

Hudson Federation of Teachers and Hudson School Board Tentative Agreement - Contract Summary

Updated February 10, 2023

One of the top priorities of the Hudson School Board and district administration is the successful negotiation and passage of the teachers' contract. Teachers are *the most* important factor in students' success. Hudson salaries are below average in the southern NH area and it places the district at a significant disadvantage for recruiting, hiring and retaining teachers.

Cost: \$1,897,268 in year 1 (\$0.40 on the tax rate)

\$1,252,413 in year 2 (\$0.26 on the tax rate)

Term: Two years

Includes: Full-time classroom teachers, paraeducators, speech-language pathologists, library media specialists, nurses, etc.

- Salary schedule changes
 - Increasing the base pay (Bachelors step 1 rate) from \$39,000 to \$43,000 in year 1, then to \$45,000 in year 2
 - Most steps on the salary scale increased by \$4,000 in year 1, then an additional \$2,000-\$3,500 in year 2
 - Increase the top pay for Masters + 30 step 18 from \$73,250 to be a Masters + 30 step 19 (step 19 added to the Masters and Masters + 30 degree tracks) at \$79,750 in year 1

Teacher Degree	Current Hudson Salary	Average Area Salary	Area High Salary	Proposed Hudson Salary
Bachelor's Degree – First Year	\$39,000	\$41,000	\$46,000	\$43,000
Top Step – Masters +30 credits	\$73,250	\$82,319	\$90,000	\$79,750

- Length of work year – going from 186 days to 187 days; paraeducators – going from 183 days to 185 days – additional days to be used for professional development
- Length of workday – teachers & other professional staff members will increase their workday by 20 minutes (10 minutes before and 10 minutes after), to 7 hours and 20 minutes per day
- Teaching a 6th class – new contract role includes language to clarify compensation associated with staff members taking on an additional section of teaching (middle & high schools only)
- Teacher Grant and Incentive Fund – adding a \$40,000 budget fund to provide stipends for staff members, with a maximum of \$2,000 per employee per year, for projects or services that support district and building goals
- Joint Study Committee – a committee comprised of HFT members and administration to study alternative compensation models
- Extra-Curricular and Co-Curricular Stipend Committee – establishes a committee to study and making recommendations to update stipends (dollars and groups) as appropriate, with an annual budget level of \$350,000
- Course reimbursement – repayment requirement if a staff member leaves within a year or two after receiving course reimbursement (50% if within 1 year, 25% if within 2 years)
- Planning, Preparation & Instructional Time – contract clarifies expectations around planning time, preparation periods and instructional time

- Bereavement Leave – increases leave time from 3 to 5 days for immediate family members, and expands the definition of extended family
- Discipline process – adds in language to outline steps in the case of discipline processes for staff

Hudson Federation of Teachers and the Hudson School Board – [Full Tentative Agreement](#)

Hudson School District budget details at: <https://www.sau81.org/schoolboard/electioninformation>