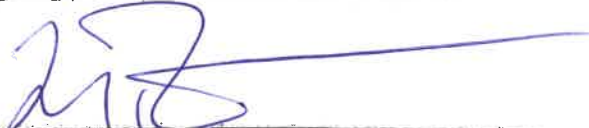


**PORTSMOUTH BOARD OF EDUCATION
And
PORTSMOUTH SCHOOL DISTRICT PARAEducATORS**

**MEMORANDUM OF AGREEMENT TO EXTEND CURRENT
COLLECTIVE BARGAINING AGREEMENT**

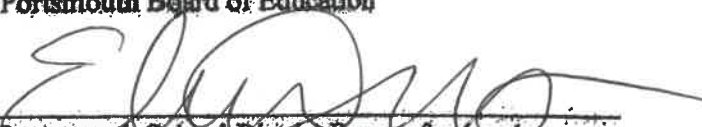
1. The Portsmouth Board of Education ("the Board") and the Portsmouth School District Paraeducators ("the Union") are parties to a collective bargaining agreement that covered the period July 1, 2023, through June 30, 2026 ("the CBA").
2. The Board and the Union have been actively negotiating a successor CBA. However, given the complexity of possible changes to the health/dental insurance benefit provided to members of the Bargaining Unit, the parties have not yet reached a successor CBA and expect to resume negotiations at the beginning of the 2026-2027 school year.
3. To ensure that the level of compensation for Bargaining Unit members remains competitive while the parties' negotiations continue, the CBA will be extended until the earlier of June 30, 2027, or until the parties reach a successor CBA, meaning that the current salary schedule and the current longevity benefit will be increased by a COLA of 3.03%, effective and retroactive to July 1, 2026.
4. All other provisions in the CBA will remain unchanged, including the health/dental insurance plan and provider. This will, however, be included as part of the parties' ongoing negotiations which will resume at the beginning of the 2026-2027 school year.
5. This Memorandum of Agreement is to address a specific situation only and it is not intended to create any precedent or binding past practice between the Board and the Union.

Dated: 9-16-26



Portsmouth Board of Education

Dated: 9-15-26



Portsmouth School District Paraprofessionals

Approved by the Portsmouth City Council:

September 14, 2026