

PUBLIC HEARING NOTICE
Pittsfield School District

The Pittsfield Budget Committee will hold a Public Hearing regarding the proposed Special School District Meeting related to the Collective Bargaining Agreement warrant article.

Date: Thursday, June 4, 2026

Time: 7:00 PM

Location: Pittsfield Middle High School, 23 Oneida Street, Pittsfield, NH 03263

This hearing is being held pursuant to voter approval of Article 07:

“Shall the Pittsfield School District, if Article VII is defeated, authorize the School Board to call one special meeting, at its option, to address Article VII cost items only?”

The proposed warrant article for the Special Meeting is as follows:

COLLECTIVE BARGAINING AGREEMENT

To see if the school district will vote to approve the cost items included in the one-year collective bargaining agreement reached between the Pittsfield School Board and the Education Association of Pittsfield which call for the following increase in salaries and benefits at the current staffing levels over those paid in the prior fiscal year:

Fiscal Year 2026–2027

Total Estimated Increase: \$144,942

And furthermore, to raise and appropriate the sum of \$144,942 for the upcoming fiscal year, such sum representing the additional costs attributable to the increase in salaries, FICA, and retirement benefits as required by the new agreement over those that would be paid at the current staffing levels.

Estimated Tax Impact: \$0.22 per \$1,000 of assessed valuation

Town Assessed Valuation: \$666,707,155

Special School District Meeting

Collective Bargaining Agreement Public Hearing

June 4, 2026

Proposed Warrant Article

Why Are We Here?

Voters approved Article 07 authorizing a Special School District Meeting if the CBA article was defeated.

New Proposed CBA Article

- Fiscal Year 2026–2027 Cost Increase: \$144,942
- Includes salaries, FICA, and retirement benefits at current staffing levels.

COLLECTIVE BARGAINING AGREEMENT

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2025-2026 Current Step and Track

Step	B	B+15	B+30	B+45	M	M+15	M+30
0	\$37,113	\$38,375	\$39,639	\$40,907	\$41,786	\$43,040	\$44,245
1	\$37,577	\$38,951	\$40,233	\$41,520	\$42,413	\$43,685	\$44,908
2	\$38,141	\$39,632	\$40,937	\$42,247	\$43,155	\$44,450	\$45,694
3	\$38,808	\$40,326	\$41,654	\$43,092	\$44,018	\$45,339	\$46,608
4	\$39,585	\$41,132	\$42,487	\$43,954	\$44,899	\$46,246	\$47,540
5	\$40,376	\$41,955	\$43,337	\$44,833	\$45,797	\$47,170	\$48,492
6	\$41,184	\$42,899	\$44,312	\$45,841	\$46,827	\$48,232	\$49,583
7	\$42,110	\$43,865	\$45,309	\$46,873	\$47,881	\$49,317	\$50,698
8	\$43,163	\$44,962	\$46,441	\$48,045	\$49,078	\$50,549	\$51,966
9	\$44,241	\$46,086	\$47,603	\$49,246	\$50,305	\$51,813	\$53,265
10	\$45,348	\$47,237	\$48,793	\$50,477	\$51,562	\$53,109	\$54,596
11	\$46,481	\$48,418	\$50,013	\$51,739	\$52,851	\$54,436	\$55,825
12	\$47,643	\$49,629	\$51,263	\$53,032	\$54,173	\$55,661	\$56,941
13	\$48,715	\$50,745	\$52,417	\$54,226	\$55,391	\$56,774	\$58,080
14	\$49,812	\$51,887	\$53,596	\$55,446	\$56,499	\$57,910	\$59,242

2026-2027 Step and Track Schedule

Step	B	B+15	B+30	B+45	M	M+15	M+30
0	\$38,227	\$39,488	\$40,752	\$42,015	\$42,897	\$44,099	\$45,245
1	\$38,800	\$40,179	\$41,465	\$42,855	\$43,755	\$44,981	\$46,150
2	\$39,479	\$40,882	\$42,294	\$43,713	\$44,630	\$45,880	\$47,073
3	\$40,170	\$41,700	\$43,140	\$44,587	\$45,523	\$46,798	\$48,014
4	\$40,973	\$42,534	\$44,003	\$45,479	\$46,434	\$47,734	\$48,975
5	\$41,793	\$43,385	\$44,884	\$46,388	\$47,363	\$48,690	\$49,954
6	\$42,629	\$44,361	\$45,894	\$47,432	\$48,429	\$49,785	\$51,078
7	\$43,588	\$45,359	\$46,926	\$48,499	\$49,519	\$50,906	\$52,227
8	\$44,677	\$46,493	\$48,099	\$49,712	\$50,757	\$52,178	\$53,533
9	\$45,794	\$47,656	\$49,302	\$50,954	\$52,026	\$53,483	\$54,738
10	\$46,938	\$48,847	\$50,534	\$52,228	\$53,326	\$54,686	\$55,969
11	\$47,995	\$49,946	\$51,798	\$53,534	\$54,526	\$55,916	\$57,089
12	\$48,954	\$50,945	\$52,963	\$54,738	\$55,753	\$57,035	\$58,230
13	\$49,934	\$51,963	\$54,022	\$55,833	\$56,868	\$58,175	\$59,395
14	\$50,932	\$53,003	\$55,103	\$56,950	\$58,005	\$59,339	\$60,583

Average Teacher Salary 2024-2025

SAU #	SAU Name	District #	District Name	All Teachers**	Teacher Average Salary
			State Average Salary*	13,862.80	\$69,531.78
24	Henniker SAU Office	503	Stoddard	6.50	\$41,234.00
29	Keene SAU Office	341	Marlow	5.40	\$41,837.00
61	Farmington SAU Office	175	Farmington	96.00	\$42,000.00
20	Gorham SAU Office	355	Milan	10.20	\$46,863.74
7	Colebrook SAU Office	501	Stewartstown	8.40	\$47,375.00
35	SAU #35 Office	291	Landaff	2.60	\$48,000.00
51	Pittsfield SAU Office	51	Pittsfield	62.00	\$50,221.00
86	Barnstead SAU Office	31	Barnstead	39.00	\$50,875.00
105	Strafford SAU Office	507	Strafford	39.00	\$54,077.00
18	Franklin SAU Office	185	Franklin	77.70	\$54,933.00
56	Somersworth SAU Office	491	Somersworth	113.50	\$56,970.00
6	Claremont SAU Office	101	Claremont	147.80	\$57,714.00
69	Middleton SAU	353	Middleton	14.00	\$58,324.00
54	Rochester SAU Office	461	Rochester	326.00	\$58,484.00
44	Northwood SAU Office	411	Northwood	33.50	\$60,724.00
104	Rollinsford SAU Office	463	Rollinsford	12.70	\$67,486.00
72	Alton SAU Office	15	Alton	43.60	\$70,236.00
107	Nottingham SAU Office	413	Nottingham	40.00	\$70,665.00
301	Prospect Mountain JMA	970	Prospect Mountain JMA	36.20	\$70,781.00
74	Barrington SAU Office	33	Barrington	83.00	\$73,663.00
79	Gilmanton SAU Office	195	Gilmanton	30.00	\$75,698.00
53	Pembroke SAU Office	9	Allenstown	31.50	\$78,661.00
53	Pembroke SAU Office	99	Chichester	21.00	\$79,519.00
53	Pembroke SAU Office	167	Epsom	35.00	\$79,615.00
53	Pembroke SAU Office	127	Deerfield	44.50	\$82,539.00
53	Pembroke SAU Office	427	Pembroke	116.00	\$82,950.00
52	Portsmouth SAU Office	449	Portsmouth	240.00	\$93,927.00

Pittsfield has the 7th lowest average teacher salary out of 164 reporting NH School Districts. Stoddard has the lowest; Portsmouth has the highest. The average: \$69, 513.

Minimum Starting Salary 2025-2026

Salary Ranking	SAU #	SAU Name	District #	District Name	Minimum Salary*
				State Average Minimum**	\$45,297.77
451	23	Haverhill Cooperative SAU Office	39	Bath	\$36,148.00
450	23	Haverhill Cooperative SAU Office	549	Warren	\$36,851.00
447	51	Pittsfield SAU Office	439	Pittsfield	\$37,113.00
446	53	Pembroke SAU Office	9	Allenstown	\$37,612.00
436	18	Franklin SAU Office	185	Franklin	\$39,990.00
424	74	Barrington SAU Office	33	Barrington	\$40,500.00
423	53	Pembroke SAU Office	167	Epsom	\$40,562.00
407	54	Rochester SAU Office	461	Rochester	\$41,397.00
404	36	White Mountains Regional SAU Office	568	White Mountains Regional	\$41,550.00
385	44	Northwood SAU Office	411	Northwood	\$42,616.00
361	61	Farmington SAU Office	175	Farmington	\$42,866.00
356	86	Barnstead SAU Office	31	Barnstead	\$43,184.00
349	46	SAU #46 Office	352	Merrimack Valley	\$43,200.00
348	79	Gilmanton SAU Office	195	Gilmanton	\$43,376.00
334	53	Pembroke SAU Office	99	Chichester	\$43,784.00
326	53	Pembroke SAU Office	427	Pembroke	\$43,983.00
310	301	Prospect Mountain JMA	970	Prospect Mountain JMA	\$44,118.00
279	72	Alton SAU Office	15	Alton	\$44,983.00
159	105	Strafford SAU Office	507	Strafford	\$47,446.00
1	50	Greenland SAU Office	381	New Castle	\$59,396.00

Pittsfield has the 3rd lowest starting teacher salary out of 164 reporting NH School Districts. Haverhill has the lowest; New Castle is the highest. The average: \$45,297.77

Estimated Tax Impact Examples

- \$200,000 Property = Approximately \$44/year
- \$300,000 Property = Approximately \$66/year
- \$400,000 Property = Approximately \$88/year
- 500,000 Property = Approximately \$110/year

Next Steps

- Post Budget Hearing: May 28, 2026
- Budget Hearing: June 4, 2026
- Post Warrant: June 18–22, 2026
- Checklist Correction (Deliberative): June 27, 2026
- Deliberative Session: July 7, 2026
- Checklist Correction (Voting): July 25, 2026
- Official Ballot Voting: August 4, 2026