

TENTATIVE AGREEMENTS Between the Hooksett School Board and the Hooksett Education Association - DATE 1/7/26

ARTICLE & TITLE	SECTION LETTER, TITLE, AND CHANGES SHOWN	HSB	HEA
ARTICLE I: RECOGNITION CLAUSE	<p>The Hooksett School Board recognizes the Hooksett Education Association as the exclusive bargaining representative for the unit described below for the purpose of negotiating with the terms and conditions of employment as defined in RSA 273-A.</p> <p>All full and regular part-time professional employees of the Hooksett School District whose position requires certification by the State Board of Education as a professional engaged in teaching or specialized teaching area as well as school counselor, associate psychologist, and nurse and excluding all other employees, including superintendent, assistant superintendent, principal, assistant principal, business administrator, special education coordinator, media services director, librarian aide and all other aides, and any other persons exercising supervisory authority involving the significant exercise of discretion as defined by RSA 273-A:8, I.</p>	<p>Board Initials <u>KJS</u></p> <p>Date <u>1/7/26</u></p>	<p>HEA Initials <u>KF</u></p> <p>Date <u>1/7/26</u></p>
ARTICLE III: GRIEVANCE PROCEDURE	<p>3. PROCEDURAL DEFAULT CONSEQUENCES</p> <p>Failure to communicate on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure in any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed a waiver of future appeal of the decision, and will be considered acceptance of the decision rendered.</p>	<p>Board Initials <u>KJS</u></p> <p>Date <u>1/7/26</u></p>	<p>HEA Initials <u>KF</u></p> <p>Date <u>1/7/26</u></p>

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<p>ARTICLE IV: TEACHER SALARY GUIDE & RELATED POLICIES</p>	<p><u>SECTION C: LENGTH OF TEACHER WORK YEAR</u></p> <p>1. <i>There shall be</i> 186 teacher workdays / 179 179 student contact days.</p> <p>2. One workday shall be scheduled for teachers at the beginning of the school year with no events so that teachers can prepare their classrooms for the upcoming year. It is understood that individual teachers may need to be available to speak with building administrators as they prepare their classrooms on this day.</p> <p><i>3. Teachers will be required to attend two Parent-Teacher Conferences each year. The first conference will be held by the end of the first trimester as a no student contact day. The second conference will be held by the end of March as a no student contact day.</i></p> <p><i>4. No "non-student contact" days shall be waived by the School Board.</i></p> <p>5. 5. The School Board may, at its sole discretion, adopt either a day s-based school year or an hour s-based school year under NH Admin. R. Ed 306.18. The School Board shall, at its sole discretion, determine the number of student hours and days per year.</p> <p><u>SECTION D: ADDITIONAL COMPENSATION</u></p> <p>1. 1. Professional Staff Members who contract to complete summer work/curriculum work and/or district-sponsored workshops outside of the regular work day shall be paid a rate for each additional contract hour at the rate of \$40/hour.</p> <p>2. 2. Any teacher who receives and maintains National Board Certification shall receive an annual \$2500 stipend in addition to his/her annual salary.</p> <p>3. 3. In the event a teacher is assigned a duty and that duty requires the teacher to stay beyond the usual workday, teachers will be compensated at the rate of <i>forty dollars (\$40) per</i> hour in 15 minute increments.</p> <p>4. 4. Any teacher who works as a chaperone for a District sponsored event or trip that requires the teacher to stay overnight, shall be compensated at the rate of forty dollars (\$40) per hour in 15 minute increments up to a maximum amount of \$240 in any one 24-hour period.</p>	<p>Board Initials <u>WJ</u></p> <p>Date <u>1/7/26</u></p>	<p>HEA Initials <u>RF</u></p> <p>Date <u>1/7/26</u></p>

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ARTICLE & TITLE	SECTION LETTER, TITLE, AND CHANGES SHOWN	HSB	HEA
ARTICLE VIII : WORKDAY TERMS AND CONDITIONS	<p><u>SECTION I: TEACHER RESIGNATIONS</u> After August 1 of any year, if an employee resigns from his/her employment by the School District without the written permission of the School Board solely to teach in another district in a similar position, and thereby fails to work for the School District for the entire school year required by his/her employment contract, the employee shall pay the School District the sum of \$1000 \$2000 to compensate the School District for expenses incurred by reason of the employee's resignation. The employee may submit information to the School Board in support of his/her request for the School Board's permission to resign. This provision shall be included in each employee's individual employment contract.</p>	Board Initials <u>WDS</u> Date <u>1/7/26</u>	HEA Initials <u>KF</u> Date <u>1/7/26</u>
ARTICLE VIII : WORKDAY TERMS AND CONDITIONS	<p><u>SECTION J: PERSONAL DEVICES</u> <i>Employees shall not be required to use their personal devices in order to accomplish their duties.</i></p>	Board Initials <u>WDS</u> Date <u>1/7/26</u>	HEA Initials <u>KF</u> Date <u>1/7/26</u>

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ARTICLE & TITLE	SECTION LETTER, TITLE, AND CHANGES SHOWN	HSB	HEA
<p>ARTICLE XIV: PROFESSIONAL DEVELOPMENT</p>	<p><u>SECTION A: COURSE REIMBURSEMENT</u> 1. Subject to the provisions of Section A.2. below, the Board will pay the tuition cost of up to three (3) courses taken at the graduate or undergraduate level which are directly related to their teaching duties as determined and approved by the Principal and Superintendent. Priority for these funds will be given to teachers enrolled in degree programs. The maximum amount of reimbursement for each course shall be at the current University of New Hampshire graduate credit rate \$2,500 per course, with a maximum of \$4,000 per staff member per year. In order to receive course payment as stated above, a teacher must receive written approval from the Superintendent prior to course registration.</p> <p>2. The Board will expend no more than \$34,000 each school year for course payments.</p> <p>a. Applications for course reimbursement will be accepted beginning April 1 for for the upcoming fiscal year. Monies will be approved after the SAU office receives completed request for reimbursement documentation. No more than 2 courses for a maximum of \$2,500 total reimbursement cost will be approved for any one teacher prior to November 15 for. Regardless of the designation by the college or university, the summer/fall semester shall be considered as those courses which commence after July 1 or courses that start in June, but end after July 1, for which funds shall be disbursed in the new fiscal year.</p> <p>b. Should additional funds be unencumbered in the tuition reimbursement pool by April 1 for teachers may request reimbursement for an one additional course, provided the course was approved by the Principal and Superintendent prior to being taken. This additional reimbursement will be on a first come, first served basis. Teachers may not apply for this additional reimbursement after the first scheduled School Board meeting in May.</p> <p>c. Payment shall not be disbursed until after the teacher has received written approval from the Superintendent prior to course registration and the teacher has submitted to the SAU business office proof that he/she earned a final grade of B or better or a final grade of pass in a pass/fail course.</p> <p>3. Any teacher who does not earn a grade of B or better or a grade of pass in a pass/fail course will not be eligible for reimbursement for that course.</p>	<p>Board Initials <u>WS</u></p> <p>Date <u>1/7/26</u></p>	<p>HEA Initials <u>KF</u></p> <p>Date <u>1/7/26</u></p>

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ARTICLE & TITLE	SECTION LETTER, TITLE, AND CHANGES SHOWN	HSB	HEA
ARTICLE XIV: PROFESSIONAL DEVELOPMENT	4. Teachers are ineligible for tuition reimbursement for courses completed within one year of the last day of employment with the district, when the decision to depart was made by the employee to retire, not accept an offer of contract renewal, or depart mid-contract. In the event reimbursements have already been paid by the district for courses completed within this one-year duration, the reimbursements must be repaid by the departing employee, and may be withheld from the final paycheck(s).	Board Initials <u>KS</u> Date <u>1/7/26</u>	HEA Initials <u>KF</u> Date <u>1/7/26</u>
ARTICLE XIV: PROFESSIONAL DEVELOPMENT	<u>SECTION C: UNENCUMBERED FUNDS</u> If, as of June 15, funds remain unencumbered in the tuition reimbursement pool and/or no unencumbered funds remain in the workshop reimbursement pool, the unencumbered funds may be transferred to the a general course/workshop reimbursement pool and expended in accordance with Section B(2)(a). If, as of June 15, funds remain unencumbered in the workshop reimbursement pool and no unencumbered funds remain in the tuition reimbursement pool, the unencumbered funds may be transferred to the tuition reimbursement pool and expended in accordance with Section A(2)(b).	Board Initials <u>KS</u> Date <u>1/7/26</u>	HEA Initials <u>KF</u> Date <u>1/7/26</u>
ARTICLE XV: TEMPORARY LEAVE OF ABSENCE	<u>SECTION A: SICK LEAVE</u> Teachers presently employed shall be granted sick leave for illness on a basis of fifteen (15) working days per year, ten (10) days of which may be utilized for the illness of a child or parent or member of the household. Sick leave shall be accumulated up to a maximum of one hundred twenty (120) days. Teachers who are ill for a period of three (3) consecutive days or more shall have a doctor's certificate to return to teaching if the Board or Administration so desires it. Leave under this section may be taken in quarter, half, or full day increments.	Board Initials <u>KS</u> Date <u>1/7/26</u>	HEA Initials <u>KF</u> Date <u>1/7/26</u>

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ARTICLE XV: TEMPORARY LEAVE OF ABSENCE	<p><u>SECTION B: PERSONAL LEAVE</u> Each teacher shall be entitled to three (3) personal days per year, non-accumulative, for personal business that can only be transacted during the workday providing that said leave is not before or after a holiday or vacation. <i>These days shall only be taken for pressing and unavoidable legal, personal, family, or business reasons. "Family" is defined under this section as spouse, parent, parent-in-law, sibling, sibling-in-law, child, or person living in employee's household. Except for personal day requests immediately prior to or following a holiday or vacation. No reason or explanation is required other than the time requested and basis for the leave meets the requirements of this provision and a written statement to that effect is submitted to the Superintendent.</i> Whenever possible, a teacher requesting a personal day shall — notify the building Principal at least 72 hours in advance of the personal day. Additional leave shall be granted for major religious holy day observances providing that such requests are submitted in writing to the Superintendent in advance. Leave under this section may only be taken in quarter, half or full day increments.</p>	<p>Board Initials <u>WJ</u></p> <p>Date <u>1/7/26</u></p>	<p>HEA Initials <u>KE</u></p> <p>Date <u>1/7/26</u></p>
ARTICLE XV: TEMPORARY LEAVE OF ABSENCE	<p><u>SECTION C: BEREAVEMENT</u> Each teacher shall be entitled to a total of five (5) days bereavement leave for each school year, for a death in the immediate family or household or an individual close to the teacher who may not necessarily be a member of the family. In the case of bereavement, the teacher shall notify the building Principal, who will in turn inform the Superintendent.</p> <p><i>At the discretion of the Superintendent, additional bereavement leave may be granted. If further leave is deemed necessary by the employee, and with approval of the Superintendent, the employee may be permitted to use accrued sick leave beyond the initial five (5) bereavement days until such time as they are able to return to work. The decision to extend bereavement leave and allow the use of sick days shall be made on a case-by-case basis and shall not be subject to grievance or appeal. Leave under this section may be taken in quarter, half, or full day increments.</i></p>	<p>Board Initials <u>WJ</u></p> <p>Date <u>1/7/26</u></p>	<p>HEA Initials <u>KE</u></p> <p>Date <u>1/7/26</u></p>
ARTICLE XV: TEMPORARY LEAVE OF ABSENCE	<p><u>SECTION D: ASSOCIATION LEAVE</u> No more than a total of three (3) days paid leave per year will be granted to HEA for professional meetings. HEA will reimburse the District for the cost of the substitute for the second and third day used. Leave under this section may be taken in quarter, half, or full day increments.</p>	<p>Board Initials <u>WJ</u></p> <p>Date <u>1/7/26</u></p>	<p>HEA Initials <u>KE</u></p> <p>Date <u>1/7/26</u></p>

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<p>ARTICLE XVII: RETIREMENT</p>	<p>SECTION A If at the time of voluntary termination of employment with the Hooksett School District, a teacher (1) is eligible for retirement benefits under the New Hampshire Retirement System, (2) has fifteen (15) years of service as a teacher with said District, and (3) notifies the Superintendent, in writing, no later than October 1st prior to voluntary termination of his/her intent to receive this benefit, then that teacher shall be paid the following amount by July 31 after termination:</p> <p>If retiring during the 2023-2024 2026-2027, 2024-2025 2027-2028, and 2025-2026 2028-2029 contract years the amount will be \$28,000.</p> <p>Starting in contract year 2025-2026 2026-2027, no more than six (6) five (5) persons may be eligible to apply for and receive this benefit in any one school year. If more than five eligible persons apply for this benefit in any one school year, those employees with the most continuous years of service as a teacher in the Hooksett School District immediately prior to retirement shall receive priority. If two or more such employees have the same years of service as a teacher in the Hooksett School District, the next tie-breaker shall be based on date of birth, with the older employee(s) receiving priority.</p> <p>The Board may, in its complete and sole discretion, grant waivers to the October 1st deadline and the maximum of six (6) five (5) retirement payments per year, as referenced above, in cases of serious unforeseen circumstances.</p> <p>If in any year a teacher is denied the retirement benefit due to the cap, the teacher shall be allowed to retract their retirement intention. Notwithstanding the provisions of Section B below, if in any year a teacher is denied the retirement benefit due to the cap, the teacher shall be allowed to retract their retirement intention and apply again in a future year.</p>	<p>Board Initials </p> <p>Date </p>	<p>HEA Initials </p> <p>Date </p>

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ARTICLE XIX: INSURANCE	<p><u>SECTION A: HEALTH INSURANCE</u></p> <p>The Board agrees to offer hospital/medical insurance under Cigna SchoolCare Yellow Open Access Plan 2.0 with Choice Fund, and SchoolCare Orange Open Access 2.0 Plan. The School District and teachers shall pay the following percentages of the premium for the single plan, the two-person plan and the family plan:</p> <p>Yellow Open Access 2.0 and Orange 2.0 Contributions:</p> <table border="1" data-bbox="411 537 1577 834"> <thead> <tr> <th></th> <th>2023-2024 2026-2027</th> <th>2024-2025 -2027-2028</th> <th>2025-2026 2028-2029</th> </tr> </thead> <tbody> <tr> <td></td> <td>District / Teacher</td> <td>District / Teacher</td> <td>District / Teacher</td> </tr> <tr> <td>Single</td> <td>88% / 12%</td> <td>88% / 12%</td> <td>88% / 12%</td> </tr> <tr> <td>2-Person</td> <td>83 80% / 17 20%</td> <td>81.5 80% / 18.5 20%</td> <td>80% / 20%</td> </tr> <tr> <td>Family</td> <td>83 80% / 17 20%</td> <td>81.5 80% / 18.5 20%</td> <td>80% / 20%</td> </tr> </tbody> </table>		2023-2024 2026-2027	2024-2025 -2027-2028	2025-2026 2028-2029		District / Teacher	District / Teacher	District / Teacher	Single	88% / 12%	88% / 12%	88% / 12%	2-Person	83 80% / 17 20%	81.5 80% / 18.5 20%	80% / 20%	Family	83 80% / 17 20%	81.5 80% / 18.5 20%	80% / 20%	<p>Board Initials <u>WJ</u></p> <p>Date <u>1/7/26</u></p>	<p>HEA Initials <u>KE</u></p> <p>Date <u>1/7/26</u></p>
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ARTICLE XIX: INSURANCE	<p><u>SECTION C: RIGHT TO CHANGE PROVIDERS</u></p> <p>It is specifically agreed that the Board may, in its sole discretion obtain hospital/medical and/or dental benefits from a different source, provided those benefits are comparable with the benefits provided by Cigna SchoolCare Yellow 2.0 Open Access Plan with Choice Fund and SchoolCare-Plan 1 (DP01), Cigna Dental PPO as set forth above, and, provided further, that any such change does not increase the costs above the premium rates for the Cigna SchoolCare Yellow Open Access Plan with Choice Fund and SchoolCare-Plan 1 (DP01), Cigna Dental PPO plans outlined above.</p>	<p>Board Initials <u>WJ</u></p> <p>Date <u>1/7/26</u></p>	<p>HEA Initials <u>KE</u></p> <p>Date <u>1/7/26</u></p>																				

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ARTICLE & TITLE	SECTION LETTER, TITLE, AND CHANGES SHOWN	HSB	HEA
ARTICLE XIX: INSURANCE	<p><u>SECTION G: HEALTH INSURANCE BUY OUT</u> Each year that the teacher elects not to receive any hospital/medical insurance which is offered by the School District, the teacher shall receive a bonus, provided that the teacher provides proof of other coverage. If the teacher purchases subsidized insurance which results in a financial penalty being incurred by the District under the federal Affordable Care Act, the amount of the penalty shall be deducted from the amount of the bonus. For the term of this agreement, the bonus shall be \$2,500. However, in the event that 30-34 teachers qualify for the bonus, it shall be increased to \$3,500, if 35 or more teachers qualify for the bonus, it shall be increased to \$4,000. If the number of qualifying teachers remains below 30, then the bonus shall remain \$2,500. Teachers must notify the Human Resources Director by October 1 if they are eligible to receive this benefit. Teachers who are currently receiving Medicare benefits are not eligible for this benefit.</p>	Board Initials <u>DS</u> Date <u>1/7/26</u>	HEA Initials <u>KE</u> Date <u>1/7/26</u>
ARTICLE XIX: INSURANCE	<p><u>SECTION H: HEALTH SAVINGS ACCOUNT</u> During the term of this agreement, the District shall have the option of offering provide teachers enrolled in a high deductible insurance plan covered by this agreement eligibility the option to enroll in a Health Savings Account (HSA). The terms of such account shall be solely determined by the District.</p> <p>The District shall contribute the following amounts to a Health Savings Account (HSA) for each employee enrolled in the Orange Open Access health insurance plan as follows, provided they have completed the necessary paperwork to open such account:</p> <p>2026-2027 - \$2,000 for a single plan, and \$2,500 for two person and family plans. 2027-2028 - \$2,000 for a single plan, and \$2,500 for two person and family plans. 2028-2029 - \$2,000 for a single plan and \$2,500 for two person and family plans. 50% of the District's contributions to the HSA, as described above, shall be paid the first pay period after July 1 of the contract year and the remaining 50% shall be paid the first pay period after January 1 of the contract year.</p> <p>The District's contribution to the employees' HSA under this provision shall cease as of the expiration of this agreement and shall not be subject to maintaining status quo in the event a successor agreement is not in place as of that date.</p>	Board Initials <u>DS</u> Date <u>1/7/26</u>	HEA Initials <u>KE</u> Date <u>1/7/26</u>

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ARTICLE & TITLE	SECTION LETTER, TITLE, AND CHANGES SHOWN	HSB	HEA
ARTICLE XXIV: DURATION AND RENEWAL	SECTION I: TEACHER RESIGNATIONS 1. This Agreement shall become effective July 1, 2023 2026 and will continue to be in effect until June 30, 2026 2029 .	Board Initials  Date <u>1/7/26</u>	HEA Initials  Date <u>1/7/26</u>

SECTION II: SALARY SCHEDULE	SECTION II: SALARY SCHEDULE 1. The salary schedule for the 2023-2024 school year shall be as follows:	 	 
SECTION III: BENEFITS	SECTION III: BENEFITS 1. The Hooksett Education Association shall contribute to the cost of the health insurance plan.	 	 

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APPENDIX A
SALARY GUIDES

SALARY:

~~Year 1 (2023-2024) \$40,950 BA Step 1 start, \$1800 increase per step, plus step~~
~~NO Step 22~~

Plus ~~\$1,805~~ **\$800** bonus for staff at eliminated steps BA30:19, MA15:21 and MA 30:22 in 2022-23. Bonus to be paid over 22 or 26 pay periods.

~~Year 2 (2024-2025) \$42,900 BA Step 1 start, \$1800 increase per step, plus, step~~
~~NO Step 22~~

Plus ~~\$1,555~~ **\$800** bonus for staff at eliminated steps BA30;19, MA15:21, and M30:22 in 2022-23. Bonus to be paid over 22 or 26 pay periods.

~~Year 3 (2025-2026) \$44,800 BA Step 1 start, \$1800 increase per step, plus, step~~
~~NO Step 22~~

~~No Plus \$1,440~~ bonus for staff at eliminated steps BA30:19, MA15:21, and M30:22 in 2022-23. ~~Bonus to be paid over 22 or 26 pay periods~~

Salary Guides for Contract Years ~~2023-2024, 2024-2025 and 2025-2026~~ **2026-2027, 2027-2028, and 2028-2029** are attached.

HSB		HEA	
Board Initials <i>W/S</i>	Date <i>1/7/26</i>	HEA Initials <i>KE</i>	Date <i>1-7-26</i>

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2026-2027 Year 1						
Step	BA	BA15	BA30	MA	MA15	MA30
1	46,000	47,000	48,000	49,600	50,600	51,600
2	47,778	48,778	49,778	51,378	52,378	53,378
3	49,556	50,556	51,556	53,156	54,156	55,156
4	51,334	52,334	53,334	54,934	55,934	56,934
5	53,112	54,112	55,112	56,712	57,712	58,712
6	54,890	55,890	56,890	58,490	59,490	60,490
7	56,668	57,668	58,668	60,268	61,268	62,268
8	58,446	59,446	60,446	62,046	63,046	64,046
9	60,224	61,224	62,224	63,824	64,824	65,824
10	62,002	63,002	64,002	65,602	66,602	67,602
11	63,780	64,780	65,780	67,380	68,380	69,380
12	65,558	66,558	67,558	69,158	70,158	71,158
13	67,336	68,336	69,336	70,936	71,936	72,936
14	69,114	70,114	71,114	72,714	73,714	74,714
15	70,892	71,892	72,892	74,492	75,492	76,492
16	72,800	73,670	74,670	76,270	77,270	78,270
17		75,665	76,448	78,048	79,048	80,048
18			78,530	79,826	80,826	81,826
19				81,830	82,604	83,604
20					84,695	85,382
21						87,560

HSB		HEA	
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2027-2028 Year 2						
Step	BA	BA15	BA30	MA	MA15	MA30
1	47,000	48,000	49,000	50,600	51,600	52,600
2	48,753	49,753	50,753	52,353	53,353	54,353
3	50,506	51,506	52,506	54,106	55,106	56,106
4	52,259	53,259	54,259	55,859	56,859	57,859
5	54,012	55,012	56,012	57,612	58,612	59,612
6	55,765	56,765	57,765	59,365	60,365	61,365
7	57,518	58,518	59,518	61,118	62,118	63,118
8	59,271	60,271	61,271	62,871	63,871	64,871
9	61,024	62,024	63,024	64,624	65,624	66,624
10	62,777	63,777	64,777	66,377	67,377	68,377
11	64,530	65,530	66,530	68,130	69,130	70,130
12	66,283	67,283	68,283	69,883	70,883	71,883
13	68,036	69,036	70,036	71,636	72,636	73,636
14	69,789	70,789	71,789	73,389	74,389	75,389
15	71,542	72,542	73,542	75,142	76,142	77,142
16	73,295	74,295	75,295	76,895	77,895	78,895
17	75,048	76,665	77,048	78,648	79,648	80,648
18			79,330	80,401	81,401	82,401
19				82,154	83,154	84,154
20				83,907	85,695	85,907
21						88,560

HSB		HEA	
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2028-2029 Year 3						
Step	BA	BA15	BA30	MA	MA15	MA30
1	48,270	49,270	50,270	51,870	52,870	53,870
2	49,992	50,992	51,992	53,592	54,592	55,592
3	51,714	52,714	53,714	55,314	56,314	57,314
4	53,436	54,436	55,436	57,036	58,036	59,036
5	55,158	56,158	57,158	58,758	59,758	60,758
6	56,880	57,880	58,880	60,480	61,480	62,480
7	58,602	59,602	60,602	62,202	63,202	64,202
8	60,324	61,324	62,324	63,924	64,924	65,924
9	62,046	63,046	64,046	65,646	66,646	67,646
10	63,768	64,768	65,768	67,368	68,368	69,368
11	65,490	66,490	67,490	69,090	70,090	71,090
12	67,212	68,212	69,212	70,812	71,812	72,812
13	68,934	69,934	70,934	72,534	73,534	74,534
14	70,656	71,656	72,656	74,256	75,256	76,256
15	72,378	73,378	74,378	75,978	76,978	77,978
16	74,100	75,100	76,100	77,700	78,700	79,700
17	75,822	76,822	77,822	79,422	80,422	81,422
18	77,544	78,544	80,530	81,144	82,144	83,144
19				82,866	83,866	84,866
20				84,588	86,695	86,588
21						89,560

HSB		HEA	
Board Initials <u>HSB</u>	Date <u>1/7/26</u>	HEA Initials <u>KE</u>	Date <u>1/7/26</u>