

**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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Personal and vacation leave are counted as time worked for purposes of determining the overtime threshold. All other forms of leave, including *excluding* Sick leave are not counted as time worked for computing overtime.

Article 6 – Attendance, Time Records & Call into Work

Call into Work

Bargaining unit employees called back to work at any time after his/her regular shift to address a specific problem shall receive a minimum of two (2) *three* (3) hours pay at time and one half pay rate, even if the problem is corrected in a less time. Subsequent calls, for the same problem, shall be paid at time and one half pay rate for hours actually worked.

Holidays

Full-time Employees working thirty (30) hours or more per week shall be eligible for holiday pay. To be eligible for holiday pay, the Employee must have worked the last scheduled day before and the first scheduled day after the holiday. Use of vacation leave is considered time “worked” for purposes of this provision.

In addition, an Employee whose normal schedule is at least 4 hours per day, five days per week, and the holiday falls during their work year, shall be eligible for prorated holiday pay.

All full-time Employees shall be paid the following named holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Veteran's Day
Presidents Day	Thanksgiving
Memorial Day	Day after Thanksgiving
Independence Day	Christmas
Labor Day	<i>Christmas Eve</i>

Article 7 – Attendance, Time Records & Call into Work

A. Vacations

1. Vacation time accrued during the 2022-23 contract year shall be used during the 2023-24 contract year. Effective as of July 1, 2023, Full-time employees shall accrue vacation on a month-to-month basis, according to the following annual/monthly rates:

1-2 years	10 days/6.67 hours per month
3-5 years ...	15 days/10 hours per month
6-10 years...	20 days/13.34 hours per month
11+ years....	25 days/16.67 hours per month

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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.

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-~~

~~law, sister, sister-in-law, grandparents, grandchildren, spouse's grandparents) that Employee shall be given up to three (3) days of leave, and he/she shall be paid at his/her regular straight time rate for such leave.~~

~~This provision shall be applicable only to Employees who are scheduled to work at the time immediately following the death.~~

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.

Three (3) days funeral leave without loss of pay shall be granted to employees upon the death of their aunt, uncle, niece, nephew, mother-in-law, father-in-law, sister-in-law, brother-in-law, or grandparents-in-law or any other family member living in the employee's household.

Additional bereavement leave beyond the days described above and five (5) sick days may be granted with the permission of the Superintendent of Schools or designee.

H. Personal Leave

All full-time employees shall be entitled to up to two (2) personal leave days per year to attend to business or personal affairs that can not be accomplished during non-working hours. ~~Reasons for such leave, when such leave is requested, must be provided to the Building Principal or his/her designee.~~

Personal Leave may not be used to extend a vacation or holiday period except that in emergency situations exceptions may be granted by the Superintendent of Schools.

Personal leave is granted annually, based on a contact year, and it not cumulative.

Article 8 – Warning and Termination Procedure

Written reprimands, notices of suspension and notices of discharge which are to become part of an Employee's personnel file shall be read and acknowledged by signature of Employee. *All disciplinary actions shall be emailed to the union representative within two (2) business days of issuance upon the written request of the employee.* Employees may examine their own individual personnel files during normal working hours of the Human Resources Department and under the direct supervision of the employer.

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.

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

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

<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
<u>27.88</u>	<u>28.72</u>	<u>29.58</u>

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

<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
<u>31.87</u>	<u>32.82</u>	<u>33.81</u>

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The Schedule below is for the Electrician, HVAC Technician, and Plumber:

2023-2024	2024-2025	2025-2026
37.32	38.43	39.59

Article 12 – Benefits

C. Medical Insurance

The District shall offer the following insurance plans for each full time employee covered by this agreement: Cigna SchoolCare Yellow Open Access **2.0** with Choice Fund, Cigna SchoolCare **Yellow Open Access 2.0 with No Choice Fund**, and **Cigna SchoolCare Orange Open Access 2.0** or comparable medical plans.

The District shall contribute the following percentages towards the annual premium of the Cigna SchoolCare **Yellow Open Access** plans referenced above, for single, two-person or family coverage: 90% for contract years ~~2023-24; 2024-25; and 2025-26~~; ~~2026-27; 2027-28; and 2028-29~~.

The District shall contribute the following percentages towards the annual premium of the Cigna SchoolCare Orange 2.0 plan referenced above, for single, two-person or family coverage:

*100% for single plan coverage, contract years 2026-27; 2027-28; and 2028-29.
97.5% for two-person plan coverage, contract years 2026-27; 2027-28; and 2028-29.*

95% for family plan coverage, contract years 2026-27; 2027-28; and 2028-29.

G. Sick-Day Buy Back

Effective July 1, 2023, a sick day buy back plan will be offered to those employees who have been employed in the district for a minimum of 10 years and have 10 years or more of New Hampshire Retirement System creditable service. Employees participating in this plan must notify the District by November 1st of the year preceding their retirement to be eligible for the sick day buy out plan. The employee must reach both 10 year thresholds by June 30th of the year in which they are retiring. The payment is calculated at 1/2 of the total accrued sick days (max. 102 **120** accrued days) times the employee's per diem rate, up to a maximum payout of \$10,000.

Any employees vested under the prior buy back plan, specifically offered to those employees who had reached age sixty (60) and had been employed in the district for at least five (5) years, shall retain the right to a maximum payment of \$7,500, calculated based upon a rate of 1/2 of the total accrued sick days (max. 102 **120** accrued days) times the employee's per diem rate. Likewise, these employees must still notify the

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.