



**Hampton, NH 2025
SAU 90 Warrant Articles**

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Town Information**

Election of Officers

**2025 Candidates for
SAU 90 Positions**

Positions	Term	Candidate Names
SCHOOL DISTRICT CLERK	2 Yrs	Danielle Albright
SCHOOL BOARD MEMBER (2)	3 Yrs	Frank Bajowski Sarah Elliot Candice O'Neil Ginny Bridle Russel Leslie Shepard

Article 1: Operating Budget of \$29,766,431 versus Default Budget of \$29,362,515

Shall the School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant, or as amended by vote of the first session, for the purposes set forth therein, totaling \$29,766,431? Should this article be defeated, the default budget shall be \$29,362,515, which is the same as last year, with certain adjustments required by previous action of the District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only? (Majority vote required.)

What it means: The SAU 90 Proposed Operating Budget is 3% more than last year (an increase of \$872,000). That includes about half from increases in the Default Budget (non-discretionary), as follows:

Default Budget increase versus last year actual:

Increase in Registered Behavioral Tech Services (No longer covered by grant.)	\$ 29,837	
Previously Approved Increases in Health/Dental	\$ 378,628	
Increases in Home-School Transportation	\$ 43,161	
All other changes	\$ 7,459	
Total Default Budget Increase	\$ 468,065	1.62% Increase due to default increases

In addition, the school district is requesting the following increases:

Salaries/Benefits Non-Union	\$ 287,116
Increase in Health/Dental	\$ 32,168
New Math Program	\$ 58,800
Child Families Interventionist	\$ 22,999
All other changes	\$ 3,632
Total of Increases Not in the Default Budget	\$403,915 (1.4% Increase)



Note: The school district is seeking a 5% salary increase and associated benefits for 72 Non-Union employees; including those who work in Custodial, Support Staff, Technology, ABA Techs (behavioral support), Social Worker, and Administrators. These salary and benefit increases represent over 70% of the Proposed Budget increase over the Default (\$287,116).

Those in favor say: Regarding the increases to the salaries and benefits for the 72 non-union employees, the school district is competing with other schools to hire support staff. It has been very challenging to find people, and some of this is due to potential applicants not being able to afford to live in this area. The requested increase will help to keep the District competitive, whereas over the years since SAU 90 was initiated, the non-union employee salaries have failed to keep up with increases in the cost of living thus making the District uncompetitive.

Those opposed say: No one spoke against the Article at the SAU 90 Deliberative Session.

Fiscal Impact: The difference between the actual budget from 2024-25 and what is proposed for 2025-26 is \$872,002. That difference will add .22 per thousand of property valuation, or \$143.00 for a household valued at \$650,000. Of that, \$77.22 would remain in place even if the budget is defeated, since it is part of the Default Budget. The proposed budget is asking for an additional \$65.78, most of that for the non-union salary increases. (\$77.22 required + \$65.78 asked equals \$143.00 total.)

Take your property valuation divided by 1000 and multiply by .22 to get your cost increase versus last year for the Proposed Operating budget, or by .12 to get the cost for the Default budget.

Article 2: Collective Bargaining Agreement with Seacoast Educational Association (SEA) (Teachers)

Shall the School District vote to approve the cost items included in the collective bargaining agreement reached between the Hampton School Board and the Seacoast Educational Association covering a three-year period from July 1, 2025 to June 30, 2028 which calls for the following increases in salaries and benefits at the current staffing levels:

Year	Estimated Increase
2025-26.	\$ 707,131
2026-27.	\$ 786,626
2027-28.	\$ 807,444

and further raise and appropriate the sum of \$707,131 for the 2025-26 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 in accordance with the most recent collective bargaining agreement? (Majority vote required.)

What it Means: The costs represent the negotiated agreement between the SAU 90 officials and the Teacher’s union. The agreement now needs to be approved by the voters. Staff members who are at the top step (43 out of 118 teachers) will receive a 2.27% increase. The “top step” has been affected by a compressed salary schedule due to a restructuring from 12 down to 11 Bachelors steps, and from 14 down to 13 Masters steps. The remaining staff (below the top salary level - about 64% of the 118) will receive a raise of 2.27%-5.9% depending on their position within the pay scale.



Those in favor say: SAU 90 is trying to adjust the salaries to be more competitive with SAU 21. Hampton Teacher salaries are significantly less than area school districts (Seabrook, Hampton Falls, North Hampton, South Hampton, Winnacunnet, Exeter, Portsmouth, and Stratham). This contract strives to make Hampton teacher salaries more competitive with neighboring towns by the third year of the contract, 2027-2028 (rather than attempting to catch up all at once). The proposed contract has moderate increases each year, and balances the needs of the taxpayers and those of the teachers.

Those opposed say: No one spoke against the negotiated agreement at the SAU 90 Deliberative Session.

Fiscal Impact: In the first year, the increased cost for the average home valued at \$650,000 would be \$117.00 (cost per thousand of .18). In the two subsequent years, the costs would become part of the Default budget.

Article 3: Collective Bargaining Agreement with Seacoast Educational Support Professionals Association (SEPSA)

Shall the School District vote to approve the cost items included in the collective bargaining agreement reached between the Hampton School Board and the Seacoast Educational Support Professionals Association covering a four-year period from July 1, 2025 to June 30, 2029 which calls for the following increases in salaries and benefits at the current staffing levels:

<u>Year</u>	<u>Estimated Increase</u>
2025-26	\$ 163,339
2026-27	\$ 172,369
2027-28	\$ 171,573
2028-29	\$ 151,990

and further raise and appropriate the sum of \$163,339 for the 2025-26 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.

What it means: These professionals work in both general education and special education, providing services for students as required by their IEPs. There are 43 Paraprofessionals, with an average annual wage of \$28,000. Most of these workers (75%) live in Hampton.

Those in favor say: The paraprofessional role demands a unique skill set and is often physically demanding. If the CBA fails, paraprofessionals do not receive pay increases, steps, or health insurance offerings. Hampton’s paraprofessionals start at \$21.49 per hour and are only eligible for single-person health insurance. This is not competitive with surrounding school districts, or businesses or retailers. The new contract allows for competitive health benefits, bringing our benefit structure in line with neighboring districts.

Hampton loses paraprofessionals at a 40% turnover rate, partly because we provide uncompetitive compensation and benefits. This is compounded by the high cost of living on the Seacoast, with the highest cost of living in all of New Hampshire.

Those opposed say: No one spoke against this Article at public meetings.



Fiscal Impact: Approval of this Article will increase taxes by \$26.00 in the first year for the average household valued at \$650,000. The cost per thousand dollars of valuation is 4 cents. In years 2, 3 and 4, the additional cost would be incorporated into the Default Budget.

Article 4: Annual Long-Term Maintenance Projects for Marston and Centre Schools (\$300,000)

Shall the School District vote to raise and appropriate the sum of \$300,000 to continue long term maintenance, repair and modernization work to include technical and/or engineering services at Hampton's Marston and Centre school buildings and grounds? This article is a continuation of an annual program planned to keep the buildings updated and in good condition, thereby protecting the taxpayer's investment. Projects planned for 2025-27 are listed below. This will be a non-lapsing appropriation per RSA 32:7 VI and will not lapse until these projects are completed or June 30, 2027, whichever is earlier? (Majority vote required.)

MARSTON SCHOOL - \$75,000	
LED Lighting Upgrades (Phased)	\$ 75,000
CENTRE SCHOOL - \$225,000	
Windows (phased)	\$175,000
Led lighting upgrades (phased)	\$ 50,000

What it means: This is an annual request to keep the buildings updated and in good condition.

Those in favor say: Paying for ongoing maintenance helps to prevent more expensive repairs or student displacement in the future.

Those against say: No one spoke against the Article at the SAU 90 Deliberative Session.

Fiscal Impact: Technically this Article would cost an additional .06 per thousand, or \$39.00 for a home valued at \$650,000. Keep in mind, however, that the \$300,000 was part of the budget last year, so there would be no increase in your tax bill due to this Article, if it passes.

Article 5: Child Benefit Services for Children Who Attend Sacred Heart School - \$52,948

Shall the School District vote to raise and appropriate funds in the amount of \$52,948 to provide child benefit services, in accordance with RSA 189:49, for students who are residents of the Hampton School District and attend Sacred Heart School located in Hampton, New Hampshire? BY PETITION

What it means: Sacred Heart School is a private school in Hampton. Hampton students electively attend Sacred Heart as opposed to attending the Hampton public schools. This Article asks for an offset for child benefit services in lieu of the taxpayers paying for the students to attend public school. There are 46 Hampton students who are in attendance at Sacred Heart School in the current academic year (out of about 214 total attendance in grades Pre-K through 8). The dollar amount requested is \$1,151 per student. Around 30% of the funding goes toward health-related services, and the balance is used for technology and similar items.



Those in favor say: Support of a local private school is very common throughout NH. As long as the funds appropriated are used for the child benefit services listed in the NH law, they may be expended for those purposes. The use of the funding by Sacred Heart School falls within the allowed purposes. The way it works is that Sacred Heart School sends invoices to the SAU 90 office, which is responsible for assuring they are valid and appropriate requests, and then the invoices are paid. No money is dispensed directly to the school.

Parents of Sacred Heart students are also Hampton taxpayers and they pay the same tax rate for SAU 90 as the parents whose children attend the public school. If those 46 children were to attend the SAU 90 schools, the cost might not be the average public school cost-per-student of \$21,544 but it would certainly be more than the \$1,151.00 that is being asked via this petition, especially because the funds are used for health-related and technology resources, which would be required regardless of which school the child attends.

Those opposed say: Some who opposed this funding request are concerned about separation of church and state. People have expressed concerns about supporting a religious organization, even if the funds are not specifically used for religious purposes. Some question whether this support benefits the Town as a whole.

Fiscal Impact: A Hampton home valued at \$650,000 would bear a tax cost of \$6.50 in 2025, but it is almost identical to the cost from previous years, meaning there would be no appreciable increase versus your last tax bill if this Article passes. Take your property valuation divided by 1000 and multiplied by .010 to get your cost. This decision is for the current year only.

Article 6: Zero-Based Budgeting (Petitioned)

Shall all Departments of the Hampton School District be required to adopt and implement "Zero-Based" budgeting when preparing and submitting budgets to the District Treasurer and School Board for consideration for March 2026 proposals for 2027? All Hampton School District Departments are to start at \$0.00, justify every expense in each department, and then review each department budget proposal with the Hampton School Board for inclusion in the annual Hampton School District ballot at 2026 Town Election. BY PETITION. (Majority vote required)

What it Means: Petitioners are asking that SAU 90 officials start with a zero expectation for all budget items, and build up from there, justifying each expense.

Those in favor say: No one was at Deliberative Session to explain their intent or justify the request.

Those against: The school already uses a zero-based approach, assessing each department and line item from the ground up to determine exactly what resources, materials, supplies and staffing are necessary to support the operations, but also to support SAU 90's vision and goals. The School Board and Budget Committee then review each line item to make sure it is reasonable, and that the expenditure recognizes the interests of the school, the town and the taxpayers. Those against this Article say that the added regulation would not add any sense of fiscal responsibility that is not already present.