

Terri D. Demaree

PCP 12-9-25

12/10/25

**HUDSON FEDERATION OF PSRP'S
AFT LOCAL #6245, AFT-NH, AFL-CIO
and
HUDSON SCHOOL BOARD
Tentative Agreement
December 5, 2025**

The parties have reached agreement on the following items to be incorporated into the current contract for a successor agreement to become effective July 1, 2026.

Union Proposal #1

**ARTICLE 2
RECOGNITION**

- 2.1 Subject to RSA 273-A, and continued certification, the Hudson School Board recognizes the Hudson Federation of PSRP's, AFT Local #6245, AFT-NH, AFL-CIO, as the exclusive bargaining representative for all full and part-time cafeteria personnel, full and part-time paraeducators **and kindergarten classroom assistants** working less than 7 hours per day and full and part-time licensed practical nurses working less than 7 hours per day, as certified by the PELRB.

Note for TA: The parties agree to jointly file the **Modification Petition** with the NH PELRB.

Union Proposal #2

**ARTICLE 3
DEFINITIONS**

- 3.7 **Full-time shall mean:**
Full-time employees shall mean food service employees holding positions in the bargaining unit who work at least six hours per day, and five days per week, and 180 days per year and paraeducators, **kindergarten classroom assistants**, and licensed practical nurses working 6 ½ hours per day and 180 days per year.
- 3.11 Paraeducator, **kindergarten classroom assistant**, licensed practical nurse, cafeteria personnel, and employee as used in this Agreement means persons employed by the Board in the bargaining unit as described in Section 1 of Article 2.
- 3.13 Job classifications shall mean the following positions in this bargaining unit: paraeducator, **kindergarten classroom assistant** licensed practical nurse, food service employee, food service cook, food service assistant manager, and food service manager.

Board Proposal #2

ARTICLE 10
VACANCIES, TRANSFERS, AND ASSIGNMENTS

-
- 10.2 Notice of any bargaining unit vacancies (including newly created positions) shall be posted electronically for at least five (5) business days prior to filling the position. During the months of July and August, all vacancies shall be posted at the main lobby of the SAU office. The posting shall state the specific position to be filled, hours of work, qualifications, starting date, and other relevant information. Employees who are interested in being assigned to another position shall direct their application to Human Resources or to the individual identified in the job posting.

The District will fill vacant positions based upon assessment of the ability, qualifications and experience of current employee applicants and non-employee applicants. Current employee applicants who meet the minimum qualifications and experience for the position will be interviewed as part of the selection process. If all these factors are equal in the judgment of the Superintendent of Schools or his/her designee, the District will fill the vacancy with the current employee applicant who has the most seniority in the bargaining unit.

~~Paraeducators working in a 5.5-hour position shall be provided a preference to fill 6.5-hour positions in the first instance, unless, as determined by administration based on student needs, there is a paraeducator with specific skills or qualification(s) in a program or assignment, who will be given preference accordingly. An employee who is on an improvement plan will not be given preference while on said plan. The terms of this paragraph shall expire on June 30, 2026.~~

Paraeducators working in a 5.5-hour position shall be given first consideration to fill 6.5-hour positions, whether newly created or resulting from a vacancy, unless, based on student needs as determined by administration, there is a paraeducator with specific skills or qualification(s) in a program or assignment, who will be given preference accordingly. The final decision on who is selected to fill a 6.5-hour paraeducator positions shall rest with the Superintendent or his/her designee. An employee who is on an improvement plan will not be given first consideration while on said plan.

Board Proposal #3:

ARTICLE 11
WAGES AND HOURS

Section 1:

11.1.1 Work Day

The work day and work schedule for members of the bargaining unit shall be as assigned by the School District. ⁺

⁺ ~~Effective July 1, 2024, it is the intention of the District, based on student needs, to create a certain number~~

12/10/25

PCP 12-9-25

Union Proposal #11

**ARTICLE 11
WAGES AND HOURS**

11.1.11 Stipend

Employees whose regular assignment for the school year is as a Special Program Paraeducator in-one of the programs listed below will receive an additional ~~fifty cents (\$50) per hour~~ *\$700 for the school year, \$350 to be paid in the first pay period in December and \$350 to be paid in the first pay period in June.*

The following programs qualify:

- ABA
- Intensive Needs/Life Skills
- Paths
- *Charter Schools*

In the event there is a unique circumstance other than the above programs, the Superintendent shall review the request and determine if the assignment is eligible for the additional pay. The decision of the Superintendent is not grievable.

A paraeducator will be determined to have been assigned to a special program based upon the Program Placement Page for the student to whom he/she is assigned to support. If the aforementioned page denotes student placement in one of the listed programs, the paraeducator will be determined to be assigned to work in a special program. Alternatively, if the paraeducator has been designated as a "program para" for one of the listed special programs, that paraeducator will be determined to be assigned to a special program and will be eligible for the stipend. A program para is a paraeducator who is assigned to support the whole program as opposed to a single student. Assignment in a special program reflects a primary work assignment for the majority of the stipend period as opposed to a one-time or short-term activity.

Union Proposal #12

**ARTICLE 11
WAGES AND HOURS**

~~11.1.12 Longevity Pay~~

~~Paraeducators and LPNs who have completed the following years of service in the District shall be paid a lump sum payment for longevity at the completion of each school year in which it was earned:~~

- ~~15-19 years of service completed \$600~~
- ~~20-24 years of service completed \$850~~
- ~~25-30 years of service completed \$1,100~~
- ~~31+ years of service completed \$1,600~~

12/10/25

Union Proposal #16

PCP 12-9-25

ARTICLE 12
SICK/PERSONAL LEAVES

12.1.4 Sick Leave Buy Out

Upon voluntary termination, retirement or involuntary termination due to a reduction in force or elimination of position, all employees who have completed fifteen (15) years of service with the Hudson School District may receive a severance benefit equal to one-third (1/3) of the employee's per diem rate times the number of unused sick days, up to the maximum accrual.

In the event of a voluntary termination or retirement, the employee shall notify the District of same no later than ~~September 15th~~ **October 15th** of the employee's final school year with the District in order to qualify for this benefit. Payment in a lump sum shall be made as part of the first pay period of the next fiscal year. *The School Board may waive this notice requirement based on unforeseen or exigent circumstances for the employee. The decision of the Board shall not be grievable.*

For purposes of this section only, the fifteen (15) years of service to the District need not be continuous, and time spent working in any position for the District may be included as part of this calculation.

Employees terminated for willful misconduct shall be disqualified from receiving this benefit.

Board Proposal #4:

ARTICLE 13
LEAVES OF ABSENCE

Section 1: Bereavement

13.1.1 ~~Employees shall be entitled to three (3) five (5) days funeral leave without loss of pay upon the death of anyone in the immediate family.~~

~~Immediate family shall mean the employee's spouse, child, stepchild, mother, father, sister, brother, grandparents, grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, or grandparents-in-law or any family member living in the employee's household.~~

Five (5) days funeral leave without loss of pay shall be granted to employees upon the death of anyone in the immediate family.

Immediate family shall mean the employee's spouse, child, stepchild, mother, father, sister, brother, grandparents, and grandchild.

12/10/25

PCP 12-9-25

For full-time cafeteria employees, as defined in Section 3.7, who enroll in the Orange Open Access 2.0 medical plan, the School District shall pay the following percentages of the cost of two-person coverage:

	<u>2026-2027</u>	<u>2027-2028</u>
<i>District</i>	97.5%	97.5%
<i>Employee</i>	2.5%	2.5%

For full-time cafeteria employees, as defined in Section 3.7, who enroll in the Orange Open Access 2.0 medical plan, the School District shall pay the following percentages of the cost of family coverage:

	<u>2026-2027</u>	<u>2027-2028</u>
<i>District</i>	95%	95%
<i>Employee</i>	5%	5%

For full-time paraeducators and licensed practical nurses as defined in Section 3.7, the School District shall pay the following percentages of the annual premium for the single-person coverage under the Orange Open Access 2.0 medical plan, or comparable plan, chosen by the School District:

	<u>2026-2028</u>
<i>District</i>	90%
<i>Member</i>	10%

Union Proposal #20

ARTICLE 18 DURATION OF AGREEMENT

- 18.1 This Agreement shall continue in force and effect from July 1, ~~2024-2026~~ through June 30, ~~2026~~ **2028** or until a successor agreement is approved by the voters. Until a successor agreement is approved, the Board agrees to maintain the current wages, benefits and terms and conditions of employment as contained in the agreement recognizing that there will be no step advancement or earning additional years of service for purposes of longevity. The Board would not exercise any option provided by state law that would terminate the status of the local union and the terms of the collective bargaining agreement.

12/10/25

PCP 12-9-25

GRANDFATHERED STAFF HOURLY WAGE SCHEDULE*(For those hired into this contract prior to 7/1/2022)*

Para 1	2024 2025	2025 2026
Step 1		
Step 2		
Step 3	\$18.30	
Step 4	\$18.80	\$19.55
Step 5	\$19.23	\$20.05
Step 6	\$20.17	\$20.48
Step 7	\$20.81	\$21.42
Step 8	\$21.44	\$22.06
Step 9	\$22.06	\$22.69
Step 10	\$22.73	\$23.31
Step 11	\$23.38	\$23.98
Step 12	\$23.99	\$24.63
Step 13	\$24.70	\$25.24
Step 14	\$25.60	\$25.95

For staff on this hourly rate scale who are still on step will receive one step increase for each year of this agreement, resulting in a \$3.00 per hour increase in year 1 and a \$1.25 per hour increase in year 2.

For the 2024-25 school year, staff who are off step shall receive an increase of \$3.00 per hour over their 2023-24 school year hourly rate. For the 2025-26 school year, staff who are off step shall receive an increase of \$1.25 per hour over their 2024-25 school year hourly rate.

Para 2	2024 2025	2025 2026
Step 1		
Step 2		
Step 3	\$18.86	
Step 4	\$19.34	\$20.11
Step 5	\$19.76	\$20.59
Step 6	\$20.70	\$21.01
Step 7	\$21.36	\$21.95
Step 8	\$21.97	\$22.61
Step 9	\$22.61	\$23.22
Step 10	\$23.26	\$23.86
Step 11	\$23.92	\$24.51
Step 12	\$24.53	\$25.17
Step 13	\$25.24	\$25.78
Step 14	\$26.14	\$26.49

For staff on this hourly rate scale who are still on step will receive one step increase for each year of this agreement, resulting in a \$3.00 per hour increase in year 1 and a \$1.25 per hour increase in year 2.

For the 2024-25 school year, staff who are off step shall receive an increase of \$3.00 per hour

APPENDIX B
WAGES FOR PARAEDUCATORS, LICENSED PRACTICAL NURSES,
AND KINDERGARTEN CLASSROOM ASSISTANTS

[The Board proposes step placements as set forth in attached excel doc.]

July 1, 2026	KCA	Para I	Para II	LPN
Step				
1	\$18.00	\$20.00	\$22.00	\$23.00
2	\$18.63	\$20.70	\$22.77	\$23.81
3	\$19.28	\$21.42	\$23.57	\$24.64
4	\$19.96	\$22.17	\$24.39	\$25.50
5	\$20.66	\$22.95	\$25.25	\$26.39
6	\$21.38	\$23.75	\$26.13	\$27.32
7	\$22.13	\$24.59	\$27.04	\$28.27
8	\$22.90	\$25.45	\$27.99	\$29.26
9	\$23.70	\$26.34	\$28.97	\$30.29
10	\$24.53	\$27.26	\$29.98	\$31.35
11	\$25.39	\$28.21	\$31.03	\$32.44
12	\$26.28	\$29.20	\$32.12	\$33.58
13	\$27.20	\$30.22	\$33.24	\$34.75
14	\$28.15	\$31.28	\$34.41	\$35.97
15	\$29.14	\$32.37	\$35.61	\$37.23

add \$1.50 to each
cell

July 1, 2027	KCA	Para I	Para II	LPN
Step				
1	\$19.50	\$21.50	\$23.50	\$24.50
2	\$20.13	\$22.20	\$24.27	\$25.31
3	\$20.78	\$22.92	\$25.07	\$26.14
4	\$21.46	\$23.67	\$25.89	\$27.00
5	\$22.16	\$24.45	\$26.75	\$27.89
6	\$22.88	\$25.25	\$27.63	\$28.82
7	\$23.63	\$26.09	\$28.54	\$29.77
8	\$24.40	\$26.95	\$29.49	\$30.76
9	\$25.20	\$27.84	\$30.47	\$31.79
10	\$26.03	\$28.76	\$31.48	\$32.85
11	\$26.89	\$29.71	\$32.53	\$33.94
12	\$27.78	\$30.70	\$33.62	\$35.08
13	\$28.70	\$31.72	\$34.74	\$36.25
14	\$29.65	\$32.78	\$35.91	\$37.47
15	\$30.64	\$33.87	\$37.11	\$38.73

12/10/25

PCP 12-9-25

- (3) Food service personnel who are promoted from one job classification to a higher job classification shall receive either the starting wage rate for the classification to which they are promoted or 2% more than they received in the job classification from which they were promoted, whichever is higher.
- (4) Food service employees who have completed the following years of consecutive service for the District shall receive the following additional wage increase to take effect the year following the completion of the anniversary year. Food service employees who have completed an anniversary prior to July 1st shall receive the applicable percentage increase, based upon their total years of service, in the following contract year.

<u>Completed Years of Service</u>	<u>Percentage Increase</u>
15	1.5%
20	2.0%
25	2.5%