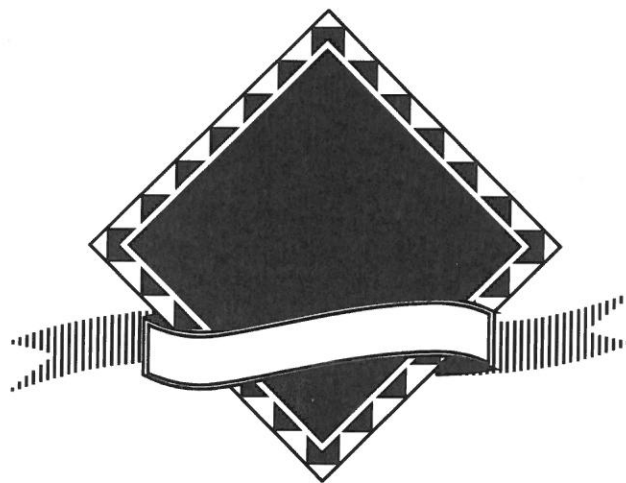
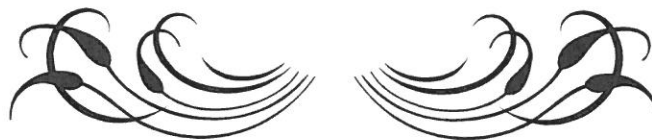


**AGREEMENT**  
**BETWEEN THE**  
**GOVERNOR WENTWORTH REGIONAL SCHOOL BOARD**  
**AND THE**  
**GOVERNOR WENTWORTH ADMINISTRATIVE TEAM**



**EFFECTIVE**  
**JULY 1, 2019- JUNE 30, 2022**



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## ARTICLE I RECOGNITION

- 1.1. For the purpose of negotiating salaries and other items contained within this agreement, the Governor Wentworth Regional School Board recognizes the Governor Wentworth Administrative Team as the exclusive representative for the following employees of the Governor Wentworth Regional School District:
  - 1.1.1. Principal, Carpenter School
  - 1.1.2. Principal, Crescent Lake School
  - 1.1.3. Principal, Kingswood Regional High School
  - 1.1.3.1 Assistant Principal, Kingswood Regional High School
  - 1.1.4. Principal, Kingswood Regional Middle School
  - 1.1.4.1 Assistant Principal, Kingswood Regional Middle School
  - 1.1.5. Principal, New Durham School
  - 1.1.6. Principal, Ossipee Central School
  - 1.1.6.1. Assistant Principal, Ossipee Central School
  - 1.1.7. Principal, Tuftonboro Central School
  - 1.1.9. Principal, Lakes Region Technology Center
  - 1.1.10 Academic Coordinators
  - 1.1.11 Athletic Director
  - 1.1.12 Principal, Effingham Elementary School
  
- 1.2. It is agreed that said recognition is valid in accord with Public Employee Labor Relations Board certification under the provisions of NH RSA 273-A.
  
- 1.3. This agreement shall not prevent the Board from communicating or consulting with any individual member of the bargaining unit or group of members of the bargaining unit for any purpose the Board shall deem desirable in the discharge of its responsibilities, nor shall it preclude any Administrator from appearing before the Board in her/his own behalf on matters relating to her/his area of responsibility. (The Board will not negotiate with any Administrators' groups or organizations other than the Team on any individual matters subject to negotiation under this contract.)
  
- 1.4. The Governor Wentworth Administrative Team agrees to represent equally all personnel covered by this agreement without regard to membership in the unit.
  
- 1.5. Except as otherwise provided in this Agreement, or otherwise agreed to in writing between parties, the determination of policy is vested exclusively in the Board.

**ARTICLE II  
DEFINITIONS**

- 2.1. The term ADMINISTRATOR as used in this agreement means a School Principal or Assistant Principal, Director of Guidance, Athletic Director, Academic Coordinator and any other position mutually negotiated.
- 2.2. The term BOARD as used in this agreement means the Governor Wentworth Regional School Board.
- 2.3. The term ADMINISTRATIVE TEAM as used in this agreement means the Governor Wentworth Administrative Team.
- 2.4. The term PARTIES as used in this agreement means the Board and the Administrative Team.
- 2.5. The term SCHOOL as used in this agreement means any work location, unit, or other functional division maintained by the Board where instruction is offered to the students.
- 2.6. Whenever the singular is used in this agreement, it is to include the plural where the context so clearly indicates.

**ARTICLE III  
NEGOTIATIONS PROCEDURES**

- 3.1. The Board and the Team agree to enter into collective negotiations in a good faith effort to reach an agreement concerning the terms and conditions of employment in accordance with RSA 273-A. Terms and conditions of employment are as defined in RSA 273-A:1; definition XI.
  - 3.1.1. The party wishing to negotiate modifications to the existing agreement shall notify the other party by September 1 of its intent to open collective bargaining negotiations.
  - 3.1.2. Between September 1 and October 3 the parties will meet at a mutually agreeable time and place to discuss and agree upon ground rules for the negotiations process. At that time the process of exchanging proposals shall be discussed and mutually agreed upon.
  - 3.1.3. The parties shall meet at reasonable times and places to negotiate on all negotiable matters raised by either party, with both parties presenting relevant data, exchanging points of view, and making reasonable proposals and counterproposals in accordance with RSA 273-A.
  - 3.1.4. The Board shall furnish to the Team, upon request with reasonable notice, non-confidential information that is in the public domain.

- 3.1.5. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist or represent them in negotiations.
- 3.1.6. Any agreement reached on cost items is subject to the approval of the legislative body and no agreement related to cost items shall be considered final until such approval is obtained.
- 3.1.7. Any agreement reached shall be reduced to writing and signed by the parties. A copy of the signed Agreement shall be filed by the parties with the Public Employee Labor Relations Board within fourteen (14) days of signing.
- 3.2. If agreement is not reached within sixty (60) days of the budget submission date, either party may declare an impasse and utilize the procedures set forth herein to resolve the impasse.
  - 3.2.1. When impasse is declared, the parties will attempt to determine a mutually acceptable mediator, or failing agreement, shall request the Public Employee Labor Relations Board to appoint a mediator.
  - 3.2.2. The mediator shall meet with the parties jointly and/or separately and take steps deemed appropriate in order to persuade the parties to resolve their differences and effect a mutually acceptable agreement. Any hearing will be held in closed session.
- 3.3. If mediation is unsuccessful and agreement is not reached within forty-five (45) days of budget submission date, either party may request fact-finding.
  - 3.3.1. The factfinder will be selected following the procedures outlined in section 3.2.1.
  - 3.3.2. The factfinder will make and report findings of fact, together with recommendations for resolving each of the issues remaining in dispute.
  - 3.3.3. Findings and recommendations shall not be made public until the parties have considered them for ten (10) days.
  - 3.3.4. If either party rejects the recommendations, after ten (10) days of consideration, then the findings and recommendations shall be submitted to all employees in the bargaining unit and to the full Board, that shall vote to accept or reject as many of the recommendations as is permitted by law.
  - 3.3.5. If either the employees or the Board rejects the recommendations, then the findings of fact and recommendations shall be submitted to the voters at the Annual School District Meeting, that shall vote to accept or reject as much of the recommendations as is permitted by law.
  - 3.3.6. Those issues still in dispute following the action of the voters shall be negotiated further by the parties in accordance with RSA 273-A.

- 3.3.7. The costs for the services of mediators, fact-finders, and arbitrators shall be equally borne by the parties.

## **ARTICLE IV EMPLOYEE STATUS**

- 4.1. Vacancies and New Positions: Administrators shall be eligible to apply for any vacancy or new position the Board wishes to fill for which the Administrator is certified or certifiable.
  - 4.1.1. Such vacancies and new positions shall be posted internally on the bulletin board in every school for a period of seven (7) calendar days prior to posting outside the District. A copy shall be sent to the Administrative Team Chairperson when posted. All postings shall list the position, range of compensation, qualifications and application procedure including the final dates for application.
  - 4.1.2. Administrators desiring to be considered for vacant or new positions will submit a letter of intent to the Superintendent. Said letter will activate the Administrator's file. It is the Administrator's responsibility to insure that said file is accurate and complete.
- 4.2. Voluntary Transfer or Reassignment: Any employees represented by the Team may request a transfer to another unit or reassignment to a different position for which the member is certified or certifiable.
  - 4.2.1. Request for such transfer/reassignment shall be made in writing to the Superintendent and shall include the assignment desired.
  - 4.2.2. Request for transfer/reassignment may be submitted at any time.
  - 4.2.3. Upon request, any Administrator who has applied for but not been granted a transfer or reassignment will be provided the opportunity to meet with the Superintendent to review the action taken.
- 4.3. Involuntary Transfer or Reassignment: An Administrator who has been transferred or reassigned and objects to the change may request a meeting with the Superintendent, with or without a Team representative, to discuss the transfer/reassignment. Such a meeting will be scheduled within ten (10) school days of receipt of the request.
  - 4.3.1. Notice of a transfer/reassignment which has not been requested by the Administrator shall be given by April 15 of the current contract year in accordance with the Administrator Assessment Policy. An involuntary transfer/reassignment may not take place while an individual contractual agreement is in effect.
- 4.4. Conditions of Reassignment: When an Administrator is voluntarily or involuntarily reassigned or transferred, the following shall apply:

- 4.4.1. He/she shall be granted salary, benefits, and seniority commensurate with the assignment and the total number of years invested with the District from the original date of hire and commensurate with the total number of years as an employee of any district in the field of education.
- 4.4.2. If an Administrator initiates a reassignment request, her/his individual contract may be renegotiated for that school year.
- 4.4.3. No Administrator shall incur a loss of salary or benefits for the period during which an individual one (1) year contract is in effect, as a result of an involuntary transfer/reassignment.
- 4.4.4. In the event that responsibilities are expanded, the Administrator shall receive salary and benefits commensurate with the expanded assignment.
- 4.4.5. If an Administrator is reassigned to a position that, historically, has commanded a higher level of salary, such compensation shall be offered.
- 4.4.6. Should any administrative position be considered for elimination, the Chairperson shall discuss the matter with the Superintendent and Board prior to the Board making a decision regarding the elimination of said position.
- 4.4.7. Should a Team position be eliminated, all efforts will be made to insure that the member be placed in another administrative position for which he/she is certified/certifiable. If this is not possible, the member will be offered any available teaching position for which he/she is certified/certifiable. The Administrator shall not incur any loss of pay or benefits resulting from such a reassignment for the period during which an individual contract is in effect.

## **ARTICLE V ASSESSMENT**

- 5.1. Although assessment is an on-going process, it is agreed and understood that by April 15 of each year, the Administrator shall have been evaluated as to her/his professional services by the Superintendent or her/his designee.
  - 5.1.1. When written, the Administrator will be given a copy of said assessment and the assessment procedures shall contain a provision allowing written comment by the Administrator.
  - 5.1.2. If said assessments result in an overall evaluation of less than "satisfactory" performance, the Superintendent shall hold a conference with the Administrator to discuss the assessment. The Superintendent and Administrator may each include, with prior notice to the other, another party in said conference.
  - 5.1.3. Should the Administrator not be assessed, the Administrator's efforts and professional service shall be deemed conclusively to be at least satisfactory in all respects and for all purposes.

- 5.2. All performance assessments will be in accordance with the assessment forms and procedures adopted by the Board or the Superintendent prior to April 15 preceding the school year in which the forms or procedures are to be used. The Administrative Team will have an opportunity to annually review and participate in revisions of the assessment forms and procedures prior to the adoption by the Board or Superintendent.
- 5.3. Administrators shall have the right to review and comment on any material contained in their respective personnel files and their comments shall be affixed to the pertinent material. No material derogative to an Administrator's employment shall be placed in an Administrator's file unless that Administrator has had the opportunity to review such material. Whenever possible, review of such material by the Administrator shall be indicated by having that Administrator sign any copies to be filed.
- 5.4. Notification: The Superintendent shall notify an Administrator in writing as soon as there is evidence of any alleged deficiencies, provide documentation of alleged deficiencies, indicate the expected corrections, and indicate a reasonable period for said correction. The Superintendent will provide documented support for necessary growth.
- 5.5. Non-renewal for Unsatisfactory Work Performance as an Administrator: If an Administrator is not renewed or is dismissed from an administrative position for reasons which should not adversely affect performance as a teacher, the Administrator so affected may be assigned to a teaching position.
- 5.5.1. The Administrator will be given credit for teaching, administrative and other relevant experience for purposes of placement on the teacher salary schedule.
- 5.5.2. Should such a teaching position not be available, the individual so affected may be offered the first available teaching position for which he/she is qualified and certifiable, during the two-year period following the end of service as an Administrator.

## **ARTICLE VI DISMISSAL**

- 6.1. No Administrator shall be discharged, suspended, reduced in rank or compensation, or deprived of any professional advantage while under contract without written notification and a formal hearing. All information forming the basis for disciplinary action will be made available to the Administrator and her/his designee. The Administrator shall be entitled to have counsel present at said hearing. All related procedures will be in accordance with the current Administrator Assessment Policy.



## **ARTICLE VII REDUCTION IN FORCE**

- 7.1. The Governor Wentworth Regional School District has the right to decrease the number of members in the bargaining unit because of a decrease in enrollment within the program, or discontinuance, reduction or reorganization of the program, unit or school. Whenever this shall occur, the Superintendent shall, by April 15, notify members of the bargaining unit of the intent to change assignment, job description or position status for the following school year.
- 7.2. During a reduction in staff, the following guidelines will be used:
  - 7.2.1. Where possible, staff reductions will be accomplished through normal attrition.
  - 7.2.2. Where normal attrition does not suffice to reduce personnel in line with available positions, the following criteria will be considered first: level of performance as determined by the performance assessment, length of administrative experience in the District, and needs of the District.
  - 7.2.3. Additionally, the following items will be considered: Total length of service with the District; prior administrative experience outside the District; voluntary district-wide contributions, and level of formal education.
- 7.3. The Administrator affected by a staff reduction will be offered any available teaching position for which the Administrator is certifiable by the New Hampshire State Department of Education and qualified. The Administrator will be given credit for relevant teaching and administrative experience for purposes of placement on the teacher salary schedule.
- 7.4. In the inverse order of layoff or reassignment to a teaching position due to a reduction in staff, the Administrator so affected will be rehired or reassigned to administrative vacancies which may subsequently occur within a period of two (2) years following the layoff or reassignment and for which the Administrator is certified and qualified.

## **ARTICLE VIII ADMINISTRATIVE TEAM PRIVILEGES AND RESPONSIBILITIES**

- 8.1. The Team shall furnish the Board with a list of its officers and members, with mailing addresses, and shall as soon as possible notify the Board in writing of any changes. No Team representative shall be recognized by the Board except those designated in writing by the Team.
- 8.2. Officers of the Team shall have the right to use reasonably an administrative office and/or school mailboxes for the production and distribution of Team material.

- 8.3. The authorized representative of the Team shall have the right to schedule Administrative Team meetings in a building before or after regular school hours as long as such meetings are scheduled through normal channels, do not preempt other school functions and the Superintendent's office is notified.
- 8.4. The Board agrees to forward the agendas and non-confidential "back-up" materials for regular Board meetings to the Team Chairperson prior to the meeting taking place. In addition, the Board will also provide the Team with the official minutes of regular meetings.
- 8.5. The Superintendent shall recognize the Chairperson of the Team, and/or a person designated by the Chairperson, as the official representative of the Team, with regard to the matters included in this Agreement.
- 8.6. Meetings between the Superintendent and the Chairperson of the Team or her/his designee shall be held as deemed necessary by either party to discuss matters related to this Agreement.
- 8.6.1. These meetings shall be held at a mutually agreeable time and place.
- 8.6.2. The Superintendent and Chairperson shall determine the respective representatives who will attend the meeting.
- 8.6.3. The parties shall exchange notice of the subject matter to be discussed.
- 8.6.4. Minutes of the meetings shall be produced, approved by both parties and distributed to the parties.
- 8.7. Joint meetings between the Superintendent, Assistant Superintendent, and the Team shall be held at least six (6) times a year during the terms of this agreement.
- 8.7.1. The purpose of these meetings shall be to confer and consult on matters of mutual concern and other related matters regarding the effective operation of the District.
- 8.8. The Superintendent, upon request, will provide the Team with any non-confidential and non-personal documents that will assist the Team in developing constructive programs on behalf of the Administrators.
- 8.9. The Superintendent, upon request, will provide the Team with any non-confidential information that may be necessary to the processing of a grievance under this Agreement.

## ARTICLE IX BENEFITS

- 9.1. Professional Improvement: The District will provide each fulltime member of GWAT with up to \$1500.00 for professional development activities. The account will be funded at 100%. Approval of professional development activities for reimbursement is at the discretion of the Superintendent and is not subject to the Grievance Procedure.
- 9.2. Professional Membership: Administrators covered by this agreement will be provided up to \$500 toward reimbursement for membership in a professional organization of her/his choice. If more than one membership is applied for, it shall be with the approval of the Superintendent or designee.
- 9.3. Mileage Reimbursement: Administrators required, in the course of carrying out the business of the District, to drive personal automobiles from one location to another shall receive a stipend of \$540 per year to be distributed in two equal parts, one in December and the other in May. Administrators who regularly work in all or most buildings may opt to choose the traditional mileage reimbursement at the authorized federal (IRS) mileage rate rather than the stipend. A minimum of \$9,600 will be budgeted each school year for this purpose.
- 9.4. Severance Pay: In recognition of service to the District, a payment of eight (8) percent of the current salary shall be paid upon severance to Administrators who have been employed by the District, or at schools which presently comprise the District, a minimum of (10) consecutive years prior to retirement from the District.
- 9.5. Death of an Administrator: Upon the death of an Administrator during the school year, a sum equal to 1/12th of her/his annual salary, in addition to all monies due her/him as in any other termination at the time of death, shall be paid to the spouse, dependent children, or to the estate.
- 9.6. Health, life and dental insurance shall be provided by the District using the same plan provided for employees covered by the Governor Wentworth Education Association Professional Agreement (SchoolCare Yellow Plan with Choice Fund). The Board shall pay the following portion of the premium of the Yellow Plan with Choice Fund (single, 2 person or family): 2019-2020 98%, 2020-2021 97.5% and 2021-2022 97%. The specific breadth of coverage for health and dental insurance (single, 2-person or family) shall be consistent with the individual Administrator's eligibility (number of qualified dependants) for each plan (and whose dollar value is hereinafter referred to as the "benefit value"). However, in lieu of using the monies specifically for the aforementioned insurance purposes, it is mutually agreed that each administrator may use an amount not to exceed her/his unique *benefit value* to purchase alternative benefits in the areas of: health insurance, dental insurance, life insurance, disability insurance, tax sheltered annuities, supplemental retirement payments, educational courses and conferences or to pay for other work related expenses pertaining to travel, supplies and equipment. Life insurance shall be budgeted at three (3) times the individual premium rate used to purchase group life insurance

for the teachers. An administrator shall receive group life insurance in an amount commensurate with what the tripled budgeted amount can purchase.

- 9.7. The District will cover full salary cost of continued disability for a period of three (3) calendar months. Long-term disability insurance benefits provided by the District would come into effect at the conclusion of that three (3) month period at 66% of the current salary.
- 9.8. Sabbatical Leave: The Board may, at its discretion and on the recommendation of the Superintendent, grant a sabbatical leave for an Administrator who shall have seven (7) consecutive years of successful service in the District.
  - 9.8.1. The Administrator will be paid in either two (2) equal installments or in bi-weekly equal payments, a sum equal to half her/his salary for a full year sabbatical or equal to her/his salary for one-half year sabbatical.
  - 9.8.2. Health care and all other benefits that an Administrator would normally be entitled to would continue during this period.
  - 9.8.3. All requests for sabbatical will be submitted to the Superintendent no later than January 1st and the decision of the Board shall be announced no later than March 1st.
  - 9.8.4. The applicant must be enrolled in an accredited college or university, an approved degree program, or working on an independent educational study program approved by the Board.
  - 9.8.5. An Administrator returning from sabbatical shall receive the salary the Administrator would have received had the Administrator remained actively on duty.
  - 9.8.6. Any administrator who has been approved for a sabbatical leave and does not return to the District for two additional years of service must reimburse the school district for the entire amount of salary and any fringe benefits received for this sabbatical leave. Exceptions to this may be granted by the Board upon extenuating circumstances.
  - 9.8.7. Only one Administrator may be on sabbatical during a school year.
  - 9.8.8. Under extraordinary circumstances predicated upon college or university residency or degree requirements, sabbatical leave may be granted to a second Administrator at the discretion of the Board.
  - 9.8.9. Sabbaticals may be granted for one semester, one semester plus one summer, or for one year.
- 9.9. Other: Request for leaves of absence for special reasons may be granted at the sole discretion of the Board, upon the recommendation of the Superintendent.

- 9.11. The Board shall provide Administrators with liability coverage for the performance of school related duties. The limits of said liability coverage shall conform to the provisions, standards, and requirements of New Hampshire RSA 507 B:4.

## **ARTICLE X COMPENSATION**

- 10.1 It is agreed that the work year for the Carpenter School Principal, the Crescent Lake School Principal, the Effingham Elementary School Principal (60%), the New Durham School Principal, the Tuftonboro Central School Principal (70%), and the Principal of LRTC is 210 days. The work year for the Assistant Principals in the High School and Middle School is 200 days.
- 10.2 The work year for the Assistant Principal of the Ossipee Central School is 200 part-time (60%) days.
- 10.3 The work year for the High School Principal, the Middle School Principal, the Ossipee Central School Principal, and the Athletic Director is 220 days.
- 10.4 The annual salary to be received by each member of the Administrative Team for her/his administrative assignment is set forth in Appendix A. This Appendix is attached and made a part of this Agreement.
- 10.5 Salary Range for Hiring: The Superintendent and the School Board reserve the right to hire new administrative staff within the salary range of 10% below established salary schedules or 5% above established salary schedules.
- 10.6 An Administrator who retires (enters the New Hampshire Retirement System) and has been an administrator for 10 or more consecutive years in the Governor Wentworth Regional School District shall, during the final year of her/his employment as a District Administrator, be paid the sum of \$5,000 (above her/his contract amount) as part of the Administrator's termination pay package. In order to be eligible for this benefit, the Administrator must formally (in writing to the School Board) announce her/his retirement at least one calendar year in advance of her/his formal retirement date.

## **ARTICLE XI GRIEVANCE PROCEDURE**

- 11.1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems that may from time to time arise. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate to any level of the procedure.
- 11.2. In the event an employee feels there has been a violation, misapplication, or misinterpretation of any provision of this Agreement affecting her/him, he/she may initiate a grievance in an effort to resolve the complaint in accordance with this procedure.

- 11.2. In the event an employee feels there has been a violation, misapplication, or misinterpretation of any provision of this Agreement affecting her/him, he/she may initiate a grievance in an effort to resolve the complaint in accordance with this procedure.
- 11.2.1. A grievance to be considered under this procedure must be initiated within twenty (20) calendar days from the date when the employee knew or should have known of the occurrence.
- 11.2.2. It is understood that the parties involved and witnesses will be guaranteed freedom from restraint, interference, coercion, discrimination, or reprisal with respect to processing a grievance.
- 11.3. The following definitions are applicable to this article.
- 11.3.1. GRIEVANCE or COMPLAINT means an alleged violation, misinterpretation, or misapplication of any provision of this Agreement except a matter for which a review or appeal is provided by law.
- 11.3.2. An AGGRIEVED PERSON is the person or persons making the complaint.
- 11.3.3. A PARTY IN INTEREST is the person or persons making the complaint and any person who might be required to take action or against whom action might be taken in order to resolve the complaint.
- 11.4. An employee with a grievance will first discuss the matter in a conference with the Superintendent. It is expected that most grievances will be satisfactorily resolved through this procedure.
- 11.5. If a grievance persists after a conference with the Superintendent, the aggrieved person shall: within ten (10) calendar days, reduce the grievance to writing on the prescribed form and submit it to the Superintendent.
- 11.6. The Superintendent will consider the evidence provided by the aggrieved and prescribe any corrective action, if necessary, within fifteen (15) calendar days.
- 11.7. Any appeal from the decision of the Superintendent shall be submitted in writing by the aggrieved within ten (10) calendar days, to the Board, through the Superintendent, and the Board at its option may set a time and place for a hearing that will not be less than five (5) nor more than thirty (30) calendar days from receipt of the written appeal.
- 11.7.1. The date of the hearing may be postponed or made sooner by mutual agreement of the parties.
- 11.8. All hearings conducted by the Board shall:
- 11.8.1. Be in executive session with only interested parties present unless the aggrieved requests an open hearing.

- 11.8.2. Give all interested parties the opportunity to be represented by counsel of their choosing, to present sworn testimony, to present witnesses and documentary evidence, to cross-examine witnesses offered by other parties, to give reasonable oral arguments, and to file typewritten briefs. Copies of all briefs, notices, and requests shall be reasonably furnished to all parties.
- 11.8.3. Result in a written decision being rendered within thirty (30) days after the hearing has been concluded.
- 11.9. If the decision of the Board does not resolve the grievance to the satisfaction of the grievant, and the grievant wishes review by a third party, the grievant shall so notify the Board, through the Superintendent, within ten (10) days of the receipt of the Board's decision. Either party may then initiate a request for ADVISORY arbitration pursuant to the rules of the American Arbitration Association.
  - 11.9.1. The fees and expenses of the arbitrator shall be shared equally by the parties.
  - 11.9.2. The advice of the arbitrator shall be limited to the application of the specific written terms of this Agreement and shall not permit any recommendation that, in any way would change, alter, or modify the specific written agreement between the parties.
  - 11.9.3. The action of the Board following the advice of the arbitrator shall be final except as State or Federal law provides subsequent action.
- 11.10. Failure at any of the above steps of this procedure to communicate the decision on a grievance within the specified time limit shall permit the aggrieved to lodge an appeal to the next step of the procedure.
- 11.11. Failure at any of the above levels of this procedure to appeal a decision to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

**ARTICLE XII  
GENERAL PROVISIONS**

- 12.1. If any provision of this Agreement or any application of the Agreement to any Administrator shall be found contrary to law, then such provision or application shall be deemed invalid and subsisting, except to the extent permitted by law, but all other provisions or application will continue in full force and effect, and the parties shall enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for such a provision.
- 12.2. This Agreement constitutes Board policy for the term of said Agreement, and the Board will carry out the commitments contained herein and give them full force and effect as Board policy. The Board will amend its rules and take such other action as may be necessary in order to give full force and effect to the provisions of this Agreement.

- 12.3. Copies of this Agreement will be printed by the Board, with costs shared equally by the Board and the Team, and a copy given to each Administrator.
- 12.4. This Agreement may only be modified, in whole or in part, by an instrument, in writing, duly executed by both parties.
- 12.5. If the parties disagree as to the meaning or interpretation of any of the provisions of this Agreement, the grievance procedure set forth in Article XI may be used in order to resolve said dispute.
- 12.6. Individual employee contracts issued by the Board to Administrative Team members shall conform to and shall not reduce the terms of this Agreement.
- 12.7. The provisions of this Agreement shall be in effect as of July 1, 2019 and will continue and remain in full force and effect until June 30, 2023.

**IN WITNESS WHEREOF THE PARTIES HEREUNTO SET THEIR HAND AND SEALS THIS**

11 DAY OF APRIL 2019

**Governor Wentworth  
Administrative Team**

  
Duly Authorized GWAT Signature

**Governor Wentworth Regional  
School Board Chairman**

  
Duly Authorized GWRSB Signature



## APPENDIX A SALARIES

July 1, 2019 – June 30, 2022

Position	Days	2020	2021	2022
Carpenter Principal	210	\$97,237	\$99,182	\$101,166
KRHS Asst. Principal	200	\$97,237	\$99,182	\$101,166
Effingham Principal - 60%	210	\$58,343	\$59,510	\$60,701
LRTC Principal	210	\$97,138	\$99,081	\$101,063
Ossipee AP - 60%	200	\$59,196	\$60,380	\$61,588
Crescent Lake Principal	210	\$97,237	\$99,182	\$101,166
Ossipee Principal	220	\$107,482	\$109,632	\$111,825
Tuftonboro Principal - 70%	210	\$68,066	\$69,428	\$70,817
KRHS Principal	220	\$123,282	\$125,748	\$128,263
Athletic Director	220	\$93,684	\$95,558	\$97,470
KRMS AP	200	\$97,237	\$99,182	\$101,166
New Durham Principal	210	\$97,237	\$99,182	\$101,166
KRMS Principal	220	\$107,482	\$109,632	\$111,825

**APPENDIX B  
GRIEVANCE FORM**

GRIEVANCE NUMBER \_\_\_\_\_

GRIEVANCE RECORD – FORMAL STEPS

NAME OF GRIEVANT \_\_\_\_\_ DATE FILED \_\_\_\_\_

Date of alleged violation, misinterpretation or application \_\_\_\_\_

Statement of the Grievance \_\_\_\_\_

REMEDY SOUGHT \_\_\_\_\_

\_\_\_\_\_  
Signature of Grievant

Superintendent's statement as to the nature of the grievance

Decision rendered \_\_\_\_\_

\_\_\_\_\_  
Signature of Superintendent

Date answered by the Superintendent \_\_\_\_\_

GRIEVANCE SETTLED ON THE BASIS OF THE SUPERINTENDENT'S ANSWER \_\_\_\_\_

**APPENDIX C  
ACADEMIC COORDINATOR POSITIONS**

Academic Area	# Days	2019-20	2020-21	2021-22
Mathematics	10	6,310	6,310	6,310
Science	10	6,310	6,310	6,310
English	10	6,310	6,310	6,310
Social Studies	10	6,310	6,310	6,310
World Languages	10	6,310	6,310	6,310
Library/Media	10	6,310	6,310	6,310
Guidance	10	6,310	6,310	6,310
Art/Music	10	6,310	6,310	6,310

\*Other than the above stipend and the salary/benefits described below, no other benefits are available to Academic Coordinators under the terms of this agreement.

The 8 Academic Coordinator positions are annual appointments made by the Superintendent of Schools based on the recommendations of the High School Principal. The stipend above accounts for duties performed during the regular school year plus 10 additional days beyond the regular teaching schedule of 185 days.

In addition to the above listed stipend, an Academic Coordinator shall receive salary and benefits that when coupled with the teaching portion of her/his employment contract shall be equal to what he/she would have received if he/she had a 100% teaching position covered by the Governor Wentworth Education Association's collective bargaining agreement which is in effect for the same employment year. An Academic Coordinator who is not reappointed shall be treated as though her/his employment during the last year of service as an Academic Coordinator was a 100% teaching contract for purposes of renewal and/or reduction in force.

These 8 positions include administrative and evaluative responsibilities in accordance with the related job descriptions.