

New Boston Central School

NEW BOSTON EDUCATION ASSOCIATION TA
DECEMBER 16, 2021

Teachers

A total of 45.5 full-time equivalents are covered by the New Boston Education Association (NBEA) Agreement

Within the NBEA:

- Elementary Classroom teachers
- Teachers in specific content areas such as art, PE and music
- Special Education teachers
- School Guidance Counselor and School Psychologist
- Speech and OT professionals
- Nurse

Importance of Teacher Contract

Recruiting

- Ability to attract candidates for critical shortage areas
 - All special education including specialized categorical certifications for areas such as emotional disturbances and learning disabilities

Retention

- Investment in training and professional development
- Important for staff morale
- Reward for high achievement
- Stability for students and families

Seeking approval for a three year agreement (FY 23– FY 25)



Benchmarking

- We evaluate two sets of benchmarking data when evaluating wage competitiveness
 - Similar towns
 - Brookline, Dunbarton, Goffstown, Henniker, Hillsboro-Deering, Mont Vernon
 - Geographically competing towns
 - Amherst, Bedford, Bow, Brookline, Contoocook Valley, Henniker, Hillsboro-Deering, Hollis, Hollis-Brookline and Milford
- The following chart represents salaries in the final year of the proposed contract

Step 1	BA	BA+15	BA+30	M	M+15	M+30
Year 3 (FY 25)	43,859	46,456	48,861	50,472	52,134	53,859
Step 15						
Year 3 (FY 25)	62,534	68,220	73,905	76,345	78,860	81,466

Benchmark Comparison Final Year of Proposed Contract

FY 25						
Step 1	BA	BA+15	BA+30	M	M+15	M+30
Benchmark	\$ 44,472	\$ 44,730	\$ 46,119	\$ 50,116	\$ 49,192	\$ 51,344
Grid	\$ (612.87)	\$ 1,726	\$ 2,742	\$ 356	\$ 2,942	\$ 2,515
Step 15	BA	BA+15	BA+30	M	M+15	M+30
Benchmark	\$ 64,178	\$ 69,097	\$ 71,696	\$ 75,307	\$ 78,275	\$ 78,558
Grid	\$ (1,644)	\$ (877)	\$ 2,209	\$ 1,038	\$ 585	\$ 2,908

FY 25						
Step 1	BA	BA+15	BA+30	M	M+15	M+30
Local Avg	\$ 45,362	\$ 46,553	\$ 47,930	\$ 50,480	\$ 51,248	\$ 52,853
Grid	\$ (1,503)	\$ (97)	\$ 931	\$ (8)	\$ 886	\$ 1,006
Step 15	BA	BA+15	BA+30	M	M+15	M+30
Local Avg	\$ 66,553	\$ 70,907	\$ 74,195	\$ 77,819	\$ 80,573	\$ 82,348
Grid	\$ (4,019)	\$ (2,687)	\$ (290)	\$ (1,474)	\$ (1,713)	\$ (882)

Contract Changes

Article XI – Compensation Continued

- The Retirement and Sick payouts at the end of employment have been combined into one stipend
 - The 20 – 24 year stipend amount was increased by \$1,000
 - The 25+ year stipend amount was increased by \$2,000
- A formal mentor program is being added and stipends will be payable to teachers serving as mentors

Contract Changes

Article XI – Professional Compensation

- J. Service to the District- Language was removed to eliminate misconception that staff would be eligible to receive \$500 plus the service stipends

Article XIII – Leave Benefits

- Employees in their first year of employment will be able to use all of their sick day accrual in the first year even though it has not yet been accrued
 - Currently limited to being advanced 5 days to be used Sep - Jan



Wage Increases

Year 1 – Step plus 4% to the grid

Year 2 – Step plus 3% to the grid

Year 3 – Step plus 3% to the grid

Cost

TA - Flat % to Grid

Costing Proposal		Current	Year 1 (22-23)	Year 2 (23-24)	Year 3 (24-25)
			4.00%	3.00%	3.00%
		\$ 2,781,602	\$ 2,929,747	\$ 3,054,475	\$ 3,185,191
			\$ 2,781,602	\$ 2,929,747	\$ 3,054,475
Grid Increase			\$ 148,146	\$ 124,728	\$ 130,716
ESY Increase (\$43.21)			\$ 6,158		
Retirement Stipends			\$ 15,000		\$ 2,000
Mentor Program					
FICA (7.65%)			\$ 12,952	\$ 9,542	\$ 10,153
Retirement (21.02%)			\$ 35,587	\$ 26,218	\$ 27,897
Total Increase			\$ 217,842	\$ 160,488	\$ 170,765
Three Year Cost					\$ 549,095