Collective Bargaining Agreement (CBA):
Seacoast Education Association &
School Administrative Unit 21
The proposed collective bargaining agreement (CBA) provides for more competitive compensation to retain our tremendous faculty and attract high-quality new teachers, while providing contractual language to better manage our schools and create accountability for both our leadership and teachers alike.
November 8 • Tentative agreement reached.

November 15 • Seacoast Education Association ratified agreement.

November 15 • Seabrook School District ratified agreement.

November 15 • Hampton Falls School District ratified agreement.

November 16 • Winnacunnet School District ratified agreement.

December 1 • South Hampton School District ratified agreement.

December 1 • North Hampton School District ratified agreement.
Duration of Agreement (Article XXV):  
Four (4) year agreement spanning July 1, 2023 to June 30, 2027 to ensure consistency and stability.

Salary Schedules (Appendix A):  
The following cost of living adjustment with annual step is included in the tentative agreement’s salary schedule:

- **Year 1:** Inclusive of a 5.0% cost of living adjustment  
- **Year 2:** Inclusive of a 3.0% cost of living adjustment  
- **Year 3:** Inclusive of a 2.5% cost of living adjustment  
- **Year 4:** Inclusive of a 2.5% cost of living adjustment
Time Requirements (Article VII; 7-5):
Clarification and consistency of preparation period time for teachers across all grade levels.

Sick Leave (Article IX; 9-1.1):
Increase of annual sick leave by three days to better align with comparable SAU’s in the Seacoast region.

Temporary Leaves of Absence (Article X; 10-2):
Provides payout of personal leave days to incentivize lower usage rate of personal leave.

Course Reimbursement (Article XIV; 14-2):
Clarification of determination of satisfactory course completion, to reflect modern, non-traditional grading at college level.

Health Insurance (Article XV; Section 15-1):
Provision of prorated insurance options for employees between 0.5 and 0.8 FTE
Health Insurance (Article XV; Section 15-3):
Increase of the health insurance opt-out by $75 per year over duration of contract.

Retirement Stipend (Article XVIII; 18-3):
Increase of retirement stipend by $40 and sick leave payout by $5.

Salaries (Article XXII; 22-1):
Increase of CAGS and doctorate stipends commensurate with cost of living adjustment (5%, 3%, 2.5%, 2.5%).

Salaries (Article XXII; 22-2.1):
Clarification of when track advance takes effect upon course credit attainment.

Salaries (Article XXII; 22-4):
Longevity payments have been adjusted as follows:

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<tbody>
<tr>
<td>10 Years (only if on stop step)</td>
<td>$550</td>
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<td>15 Years</td>
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<td>20 Years</td>
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<td>$2,760</td>
<td>$2,842</td>
<td>$2,913</td>
<td>$2,986</td>
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Salaries (Article XXII; 22-7):
Restriction of track advancement to graduate courses that qualify for Master’s Degree program.

Additional Stipends (Appendix B):
The stipend list for athletic coaches and non-athletic extracurricular activity advisors has been adjusted commensurate with the cost of living adjustment rate increase (5%, 3%, 2.5%, 2.5%).

Health and Dental Insurance (Appendix C):
Amendment of dental insurance section to change plan offering from NE Delta Dental Option 1 to Option 1S.

Additional language removed from health insurance section to reflect changes in Affordable Care Act (ACA) law changes and new dates.
# Financial Implications

<table>
<thead>
<tr>
<th>School District</th>
<th>2023-24</th>
<th>2024-25</th>
<th>2025-26</th>
<th>2026-27</th>
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<tbody>
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<td>South Hampton School District</td>
<td>$87,286</td>
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<td>Hampton Falls School District</td>
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<td>Seabrook School District</td>
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<td>Winnacunnet School District</td>
<td>$719,077</td>
<td>$498,192</td>
<td>$441,556</td>
<td>$375,783</td>
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School Administrative Unit 21
IMPACT TO SCHOOL DISTRICTS

SEA employees, our amazing teachers, represent the greatest impact to our students learning growth – providing essential personalized instruction, teaching, and experiences to our students – both in general education and special education.

The field of education is becoming less attractive to prospective college graduates, and we have experienced an outflow of educators from the profession at the national, state, and local level. As such, the SAU suffers from high turnover rates of our essential teachers, and long vacancies due to difficulties hiring qualified personnel for open positions.

Comparable SAU’s in our geographic area all offer compensation and benefits packages that are more attractive than SAU 21. As such, the schools within SAU 21 are at a competitive disadvantage to both retain our best teachers, and attract high quality new hire teachers.
IMPORTANT NOTE

Historically, due to the mechanisms of passing a CBA warrant article in our unique cooperative structure – it has been difficult to pass a teachers’ contract. When contracts fail, teachers 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 (the only such cooperative CBA structure in the state of NH). 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, and no teachers receive a step or cost of living adjustment.

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 to the School Boards, Budget Committees, parents, students, and community for your continued support of SAU 21 and our invaluable teachers!