

## Warrant Article 5 – Collective Bargaining Agreement between School Board and Teacher’s Association

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To see if the Wilton-Lyndeborough Cooperative School District will vote to approve the cost items included in the collective bargaining agreement reached between the Wilton-Lyndeborough Cooperative School Board and the Wilton-Lyndeborough Teacher’s Association which calls for the following increases in salaries and benefits at the current staffing levels:

Fiscal Year	Estimated Increase
2024-2025	\$629,285
2025-2026	\$279,200
2026-2027	\$254,780

and further to raise and appropriate the sum of \$629,285 for the 2024-2025 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels. This article does not include appropriations contained in special or individual articles addressed separately (Majority vote required).

Recommended by the School Board  
Recommended by the Budget Committee

Estimated Tax Net Impact Lyndeborough: \$.80/\$1,000 assessed value  
Estimated Tax Net Impact Wilton: \$.80/\$1,000 assessed value

## Collective Bargaining Agreement Costs for Residents

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The estimated cost increase for the contract for the first year is \$629,285, \$279,200 for the second year, and \$254,780 for the third year.

Using the current apportionment formula:

- **LYNDEBOROUGH** is responsible for 28.18% of this amount, or \$177,333 in year one
  - This represents an increase of \$.8024 per \$1,000 of assessed value
  - For the average home in Lyndeborough valued at \$307,500, the *estimated annual tax increase is \$246.74 in year one*
- **WILTON** is responsible for 71.82% of this amount, or \$451,952 in year one
  - This represents an increase of \$.7991 per \$1,000 of assessed value
  - For the average home in Wilton valued at \$364,500, the *estimated annual tax increase is \$291.27 in year one*



# COLLECTIVE BARGAINING AGREEMENT

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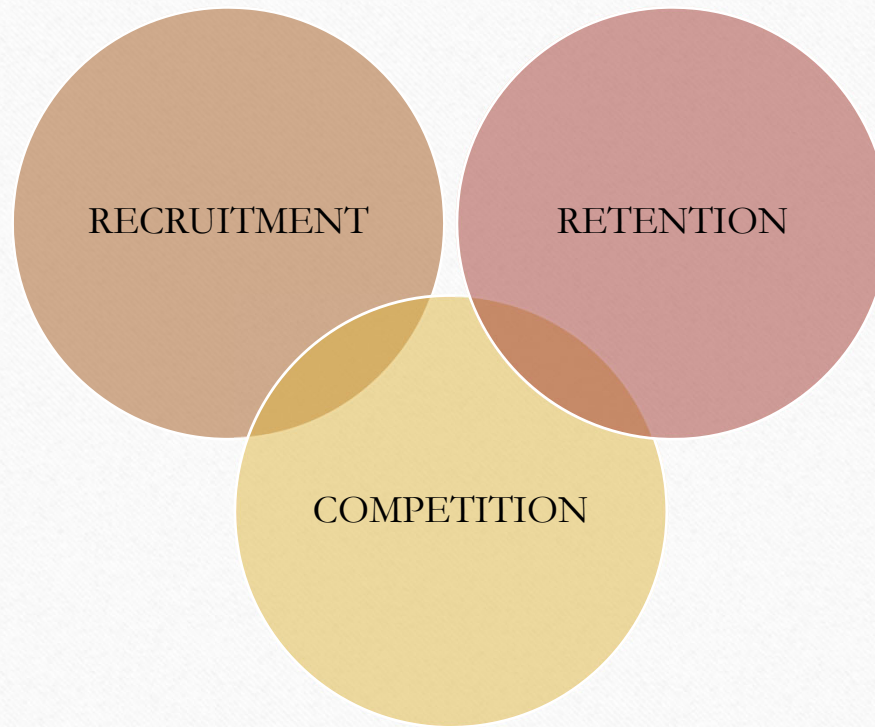
2024 - 2027

## Overview of our negotiation process

- *The negotiating team members are Darlene Anzalone (Chair), Geoff Allen, and Matt Mannarino*
- *The negotiation process began in August and concluded in December*
- *Both parties agreed to prioritize **recruiting** and **retaining** our professional teaching staff as a primary objective*
- *We met regularly throughout this period. The meetings were mutually supportive and productive*



## AREAS OF FOCUS



*We have struggled with **RECRUITING** highly qualified educators*

- *There are less certified teachers applying for open teaching positions in NH*
- *There is strong competition among school districts to recruit available teachers*
- *Combined with our relatively lower salaries, the result has been a struggle to recruit applicants that have completed a university education program and have earned a teaching certification*
- *We have had to fill open positions with noncertified professional staff*
- *This has had a significant impact on student learning, the professional culture and school resources*

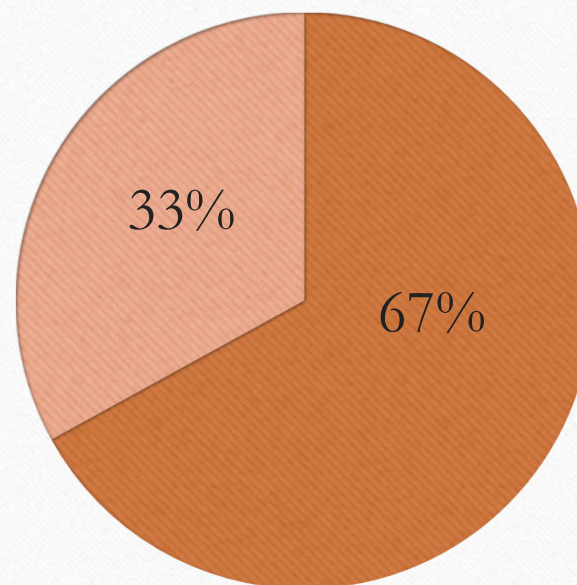


## Certified Professional Staff

(Teachers, Nurses, Counselors)

2023-2024

- *33% of our professional staff were not certified at the beginning of the school year*
- *We began the year with (3) unfilled positions: MS Math, HS Math, and Computer Science*
- *HS Math and Computer Science positions still remain open*



■ Certified    ■ Not Certified

*It has been difficult to **RETAIN** our professional staff*

- *Many of our teachers who we have significantly invested in through professional development, mentoring, and training have left our schools to teach at other school districts primarily for the increase in wages*
- *The market for professional educators is highly competitive, and teachers especially in critical needs areas like math and science have multiple opportunities to choose teaching positions in other districts*
- *Currently, there are 250 teaching positions posted on the largest job search engine in NH. This does not include MA with its proximity to our region*
- *This continuous turnover has significantly impacted student learning and our overall school district*



## Professional Staff Resignations

(Teachers, Nurses, School Counselors)

2020 – 2021  
17/65  
26%

2021 – 2022  
12/64  
19%

2022 – 2023  
13/64  
20%

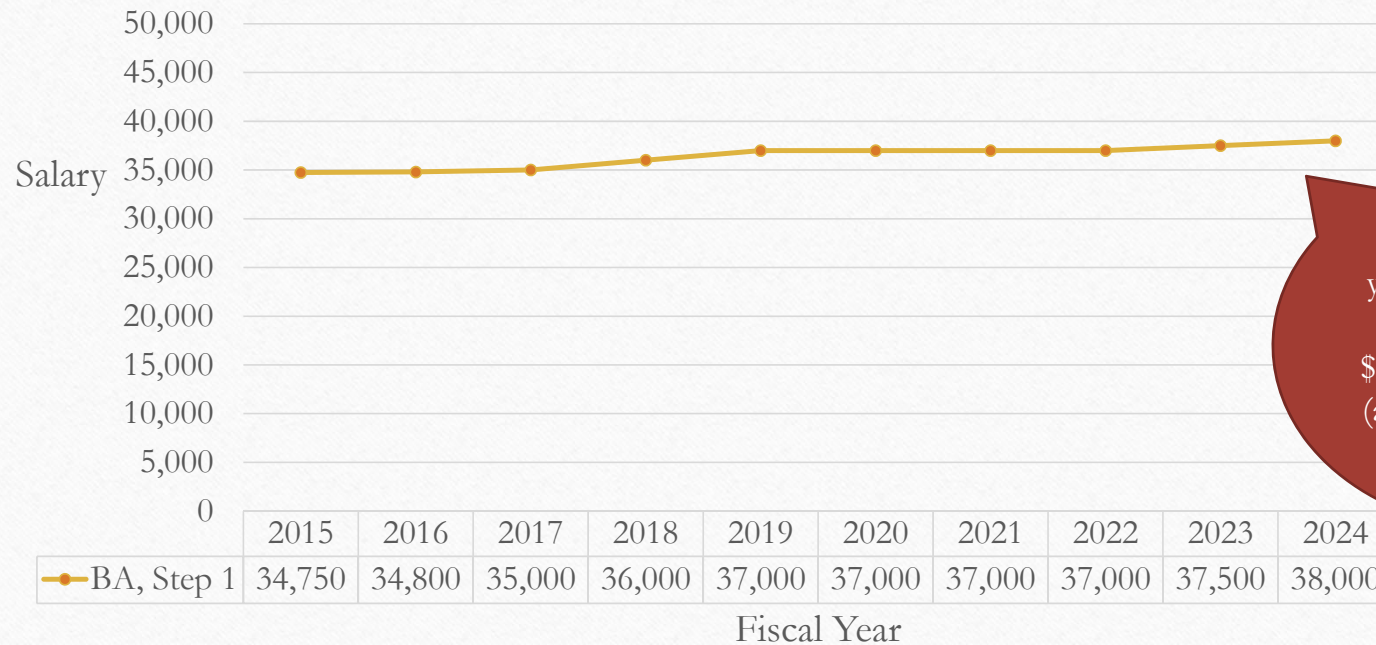
We need to be more **COMPETITIVE** in our region  
to *recruit* and *retain* high quality professional staff

- *We focused on improving the overall structure of the salary schedule to place our school community in a competitive position with other schools in our region to recruit and retain the best teachers available in the market for our students*
- *Our process was to review the salary schedules for the past few years in our district and to review the school district salaries in our region*
- *Our goal was to place our school district's salary structure in the middle of the other districts in our region*



## Bachelor, Step 1

FY 2015 - 2024



*Note: The Consumer Price Index (CPI) has averaged about 3% during the period 2015-2023.*

## Bachelor Step 0/1 FY 2023-2025

FY	Hollis- Brookline Cooperative	Jaffrey – Rindge	Amherst	Milford	Wilton – Lyndeborough	Hinsdale	Mascenic	Monadnock	Con-Val
FY 2023	46,016	45,350	41,717	44,737	37,500	45,150	42,025	40,750	41,100
FY 2024	46,821	46,550	45,000	45,402	38,000	45,800	44,000	42,150	42,100
FY 2025	51,503	47,500	46,575	46,310	46,000	45,900	45,100	43,500	43,000



## Salary Schedule – Year 1 Increases

### Steps 1 – 5

Average wage  
increase of 16-21%  
over current salaries

### Steps 6-11

Average wage  
increase of 8.5-  
14.3% over current  
salaries

### Steps 12-18

Average wage  
increase of 7-8.2%  
over current salaries

### “Longevity”

7% increase over  
current salaries

*The heaviest salary adjustments are programmed for our first salary steps (newest teachers) in the first year of the contract*

*The salary schedule was adjusted to help **recruit** high quality staff, **retain** their employment, and **compete** with other school districts for critical staff needs*

## SUMMARY OF NEGOTIATED CHANGES

- The **work year** was reduced from 185 days to 180 days by removing three professional development days and two school days (*Work year reduction of 35 hours*)
- The **school day** increased from seven (7) hours to seven and a half (7.5) hours (*Work year increase of 90 hours*)
- A **financial penalty** was added to address employee resignations after signing employment contracts
- **Parenting leave** granting additional 20 days paid leave via available sick days
- A **student loan** repayment (limit of \$10,000 total pool) available to eligible employees



- Clarity was added for newly hired compensation, particularly for **private sector experience**
- Retirement Plan was adjusted to **incentivize longevity** by reducing three steps to two steps and increasing the longevity financial incentive
- **Workshop reimbursement** was increased from \$425 to \$450
- **Class coverage** increased from \$20 to \$30 for a 45-minute class period
- The **health stipend reimbursement** (for not taking district health care) went from \$2,000 for family/two-person/family plan to \$3,000 for a two-person plan and \$4,000 for a family plan. It stays the same at \$2,000 for a single plan
- Language clarity was added to the **reduction in force process**

We believe that what we are asking you to support is critical to **recruiting** and **retaining** our professional staff, while also **competing** with other school districts in our region. Thanks in advance for your support!



## **Warrant Article 6 – Special Meeting for Defeated Collective Bargaining Agreement**

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To see if the Wilton-Lyndeborough Cooperative School District, if Warrant Article 5 is defeated, authorize the governing body to call one special meeting, at its option, to address Warrant Article 5 cost items only? (Majority vote required).

Recommended by the School Board

*\*\*This is the formal mechanism for the District to come back to voters with amended cost items in the event voters reject Warrant Article 5\*\**

## **Warrant Article 7 – Building and Roads Capital Reserve Fund**

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To see if the Wilton-Lyndeborough Cooperative School District will vote to raise and appropriate the sum of \$275,000 to be added to the Wilton-Lyndeborough Cooperative Building/Equipment & Roadway Capital Reserve Fund previously established. This sum is to come from general taxation. This article is a special warrant article and is not included in the operating budget.

(Majority vote required)

Recommended by the School Board

Recommended by the Budget Committee

Estimated Tax Impact Lyndeborough: \$.35/\$1,000 assessed value

Estimated Tax Impact Wilton: \$.35/\$1,000 assessed value



## Building and Roads Capital Reserve Fund Costs for Residents

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The total cost of the Warrant Article is \$275,000

Using the current apportionment formula:

- **LYNDEBOROUGH** is responsible for 28.18% of this amount, or \$77,495 in year one
  - This represents an increase of \$.3507 per \$1,000 of assessed value
  - For the average home in Lyndeborough valued at \$307,500, the *estimated tax impact is \$107.83*
- **WILTON** is responsible for 71.82% of this amount, or \$197,505 in year one
  - This represents an increase of \$.3492 per \$1,000 of assessed value
  - For the average home in Wilton valued at \$364,500, the *estimated tax impact is \$127.29*

## Building/Equipment & Roadway Capital Reserve Fund

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Over the last year, the Facilities Committee has met nearly monthly and has accomplished the following:

- Comprehensive CIP
  - Includes all facilities
  - Stabilizes the integrity of our facilities
  - 15 and 30-year projects and budgets
  - Tracks previous projects and provides historical information
- Policy
  - Purpose
  - Structure
  - Transparency



## Facilities Projects Completed/In-Progress Since 2023 District Meeting

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- LCS
  - Replace entrance doors
  - Replace roof over original part of building, Multi-Purpose Room, SAU offices
  - Extensive siding repairs
- FRES
  - Unanticipated replacement of 30' of old sewer pipe
- WLC
  - Tennis Courts (court surface to be completed spring 2024)
  - Track rehabilitation – including roadwork and drainage improvements to upper fields
  - Extensive site work and drainage maintenance throughout the property
  - Art Room upgrade
  - WLC Roof replacement (section 8)
  - B-Wing Bathroom rehabilitation
  - Replace gym windows at WLC (scheduled to start June 17<sup>th</sup>)
  - Replace entrance doors at High School
  - Replace one boiler
  - Replace gymnasium floor (insurance claim)
  - Kitchen upgrades – replace grease trap, flooring, oven, griddle

## Facilities Projects to be Completed Over the Next Year

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- LCS
  - Install key fob access into building and throughout the building
- FRES
  - Replace 3<sup>rd</sup> floor bathroom flooring
- WLC
  - Replace two additional boilers
  - Locker room renovation
  - Pave parking lot
  - Paint exterior stucco
  - Replace bathroom counters and sinks in one Middle School bathroom
  - Year 1 of 3-year project to replace floor tiles
  - Install key fob access
  - Replace Fire Alarm Control Panel (spring 2024)
  - Replace second grease trap in kitchen
  - Rehab dish room and replace dishwasher



## **Warrant Article 8 – Appropriate Additional Funds for Building/Equipment & Roadway Capital Reserve Fund**

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To see if the Wilton-Lyndeborough Cooperative School District will vote to raise and appropriate up to the amount of \$100,000 to be placed in the Building/Equipment & Roadway Capital Reserve Fund, with said funds to come from the June 30, 2024 unassigned fund balance available for transfer on July 1, 2024.

(Majority vote required).

Recommended by the School Board

Recommended by the Budget Committee

*Funds to come from unspent funds on June 30<sup>th</sup> and NOT from general taxation. There is no estimated tax impact*

## **Additional Funds for Building/Equipment & Roadway Capital Reserve Fund**

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- At 2023 District Meeting, voters overwhelmingly expressed their desire for the Board to:
  - Spend money appropriated by voters
  - Continue to invest in our buildings to prevent disrepair
- This is a funding mechanism to accomplish both directives
- Funds will be used to build capital/funding in our Capital Reserve Fund to responsibly complete projects on our CIP in the out years
- Provides financial stability for voters by preventing spikes in funding requests



## **Warrant Article 9 – Transact Other Business**

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- To transact any other business that may legally come before this meeting.