

**HUDSON SCHOOL BOARD'S TENTATIVE AGREEMENT
WITH TEAMSTERS LOCAL 633 OF NEW HAMPSHIRE**

December 3, 2025

The School Board makes the following tentative agreement with the Union. This tentative agreement calls for no changes to the contents of the parties' 2023-2026 collective bargaining agreement, except for the sections that are expressly referenced herein.

(Proposed new language is identified in ***bold italics***, proposed deletions are identified by ~~strikeouts~~.)

PREAMBLE

To encourage and increase harmonious working relationships between the Hudson School District (hereinafter the "District" or "Employer") represented by the Hudson School Board (hereinafter the "Board") being the Board of Education for the Hudson School District, and its employees represented by the Teamsters Union No. 633 of New Hampshire (hereinafter the "Union") join in this Agreement.

This Agreement made and entered into on this _____ day of _____, ~~2023~~ **2026** by and between the Board acting for the District and the Union.

Article 2 – Duration of Contract

This contract goes into effect July 1, ~~2023~~ **2026** and will expire on June 30, ~~2026~~ **2029**.

The Board may reopen negotiations on insurance and salaries if the Board deems it desirable to do so to avoid penalties under the "Affordable Care Act."

Article 5 – Hours of Work, Rest Period / Coffee Break & Overtime

A. Overtime

For purposes of overtime computation, a work schedule for full-time employees shall consist of five (5) consecutive 8 (eight) hour workdays, inclusive of one (1) thirty (30) minute meal period each day.

~~For employees hired prior to January 1, 1994 the five (5) consecutive days shall be Monday through Friday. The normal clean-up time is five (5) minutes before meal period and five (5) minutes before the end of each shift.~~

~~The District reserves the right to alter the clean-up time in cases which, in their opinion, merit change.~~

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Vacation time shall be available for use ~~as it is accrued as of the start of the contract year~~, subject to approval by a supervisor.

2. ~~Vacation time accrued during the 2022-23 contract year must be used during the 2023-24 contract year. Employees may only carry over a maximum of ten (10) days of vacation time from one contract year to the next. If the vacation time cannot be used by July 31, 2024 October 31, it shall be lost.~~ An exception to this "use or lose" may only be granted by the Superintendent or designee.
 3. Vacations for July and August shall be scheduled during June each year. Approval of the Supervisor is required. Denials or the failure to respond to requests may be appealed to the Superintendent or designee. Any request for a change in vacation times made after June must be made at least two weeks in advance.
 4. It is understood that when an employee leaves the employment of the District, the maximum amount of vacation leave to be paid to the employee is no more than the employee's annual accrued vacation time as delineated in Paragraph 1 above.
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C. Illness

The intended use of this leave is for legitimate illness of the employee.

An employee shall be required to contact his/her designated supervisor as soon as possible when the employee is unable to report to work due to illness or injury, and shall report the absence in the District's online absence management system.

~~Employees hired prior to July 1, 1997 shall earn 1.5 days a month or eighteen (18) days per year, accruing on a monthly basis. All full-time Employees hired on or after July 1, 1997 shall earn 1.17 days a month or approximately (14) be granted fifteen (15) paid sick days per year, accruing on a monthly basis which shall be available for use as of the start of the contract year.~~ Part-time employees are provided with a pro-rata benefit.

Maximum accumulation of sick days shall be one hundred and two (102) **and twenty (120)** days. The District reserves the right to require a doctor's certificate for illnesses of more than three (3) consecutive days or instances where it is reasonable to prevent improper use of leave.

~~Any employee who uses four (4) or fewer sick days in a fiscal year will receive \$200 incentive payment, payable the first payroll August of the next fiscal year.~~

D. Bereavement Leave

~~In the event of a death in an employee's immediate family (mother, mother-in-law, father, father-in-law, step-mother or step-father, spouse, children, brother, brother-in-~~

Article 10 – Deduction

B. Union Dues

The Board agrees to deduct Teamster dues (Appendix B) in equal payments when properly notified by the Teamsters by means of a signed authorization form provided by the Teamsters for each unit employee so desiring such deduction. Such deduction authorization will be continued each year and thereafter unless notification is received in writing by the Union between June 1st and June 15th of each school year.

The Board also agrees to forward any and all such funds to the Treasurer of the Teamsters by the end of the month in which it is collected *via electronic transfer/ACH #, on a monthly basis* along with a record of such deductions.

Article 11 – Wages

A. Wage Schedule [Adjust wage schedules by 4.0% for 2026-2027; 4.5% for 2027-2028; and 5.0% for 2028-2029.]

The Schedule below is for Custodians, Maintenance and Grounds staff. Salaries for probationary employees (0 thru 89 days) shall be .50¢ below starting salaries.

	2023-2024	2024-2025	2025-2026
0-89 days	20.64	21.28	21.93
90 days 0 - 2 years	21.14	21.78	22.43
2-5 years	22.65	23.33	24.03
Over 5 years	23.42	24.12	24.85

The Schedule below is for Elementary Head Custodians and Groundskeeper 2:

2023-2024	2024-2025	2025-2026
27.88	28.72	29.58

The Schedule below is for Maintenance, Middle and High School Head Custodians and Head Groundskeeper:

2023-2024	2024-2025	2025-2026
31.87	32.82	33.81

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District by November 1st of the year preceding their retirement to be eligible for the sick day buy out under the prior plan.

Article 13 – Union Stewards

[NEW SECTIONS]

Bulletin Board - The District shall provide a bulletin board for posting of notices of the Union addressed to its members. The board shall be placed in an easily accessible location where unit members work.

Stewards - One Steward or alternate Steward shall be granted up to two days with pay to attend Union trainings per year. The Union shall provide thirty (30) days' notice for the employee to be eligible for the time off with pay. Stewards shall be afforded a reasonable amount of time with pay during their regular work hours to attend negotiations and to conduct Union business as it relates to the administration of this Agreement.