year.



**School Administrative
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Collective Bargaining Agreement Summary

RBT Differential (9-J):

Provide \$2 hour pay differential for registered behavior technicians.

Sick Leave (10):

Increase sick leave from 12 days to 15 days.

Personal Days (10-B):

Provide equivalent of substitute daily rate of pay for any unused personal leave (maximum of 2).

Holidays (10-F):

Increase paid holiday leave from 4 days to 5 days.



**School Administrative
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Collective Bargaining Agreement Summary

Language Adjustments

There are a number of language adjustments that clarify existing practice and creates consistency in the following sections:

- Procedure (2-A)
- Bargaining Unit Information (2-D)
- Employment Status (7-A and B)
- Discipline (7-E)
- Posting and Application (8-A and B)
- Dental Insurance (9-E)
- Long Term Disability (9-F)
- Additional language removed from Health Insurance (9-C) to reflect Affordable Care Act (ACA) law changes
- Bereavement Leave (10-C)
- Leave of Absence (10-E)



**School Administrative
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Costs to each individual school district:

	Year 1	Year 2	Year 3	Year 4
Hampton Falls	\$34,219	\$31,849	\$34,740	\$32,520
North Hampton	\$58,647	\$53,795	\$61,292	\$58,768
Seabrook	\$99,426	\$96,005	\$95,405	\$87,135
South Hampton	\$19,407	\$18,702	\$23,131	\$21,901
Winnacunnet	\$58,133	\$61,163	\$58,960	\$52,910
<i>Total SAU</i>	<i>\$269,833</i>	<i>\$261,514</i>	<i>\$273,528</i>	<i>\$253,234</i>



Financial Implications



Impact to Schools



**School Administrative
Unit 21**

IMPACT TO SCHOOL DISTRICTS

SESPA employees, our amazing educational associates, help our teachers to assist with our students learning growth on a daily basis – providing paraprofessional support to maximize and ensure our students receive requisite educational opportunities and experiences – both in general education and special education.

Passage of the CBA is critical for the SAU's retention of our best educational associates and our ability to hire new high-quality ones. It is incredibly important that we are able to compete with area school districts, or we are at risk of losing our educational associates. We currently provide uncompetitive compensation and benefits to these extremely important employees.

Due to a combination of the low compensation, minimal benefits, and the field of education becoming less attractive – we have experienced an outflow of educational associates. As such, the SAU suffers from very challenging high turnover rates of our essential educational associates, and long vacancies due to difficulties hiring qualified personnel for open positions.



Important Note

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Historically, due to the mechanisms of passing a CBA warrant article in our unique cooperative structure – it has been difficult to pass a SESPA contract. When contracts fail, educational associates do not receive pay increases or steps. And, this further perpetuates a compensation differential with surrounding SAU's.

The CBA is a cooperative agreement at SAU 21. As such, it is important to note that the CBA warrant article needs to pass in all five (5) school districts within SAU 21 – in order for it to take effect in any one district. If any one school district CBA warrant article fails, they all fail.

Therefore, all five districts need to vote and pass the warrant article, for it to take effect in any one district. The following are the towns and ballots that are included:

Seabrook: Seabrook CBA and Winnacunnet CBA

Hampton Falls: Hampton Falls CBA and Winnacunnet CBA

North Hampton: North Hampton CBA and Winnacunnet CBA

Hampton: Winnacunnet CBA

South Hampton: South Hampton CBA

Thank You!

Thank you to the School Board, Budget Committee, parents, students, and community for your continued support of SAU 21 and our invaluable educational associates!



Seabrook

South Hampton

Hampton Falls

North Hampton

Winnacunnet