



Empowering all Learners

DOVER SCHOOL DISTRICT SAU 11

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TO: Dover School Board & Dr. Christine Boston
FROM: Michael Limanni, CFI
DATE: June 5, 2026
RE: DEOP CBA: FY27 Cost Items

Please see below for the estimated costs increases associated with the proposed changes by fiscal Year:

FY27 (2026-2027):

Total estimated Increases of **\$89,841.82 - \$20,648.11** over what was budgeted in the 2026-2027 adopted budget.

1. Wage Scale Modifications: **\$69,857.33 increase over prior contract.**

- a. The elimination of steps one and two
- b. 3.75% Cost of Living Increase (COLA)

2026-2027	3.75%							
Class	Step 1	Step 2	Step 3 Step 1	Step 4 Step 2	Step 5 Step 3	Step 6 Step 4	Step 7 Step 5	Step 8 Step 6
Class I	\$17.42	\$17.94	\$19.19	\$19.77	\$20.33	\$20.96	\$21.60	\$22.25
Class II	\$19.47	\$20.02	\$21.41	\$22.08	\$22.70	\$23.40	\$24.13	\$24.85
Class III	\$20.51	\$21.09	\$22.57	\$23.22	\$23.94	\$24.66	\$25.39	\$26.15
Class IV	\$21.51	\$22.10	\$23.72	\$24.38	\$25.15	\$25.91	\$26.67	\$27.47
Class V	\$23.10	\$23.85	\$25.46	\$26.23	\$27.04	\$27.84	\$28.71	\$29.55
Class VI	\$25.62	\$26.49	\$28.22	\$29.08	\$29.92	\$30.81	\$31.76	\$32.73

2. Leave Modifications: **\$6,125.18 increase from the prior contract.**

- a. +1 vacation day annually for eligible full-time school-year employees.
- b. +1 vacation day annually for eligible part-time school-year employees.

NOTE: Leave for these employees can be taken on days they are not specifically contracted to work, so the cost was estimated at one day of total compensation for the group.

3. Paid Holiday Modifications: **\$6,125.18 increase from the prior contract.**

- a. Christmas Eve was modified from a half day to a full paid day off.
- b. New Year's Eve was modified from a half day to a full paid day off.

NOTE: This adds one additional paid day off that was not included in the prior agreement, so the cost was estimated at one day of total compensation for the group.

4. Health Insurance Plan Change: **\$7,734.13 increase over the budgeted higher deductible, Cigna, Yellow 2.0 plan.**

- a. Increase in the employer cost of plan premiums.
- b. Increase in the employer cost of insurance buyouts.

NOTE: The cost increase only accounts for the change from what was budgeted (School Care Cigna Plan - Yellow 2.0 to what was proposed in the lower deductible plan available through HUB (Cigna Plan - Yellow 1.0). It does not consider the annual increase in rates that was budgeted for, as they would have been incurred if there had been no change in plan.

FY28 (2027-2028): Total estimated Increases of **\$72,028.54**

1. Wage Scale Modifications: **\$72,028.54 increase over prior year**

- a. 4.00% Cost of Living increase (COLA)

2027-2028		4.00%						
Class	Step 1	Step 2	Step 3 Step 1	Step 4 Step 2	Step 5 Step 3	Step 6 Step 4	Step 7 Step 5	Step 8 Step 6
Class I	\$21.42	\$21.94	\$19.96	\$20.56	\$21.15	\$21.80	\$22.46	\$23.14
Class II	\$23.47	\$24.02	\$22.27	\$22.96	\$23.61	\$24.33	\$25.09	\$25.84
Class III	\$24.51	\$25.09	\$23.47	\$24.15	\$24.90	\$25.65	\$26.41	\$27.20
Class IV	\$25.51	\$26.10	\$24.66	\$25.36	\$26.16	\$26.95	\$27.74	\$28.57
Class V	\$27.13	\$27.85	\$26.48	\$27.28	\$28.13	\$28.96	\$29.86	\$30.73
Class VI	\$29.62	\$30.43	\$29.34	\$30.24	\$31.12	\$32.05	\$33.03	\$34.04

**Proposal for Changes to the Collective Bargaining Agreement between the
Dover Educational Office Personnel, NEA-NH
and the Dover School District**

~~July 1, 2020 – June 30, 2023~~
July 1, 2026 – June 30, 2028

Additions are generally noted by **bold and underlined typeface**.
Deletions are generally noted by ~~striking through~~.

ARTICLE I: RECOGNITION, JURISDICTION, MANAGEMENT RIGHTS, DEFINITIONS

B. JURISDICTION

The jurisdiction of the Association shall include those persons who perform on a full-time basis the duties or functions of the categories of employees in the bargaining unit. However, the Association's jurisdiction shall not extend to ~~part-time personnel, or to~~ personnel in positions excluded by the Recognition provision above.

ARTICLE IV: WORKING CONDITIONS

D. INCLEMENT WEATHER DAYS

2. **Delays.** When a delayed opening of two (2) hours has been called, administrative assistants shall report no later than two (2) hours later than their regular starting time.

ARTICLE VI: FRINGE BENEFITS

A. MEDICAL INSURANCE

1. For all full-time and school-year administrative assistants employed six (6) or more hours per day, the School District of the City of Dover agrees to pay **ninety-seven percent (97%) of the premium cost for participation in the District's health insurance plan. The health insurance plan shall provide benefits, coverages, and services equivalent to or better than those offered under the Cigna Yellow Plan with HRA** ~~the premiums of the New Hampshire School Health Care Coalition plan, SchoolCare, or another health program providing equivalent or improved benefits, as follows:~~

~~Yellow Plan with Choice Fund~~

~~The District will pay ninety-seven (97) percent of the monthly premium and the employee will pay any additional costs of coverage.~~

ARTICLE VII: LEAVES

A. SICK LEAVE WITH PAY / SICK BANK

4. In the event that there is an extended absence of ~~three (3)~~ **five (5)** or more consecutive days, or ~~seven (7)~~ **ten (10)** days of absence in one school year, such employee may be required to provide the Superintendent or Superintendent's designee with written confirmation of the illness, injury, or disability from a physician. When the Superintendent or Superintendent's designee feels that such written confirmation is insufficient or ambiguous, it may require the employee to undergo an examination by a physician selected and paid for by the School Board to confirm or refute the claimed illness, injury, or disability which forms the basis for the sick pay request by the employee. Disability as a result of pregnancy shall be treated as any other temporary disability.

ARTICLE VIII: HOLIDAYS AND VACATIONS

A. HOLIDAYS

1. Full-time administrative assistants shall observe the following holidays and such other days as may be designated from time to time:

New Year's Day

Martin Luther King, Jr., Civil Rights Day

~~Presidents' Day~~ Washington's Birthday

First Day of April Vacation

Memorial Day

Fourth of July

Labor Day

~~Indigenous Peoples'~~ Columbus Day (observed NEA teacher workshop day)

Veterans' Day

Day Before Thanksgiving

Thanksgiving Day

Friday following Thanksgiving

Christmas Eve ~~(1/2 Day)~~

Christmas Day

The Day after Christmas (50% of staff off, with other 50% of staff to have a compensation day)

New Year's Eve ~~(1/2 Day)~~

Juneteenth shall be a paid holiday if the State of New Hampshire designates the day as a paid holiday.

B. VACATIONS

Full-time administrative assistants shall receive vacation with pay as follows:

1 - 5 years:	Two (2) weeks
6-10 years:	Three (3) weeks
11-19 years:	Four (4) weeks
20 or more years:	Five (5) weeks

School-year administrative assistants employed six (6) or more hours per day (ten [10] months – September to June) with less than five (5) years of service shall receive two (2) days of vacation with pay that shall be taken when school is not in session. School-year employees with less than five (5)

years of service and employed less than six (6) hours per day shall receive one (1) day of vacation with pay that shall be taken when school is not in session. School-year administrative assistants employed six (6) or more hours per day (ten [10] months - September to June) with five (5) years or more of service shall receive ~~four (4)~~ five (5) days of vacation with pay that shall be taken when school is not in session. School-year employees with five (5) or more years of service and employed less than six hours per day shall receive ~~two (2)~~ three (3) vacation days.

ARTICLE IX: EXCLUSIVE ASSOCIATION RIGHTS AND RESPONSIBILITIES

A. PAYROLL DUES DEDUCTION

2. The Dover Educational Office Personnel shall certify to the School Board in writing the current rate of its membership dues. If there is any change in the rate of its membership dues, the Association shall give the School Board written notice, prior to the effective date of such change. Dues deductions shall be made on each pay week in an amount equal to 1/21st ~~or 1/26th~~ of the annual dues as defined in this paragraph.

APPENDIX A: WAGE SCHEDULES

Delete Appendix A-1 and replace it with:

2026-2027		3.75%						
Class	Step 1	Step 2	Step 3 <u>Step 1</u>	Step 4 <u>Step 2</u>	Step 5 <u>Step 3</u>	Step 6 <u>Step 4</u>	Step 7 <u>Step 5</u>	Step 8 <u>Step 6</u>
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2027-2028		4.00%						
Class	Step 1	Step 2	Step 3 <u>Step 1</u>	Step 4 <u>Step 2</u>	Step 5 <u>Step 3</u>	Step 6 <u>Step 4</u>	Step 7 <u>Step 5</u>	Step 8 <u>Step 6</u>
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