

AGREEMENT BETWEEN
THE HOLLIS SCHOOL BOARD

and

THE HOLLIS EDUCATION SUPPORT STAFF
ASSOCIATION/NEA-NH

2019-2022

July 1, 2019 to June 30, 2022

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ARTICLE I RECOGNITION

1.1 The Hollis School Board (hereafter referred to as "the Board" or "the Administration") recognizes the Hollis Education Support Staff Association, NEA/NEA-NH/HESSA (hereafter referred to as "the Support Staff Association" or "the Association") as the exclusive representative of all full-time and part-time secretaries, para-educators, receptionists, office/clerical assistants, library/media assistants, instructional assistants, custodians, food service workers, grounds maintenance personnel and audio-visual technicians (hereinafter referred to as "Staff Member(s)" or "Staff") employed in the Hollis School District (hereafter referred to as the "District").

1.2 The Association agrees to represent all included personnel in the unit designated above without discrimination and without regard to membership in the Association.

1.3 Definitions

(a) "Full-time": employees are those Staff Members whose normal work week consists of thirty-one (31) hours or more.

(b) "Part-time": employees are those Staff Members whose normal work week consists of less than thirty-one (31) hours.

(c) "Week": for purposes of this Agreement, "week" is defined as being Thursday through Wednesday. This change is intended only to reconcile contract language with the District's current payroll schedule and it is not intended to have any cost impact on the District.

(d) "Day": is the normal work day as specified for each position in the Staff Member's Notice of Employment.

(e) "Year": is the normal work year as specified for each position in the Staff Member's Notice of Employment.

(f) "Full Year": employees are those Staff Members whose normal work year consists of 52 weeks inclusive of vacation and holidays.

(g) "School Year": employees are those Staff Members whose normal work year is dependent on the school year calendar.

(h) "Probationary Period": shall be defined as the first 90 calendar days of employment or in a newly obtained position within the bargaining unit. A position will be considered newly obtained if an existing employee is required to apply for and is hired into the position. This clause will not apply to employees who are transferred to a

different position outside of the hiring process.

ARTICLE II NEGOTIATIONS PROCEDURE

2.1 Negotiations shall be in accordance with the procedures set forth in RSA 273-A. The parties agree to commence negotiations for a successor agreement on October 1 of the school year in which the agreement expires.

2.2 During negotiations, the committee of the Board and the committee of the Association will present relevant data, exchange points of view, and make proposals and counter-proposals.

2.3 The costs for the services of the mediator and/or fact finder, including per diem expenses if any, will be shared equally by the Board and the Association.

2.4 Both parties recognize that any agreement reached which requires the expenditure of public funds for its implementation shall not be binding upon the Board unless and until the necessary appropriations have been made by the voters of the District. The Board recognizes that it must make a good-faith effort to secure the funds necessary to implement the agreement. If such funds are not forthcoming, the Board and the Association shall resume negotiations as provided in RSA 273-A.

ARTICLE III PEACEFUL RESOLUTION OF DIFFERENCES

3.1 In consideration of this Agreement and its terms and conditions, the Association, its officers, representatives, and members shall not, during the term of this Agreement, engage in or condone a strike, slowdown, work stoppage, or other concerted refusal to perform any appropriate assignment on the part of the Staff Member or Members represented under the terms of this Agreement.

3.2 Neither the Association nor its members shall take part in or condone "sanctions" against the Board or the District, nor shall the Association, or any Staff Member engage in any activity contrary to RSA 273-A.

ARTICLE IV GRIEVANCE PROCEDURE

4.1 Definition: A "grievance" is a claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of a Staff Member or group of Staff Members based upon the interpretation, application or violation of any of the provisions of this Agreement. An "aggrieved party" is the person or persons or the

Association making the claim. All time limits specified in Article IV shall mean school days, except under Section 4.8 of Article IV.

4.2 Purpose: The parties acknowledge that it is more desirable for a Staff Member and his/her immediately involved supervisor to resolve problems through free and informal communications. Grievances which are not satisfactorily settled in an informal way shall be reduced to writing (see Appendix B attached hereto) and referred to the following formal grievance procedure.

4.3 Right of Representation: A Staff Member covered by this Agreement shall, under Article IV, have the right to have an Association representative present at any time subject to his/her requesting such representation.

4.4 Time Limit: A grievance to be considered under this procedure must be initiated in writing within twenty (20) school days of its occurrence, or within twenty (20) school days of when the party should have known of its occurrence.

4.5 Formal Procedure: The grievance shall state the specific alleged violation or condition and relief sought with proper reference to the Agreement.

LEVEL A. Within seven (7) days of receipt of a formal grievance, the building principal shall meet with the aggrieved Staff Member. Within five (5) days following any such meeting, the principal shall give his/her answer in writing. If the grievance is not settled at this level, then it may be referred to Level B within five (5) days of the receipt of any answer given at this level.

LEVEL B. Within ten (10) days of a grievance being referred to this level, the Superintendent will meet with the participants of Level A and examine the facts of the grievance. The Superintendent shall give his/her answer within ten (10) days of any such meeting. If the grievance is not settled at this level, then within ten (10) days from receipt of the answer rendered at this level, the grievance may be referred to Level C, the School Board.

LEVEL C. Within thirty (30) days of a grievance being referred to this level, the Board will hold a hearing with the participants of Levels A and B, examine the facts of the grievance and render a decision. If the grievance is still not settled at this level, then within thirty (30) days from receipt of the answer rendered at this level, the matter may be referred to arbitration as set forth in Level D of this procedure.

LEVEL D. If the matter is referred to arbitration, the parties shall first attempt to agree on a mutually acceptable arbitrator. If they are unable to do so within ten (10) days of the Association's request for arbitration, then either party may apply to the American Arbitration Association or the Public Employee Labor Relations Board to

name an arbitrator under the rules and procedures of the service. The arbitrator shall use his/her best efforts to arbitrate the grievance, but he/she shall have no power or authority to do other than interpret and apply the provisions of this Agreement and he/she shall have no power to add to or subtract from, alter, or modify any of the said provisions. The arbitrator shall thereafter submit a decision to both parties. The arbitrator's decision shall be binding on both parties. The parties agree to share equally in the compensation and expenses of the arbitrator. The arbitrator's decision may be appealed in accordance with the provisions of RSA 542.

4.6 Time periods specified in this procedure may be extended by mutual agreement.

4.7 Grievance(s) of a general nature, or involving the Superintendent may be submitted by the Association to Level B.

4.8 In the event a grievance is filed on or after June 1, the parties agree to make a good faith effort to reduce the time limits set forth herein so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable. During the summer recess, all time limits shall refer to normal business days (Monday through Friday, except legal holidays).

4.9 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits (unless extended by mutual agreement) shall permit the aggrieved person to proceed to the next level.

4.10 The parties agree that employees covered by the Agreement shall enjoy freedom from restraint, interference, coercion, discrimination, or reprisal in presenting or appealing any grievance(s).

4.11 With respect to the following matters, the Level C decision by the School Board shall be final and binding, and such matters are excluded from the arbitration provisions of this Agreement.

A. Management prerogatives as set forth in this Agreement and as provided and interpreted under RSA-273;

B. School Board Policies.

4.12 Grievances shall not be made a part of any employee's personnel file or used in making employment references.

ARTICLE V
STAFF EVALUATION

5.1 The Board recognizes that the responsibility for staff evaluation rests with the Administration and that such evaluation should be done on an annual basis. However, evaluations of Para-educators who hold a New Hampshire State Educator or Para-educator certificate will be conducted by school administration in accordance with the SAU41 Professional Growth Model, which has been approved by the Association and the NH Department of Education where appropriate.

5.2 A written evaluation following Board policies and existing procedures will be reviewed with the Staff Member and signed by both the Staff Member and the evaluator. The signature of the Staff Member will indicate only that the Staff Member has seen and reviewed the document and will not necessarily indicate agreement with it. A Staff Member who disagrees with an evaluation or any document contained in his or her personnel file will be given the opportunity to submit a rebuttal, in writing, to be attached to the document in question.

ARTICLE VI
EMPLOYEE RIGHTS

6.1 The Board and the Administration shall not discriminate against any person in accordance with Federal and State laws and regulations.

6.2 Full-time employees are entitled to a thirty (30) minute duty-free lunch. Work days and hours shall be explicit in each employee's notice of employment.

6.3 The degree of discipline administered in any particular case shall be reasonably related to (a) the seriousness of the employee's proven offense, and (b) the employee's record of service.

6.4 A Staff Member shall have the right to request that a local Association representative be called during a meeting called for disciplinary purposes or for other than disciplinary purposes which becomes disciplinary during the course of the meeting. Evaluation meetings to discuss the quality of work, student needs, and discussions related to areas of improvement shall not be considered disciplinary and will not require representation.

6.5 After 90 calendar days, all probationary employees will receive a probationary review by their Administrator. A Staff Member who has been employed more than 90 days and who is discharged by the District shall be given written notice of the reason for the termination.

6.6 Staff members have the right, upon 48 hours advanced request, to review and make copies of any information in their personnel file, except confidential pre-employment references. Any staff member shall have the right to be accompanied by an Association Representative when inspecting their personnel file.

6.7 Access to staff members personnel files will be limited to Administration within the District (including such persons employed or engaged by the District to carry out necessary or appropriate District functions), or as may be required by law.

ARTICLE VII ASSOCIATION RIGHTS

7.1 As both parties acknowledge that it is desirable for issues and/or problems to be resolved through informal discussions and that the input of the Staff is important in the decision-making process of the Board and the District's Administration, all parties shall have the right to contact the other(s) to arrange meetings to discuss matters of mutual interest at times and locations mutually convenient to both. It is clearly understood that the Association shall seek to discuss and resolve such issues with the Administration before approaching the Board.

7.2 The Association shall have the right to post notices on Staff concerns on appropriate bulletin boards. Notices for posting shall be provided to the designated Administrator and shall not contain material which is detrimental to Association-District relations. The Association shall also have the right to use the school mail boxes to distribute Association materials.

7.3 The Association shall have the right to use school buildings at reasonable times for meetings when such use would not interfere with the operation of school programs nor services or rental obligations made to other organizations. Reasonable notification of use shall be given to the District.

7.4 Upon notification and the provisions of Section 3, of this Article, duly authorized representatives of the local, state and national levels of the Association shall be permitted to transact Association business on school property. It is clearly understood that the intent of this Section is to allow the Association to conduct its local business.

7.5 A Staff Member who is an officer of the Association and finds it necessary to exercise his/her responsibilities to represent another Staff Member(s) covered by this Agreement, such as in grievance hearings, including arbitration, mediation, fact-finding, labor board hearings, etc. shall not receive any reduction in pay for such activity. Such time off shall be reasonable and shall require notification to the appropriate supervisor. Except for lower level grievance hearings, such notification shall be given at least twenty-four (24) hours in advance. Such time off will be limited to the actual attendance at meetings or hearings and shall not be deemed to include

preparation time.

7.6 Each officer of the Association shall be permitted to use his/her personal days to attend official conventions and meetings. Notification shall be required in accordance with Article XVI, Section (1).

7.7 An employee designated as an "Official Delegate" to the NEA/NH Assembly of Delegates shall be granted one (1) day paid leave to attend such assembly. The name of the designee and the date of the assembly shall be submitted in writing to the building principal at least forty-eight (48) hours in advance in order for the employee to be eligible for payment.

ARTICLE VIII MANAGEMENT RIGHTS

8.1 Except as specifically limited by expressed provisions of this Agreement, the School Board reserves the right to exercise management prerogatives to include, but not be limited to: unilaterally determine the standards of service to be offered by it; set the standards of selection of employees; select employees; direct and assign its employees; take disciplinary action; relieve its employees from duties because of lack of work or other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which its operations are to be conducted; determine the content of job descriptions (to the extent the provisions do not primarily effect the terms or conditions of employment); allocate and reorganize positions and staffing; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the facilities, methods, means and technology of performing its work.

8.2 Nothing in this Agreement shall require the District to keep offices open in the event of inclement weather, an emergency, or when otherwise prevented by an act of God. When the schools are closed to students due to the above conditions, Staff Members shall not be required to report to their job assignments. However, if a Staff Member is part of a skeleton staff, as defined by the Superintendent and Association, which is required to work on those days, and does not report for work, they shall suffer loss of salary for actual hours missed.

8.3 When the schools are closed to students due to inclement weather, all Staff members may use up to 2 personal days or pre-scheduled sick days accruing under section 16.1 to receive pay for up to 2 inclement weather days. Application for such personal days must be made in writing within one week after school opens again. Staff members not reporting for work and not a part of the skeleton staff will be required to make up the time when the student's calendar is adjusted, and they will be required to work the number of days and hours specified in each contract. An absence will be not considered pre-scheduled if it is submitted less than 24 hours prior to the

Superintendent closing the building. The Superintendent may waive the 24 hour requirement on a case by case basis.

8.4 The Superintendent will notify building administration if members of the skeleton crew are not required to report to work on inclement weather or other emergency day. Communication with the employees will be determined at the building level in conjunction with the Association. Such days will be paid at the employee's hourly rate for regular number of scheduled hours.

8.5 For the purposes of this article, Category Coverage, as defined by Article X, will not apply to days when the skeleton crew is expected to work or days when students are expected but not present.

8.6 A Staff Member commencing work prior to February 1 of the school year and working to the end of the school year, who is eligible based on the current Agreement, shall receive a step increase the following year. A Staff Member commencing work on February 1 or later in the school year shall not receive a step increase for the following year, shall remain at his/her current step, in accordance with the salary schedule in Appendix A, and shall not receive a decrease in pay the following year.

ARTICLE IX DUES DEDUCTIONS

9.1 The Board agrees that upon receipt of written authorization thereof, signed by a Staff Member covered by this Agreement, the Board will deduct from the regular salary check of such Staff Member an amount specified by the Staff Member to provide payment of dues for membership and assessments in the Hollis Education Support Staff Association (HESSA), National Education Association of New Hampshire (NEA/NH) and/or the National Education Association (NEA). Such deductions will be forwarded to the Association treasurer monthly. Dues deductions will commence as of the second payroll cycle after the start of school, dependent on timely submission of deductions from the Association.

9.2 Deductions for tax deferred annuities shall be transmitted to the appropriate vendor within one month of the deduction.

ARTICLE X WORKING CONDITIONS

10.1 Job descriptions which reflect the appropriate duties and responsibilities of each position shall be provided to the employee at the time of hire or upon offer of a new position. A copy signed by the employee will be placed in their Personnel File. When a Job Description is revised and approved by the Superintendent, the employee will be provided

with an updated version to be signed and placed in their Personnel File.

10.2 In the event that a Staff Member is duly required to perform, in excess of one (1) hour in his/her regular work day, job duties and responsibilities for work of another classification within the bargaining unit which is compensated at higher level, s/he shall receive the higher salary for the time period in which s/he performed the work. For the purposes of this Section, hours worked in such other classifications shall, after the first full hour, be calculated in increments of one-half hour rounded to the nearest half-hour. Any staff Member who must provide additional coverage when other staff members in the same job category are absent and not replaced, shall be paid a differential of \$2.00 per hour above their regular rate of compensation for each full day of additional coverage. ***A mutually acceptable Support Staff Coverage Log shall be kept by each individual Staff Member. "Coverage" will be defined as only the hours performing actual work of the higher category position and only when pre-approved by the Building Administrator. Staff Members will not be automatically paid at the higher category for a full shift. Coverage logs shall be submitted to and approved by the Building Administrator each pay period in order to be paid the wage differentials (dollar amount which is added to an employee's normal hourly rate of compensation).***

10.3 Any Staff Member who substitutes for Professional Staff will be paid a sum equal to 75 percent of the current maximum daily teacher substitute pay per day above their regular rate for each full day of substitution.

A Professional Staff Coverage Log shall be kept by each individual staff member. When the total reaches one full day, the staff member shall receive the above mentioned 75 percent per diem of the current maximum substitute rate.

In order to be paid for the coverage, the Professional Staff Coverage Log must be submitted to the SAU within 15 days of meeting the full day requirement or the additional pay shall be subject to forfeiture. For the final pay period, it must be submitted by June 30.

10.4 Reduction in Force.

A. When it is determined to reduce the number of support staff ***within each job title of the respective Categories listed in Appendix A***, the following procedure will be utilized:

1. As soon as a reduction-in-force becomes necessary the President of the Association shall be notified in writing, specifying the nature of the proposed reduction.
2. Reductions will first be accomplished by attrition (resignations, retirements, and refusal to contract).
3. If more reductions-in-force are necessary, then part-time Staff shall be laid off.
4. For purposes of this section, classifications will be defined as the positions described in Appendix A.
5. Within these classifications, probationary staff shall be laid off first. If

further reductions are necessary, then non-probationary staff will be laid off. Among non-probationary staff, the Superintendent will consider each of the following:

- a. New Hampshire Teacher or Para-educator Certifications.
 - b. Academic and professional preparation beyond minimum requirements.
 - c. Performance as determined by previous evaluations.
6. If these factors are substantially equal, then seniority shall determine the order of layoff, with the least senior staff being laid off first. Seniority is defined as the total years of uninterrupted service to the Hollis School District within a bargaining unit position. Approved leaves or transfers to a non-bargaining unit position shall not result in loss of previously accrued seniority. However, resignation shall terminate all previously accrued seniority.
7. ***Employees who are going to be laid off and who are qualified to fill vacant positions in other job titles covered in this agreement shall have the right to apply for the positions and shall be given preferential consideration over outside applications, if substantially equal.***

B. Staff shall be recalled in reverse order of layoff for any open position within the classification in which the layoff occurred. Only non-probationary staff shall be eligible for recall rights. The same conditions as A. 4 above shall apply to recall.

1. Laid off staff shall be eligible for recall for a two (2) year period following their final date of employment.
2. Staff shall be responsible for notifying the Superintendent in writing of their current addresses. Recall notices shall be mailed certified, return receipt requested.
3. Staff shall have twenty (20) business days to respond to any recall notice. Failure to accept recall to any permanent position within the Bargaining Unit shall terminate the staff member's rights under this Article.
4. No new employees shall be hired for any vacancy within a classification while there are laid off personnel from those classifications available to fill those positions.
5. Staff members recalled shall retain previous seniority and other accrued contract benefits, such as accumulated sick leave.
6. Should a vacancy occur within a classification and there are no staff members on the recall list for that classification, then that vacancy shall be offered to the most senior staff member laid off from another classification who is certified and substantially qualified for that position. If the laid-off staff member refuses the vacant position, his/her recall rights shall be retained.

10.5 In the event that the administration elects to require any staff member to perform any hazardous duties which necessitate the staff member use safety goggles, gloves or other similar protective and/or safety devices, the administration shall provide same at no cost to the staff member.

A shoe allowance of \$100 every 2 years will be allowed if the assigned work warrants safety shoes. In order to receive reimbursement, the employee must follow the established SAU process for requesting reimbursement. For the purposes of this article, employee will not be entitled to a pre-pay option for the purchase.

Also, three uniform shirts will be provided annually to all custodial and maintenance staff members. Custodial and maintenance staff members shall be required to wear these shirts during public events as directed by administration. The purpose of this directive is to provide identification of staff members during certain after-school activities. This provision shall not be construed to imply any obligation for the administration to supply any uniforms or other routine clothing for staff members.

ARTICLE XI OVERTIME

11.1 For all hours actually worked over eight (8) hours in one (1) day or forty (40) hours in one (1) week, the Staff Member shall be compensated at the rate of one and one-half (1.5) times his/her regular hourly rate. For all hours actually worked over eight (8) hours in one (1) day or thirty-two (32) hours in one (1) week that contains a holiday, the Staff Member shall be compensated at the rate of one and one-half (1.5) times his/her regular hourly rate.

11.2 In the event that a Staff Member is called out to the school(s) when s/he is not normally scheduled to work s/he shall receive compensation of two (2) hours pay, at his or her normal rate of pay, in addition to the actual time spent at the school(s) including travel to and from the school(s) at straight time.

11.3 Staff Members required to work holidays shall be paid at the regular hourly rate for all hours actually worked in addition to their holiday pay if that Staff Member were eligible for holiday pay on that day.

11.4 Regularly scheduled overtime work shall be offered on a rotating basis by seniority among all Staff Members in a particular category. If a Staff Member declines an offer of overtime, his/her name shall drop to the bottom of the list as if s/he had worked the assignment. Where an emergency exists, the District may bypass the overtime list.

11.5 Except in cases of emergency, with notification to the Building Administrator, staff members shall not work overtime or hours above Notice of Employment without approval of Administration or Supervisor.

**ARTICLE XII
HOLIDAYS**

12.1 All full-time, school year Staff Members shall receive the same holidays scheduled by the School Board as school holidays. Holiday pay will be paid on a pro-rated basis for part-time employees. Such time off shall be paid at the regular rate, provided that the Staff Member would have been scheduled to work for that day if it had not been a holiday.

12.2 Full-time, full-year Staff Members shall receive twelve (12) holidays with pay at the regular rate. School year Staff Members shall receive no less than nine (9) paid holidays.

12.3 In order to qualify for holiday pay, the Staff Member must have worked his/her last scheduled work day before the holiday and his/her first scheduled work day after the holiday unless these days were a bonafide sick or vacation day.

**ARTICLE XIII
VACATIONS**

13.1 Effective July 1, 2012, full-time, full-year Staff Members shall be eligible for vacation time as follows:

Years of Service	Days
0-5	10
6-10	15
11+	20

Each part-time, full-year Staff Member shall be eligible for paid vacation time as follows:

0-5 Years	Equivalent of 1 week for that individual
6-10 Years	Equivalent of 2 weeks for that individual
11+	Equivalent of 3 weeks for that individual

The calculation of a week is based upon that individual's full-year weekly average.

13.2 Vacation time shall be computed as of each Staff Member's anniversary date and Staff Members shall be entitled to apply for accumulated vacation as it is earned.

Vacation time may be anticipated with approval by the appropriate supervisor. If an employee has anticipated vacation and leaves before the vacation would have been earned, the District shall be entitled to deduct the amount equivalent to the pay for anticipated vacation from the employee's last salary check at the present rate of pay being received by the employee at the time of separation. Should the amount of pay due for anticipated vacation taken exceed the amount due in the last salary check, the employee will remit the amount due the District.

13.3 Vacation time may be taken at times requested by the Staff Member, subject to the supervisor's need to maintain efficient operations. The District reserves the right to limit the number of Staff Members who may be on vacation at any one time and establish procedures for selecting vacations. Actions by the District shall not be arbitrary.

13.4 Earned vacation shall be paid in full at the current rate of pay to the beneficiary at death or to Staff Member at retirement or termination.

13.5 Up to one week of vacation may be carried over from one year to the next. Such carry-over shall not be cumulative and must be used by June 30 of the next fiscal year.

ARTICLE XIV COMPENSATION

14.1 The basic hourly salaries of Staff Members covered by this Agreement are determined from the enclosed Salary Schedule, subject to approval of necessary appropriations by the voters of the District. Staff Members shall be divided into the appropriate pay categories as shown on the Salary Schedule. ***The rate for summer work (ESY, RTI, or other programs outside the regular school year) will be determined by the Assistant Superintendent of Student Services each year. Personal Care Duties/Restrictions and the associated differential rates will apply based on student needs.***

14.2 Placement on the Salary Schedule at the time of initial hiring shall be based on years of school work experience and/or other relevant experience and the needs or shortages of the school district and shall be negotiated with each prospective employee at time of employment. In no event will a newly hired employee be placed above the top step in their category.

Changes in pay as a result of degree or certification must be in writing to the Superintendent and shall include copies of valid certification or original (sealed, official) transcripts. Changes will be made effective in the pay period following receipt of the request, provided that sufficient documentation is included.

Subsequent movement on the schedule shall reflect additional years with the District unless the Superintendent withholds the step increase due to unsatisfactory performance.

The decision of the Superintendent may be appealed to Level C (the School Board) but shall not be subject to arbitration or an unfair labor practice at the Public Employee Labor Relations Board. The Staff Member shall be re-evaluated within ninety (90) work days after being informed in writing of the Superintendent's decision to withhold the step increase. If the Staff Member has corrected the performance deficiency, based upon an improvement plan provided by the supervisor, the step increase shall be granted effective as of the date of the re-evaluation.

14.3 The district will reimburse Para-Educator Certification Renewal. Staff will submit proof of payment and a copy of their certification for reimbursement. Individual Staff Members covered by this agreement will be eligible for reimbursement or advanced reimbursement for pre-approved job related courses, workshops or conferences and in any one year will be reimbursed to a maximum of \$750, except for Para-educators who will be eligible for reimbursement or advanced reimbursement to a maximum of \$900. Approval for courses, workshops or conferences and Para-educator certification will be made by the Superintendent or his/her designee. No more than one hundred (\$100) dollars may be used and reimbursed for travel related expenses. Courses, workshops, or conferences must be successfully completed with a passing grade of B-, or better, certificate of completion, or attendance certificate, as appropriated, in order to qualify for reimbursement or advanced reimbursement. Advanced reimbursement is subject to deadlines for submission to the SAU41 Business Office for processing.

Within fifteen days of completion of the course, workshop, or conference the Staff Member shall provide documentation of successful completion to the Superintendent or designee. For courses, workshops or conferences paid in advance by the district, if the Staff Member does not pass or attend the course, workshop or conference, or provide documentation of successful completion (as described above) the District will recover the amount paid through payroll deduction, which shall be pre-authorized by the individual Staff Member as a condition of advanced reimbursement by the District. Para-educators may attend pertinent teacher workshops to a maximum of three per year, at the discretion of the Superintendent. Para-educators will be paid for hours in attendance at their regular hourly rate. Hours in attendance at workshops will not count toward the total number of contract days. Twenty additional teacher workshop days will be available to Para-educators on a first come first served basis.

14.4 Staff member shall use the electronic Professional Development Management System (PDMS) to accumulate and track their professional development and/or recertification hours. Article 8.1 applies.

14.5 The District will provide a savings and/or checking direct deposit program for Staff Members. All Staff Members shall be entitled to receive their pay via direct deposit. There will be no more than three (3) accounts per employee. In order to qualify for Direct Deposit, staff members must follow the established SAU process and changes are subject to payroll processing timeframes.

14.6 Any Para-educator *or Instructional Assistant* who receives State Certification

shall be entitled to an added hourly wage adjustment as follows, subject to prior approval by the Superintendent.

Para-educator I: Forty cents (\$0.40) per hour

Para-Educator II: Sixty-five cents (\$0.65) per hour (non-cumulative)

Any Para-educator **or Instructional Assistant** who holds or receives a BA or BS shall be entitled to an added hourly wage adjustment of one dollar and thirty five cents (\$1.35) per hour to the Appendix A rate, subject to prior approval of the Superintendent. (non-cumulative)

Any Para-educator **or Instructional Assistant** who holds or receives a MS, MA, or MBA, and/or NH teaching certification, shall be entitled to an added hourly wage adjustment of three dollars and eighty cents (\$3.80) per hour to the Appendix A rate, subject to prior approval of the Superintendent. (non-cumulative)

Requests for changes in pay as a result of certification and/or degree must be made in writing to the Superintendent and shall include copies of valid certification or original (sealed, official) transcripts. Changes will be made effective in the pay period following receipt of request, provided that sufficient documentation is included.

Staff Members shall use the electronic Professional Development Management System (PDMS) to accumulate and track their professional development and /or recertification hours. Due to the needs of the operation, the District reserves the right to limit the number of Staff Members who may be out at any one time.

Education adjustments for degrees or teaching certifications will be added to para-educator certifications. However, degrees and teaching certifications will not be added to each other, only the highest one applies. Examples: A para-educator with a Para-educator II certification, a BS degree and a teaching certification would get an additional \$.65 and \$3.80.

14.7 Any Custodian or Maintenance Worker who completes the New Hampshire Association of School Business Officials School Facility Operations certification, or other comparable certification as determined by the Superintendent, shall be entitled to an added hourly wage adjustment as follows, subject to prior approval by the Superintendent:

- **Certified School Facilities Specialist – Level 1: Forty cents (\$0.40) per hour (non-cumulative)**
- **Certified School Facilities Specialist – Level 2: Sixty-Five cents (\$0.65) per hour (non-cumulative)**

14.8 A Para-educator who is required to have and maintain student specific training or certifications as defined by a student plan and whose assignment to a student requires that Para-educator to perform certain medically related tasks, or restraints (“Specified Personal Care Duties/Restraints”), all as anticipated and provided for in that student’s IEP, BIP and/or 504 plan (collectively referred to in this section as “Student Plan”), will

be entitled to receive an hourly differential added to his or her hourly wage, for time that the Para-educator is attending to that student, except in cases of direct instruction which is outlined in the student's plan. There shall be four differential rates, according to the level, nature, and frequency of the Specified Personal Care Duties/Restraints, according to a rubric established and modified under the current District policy. The four hourly differential rates will be based upon annualized levels of \$1,000, \$3,000, \$5,000, and \$6,500 for a 6 hour work day for the school year.

14.8.1 Prior to the start of each school year, the Superintendent and the **Assistant Superintendent** of Student Services will determine the differential rates appropriate for each existing Student Plan, and notify the respective Para-educator **and the President of HESSA** of the differential level.

14.8.2 Differential rates relating to specific students will be reviewed, and rates adjusted prospectively as Student Plans are developed and or modified over the course of the school year.

14.8.3 Any Special Education Classroom Para-educator or Special Education Program Para-educator who substitutes for a Para-educator during time that the Para-educator is regularly assigned Specified Personal Care Duties/Restraints, will receive the differential during that time.

14.8.4 The differential is paid only for time the Para-educator (or substitute) is assigned to a student under the Student Plan, and the student and Para-educator are in attendance. Such time will be indicated on the Para-educator's time card.

14.9 Employees may be assigned by the Administration to attend up to three additional in-service days per year. Days will be chosen by Building Administration.

ARTICLE XV INSURANCE BENEFITS

15.1 Life Insurance: Full-time Staff Members will be provided with group term life insurance including accidental death and disability **at** a face value equal to two times an employee's annual salary rounded up to the nearest \$1,000.

15.2 Health Insurance: Full-time, full-year Staff Members may elect medical insurance coverage through the District under the ABSOS20/401KDED-RX10/20/45 plan or such other plan(s) chosen by the Board with comparable schedule(s) of benefits.

For the life of this agreement, the District will pay 100% for the single

ABSOS20/401KDED-RX10/20/45 plan or a plan with comparable employee benefits and employee costs as determined by the Board. The District will pay a maximum of one thousand two hundred fifty dollars (\$1250) per month for the two person and family plans toward premiums of the ABSOS20/401KDED-RX10/20/45 plan or a plan with comparable employee benefits and employee costs as determined by the Board.

In the event that any of the plans currently offered by the District are cancelled by the provider, or otherwise become unavailable to the District, the parties will negotiate the impact thereof, pending which Staff Members will be entitled to obtain coverage under any other plan offered by the District, subject to the same driver (amounts) and caps as applied prior to the plan cancellation and the terms of the then current CBA.

If the Guaranteed Maximum Rates (GMR) for the renewal of medical coverage for the period of July 1, 2021 through June 30, 2022 for the current medical plans exceeds nine (9) percent for the 2021-2022 contract year, then the Association and the School Board shall conduct contract negotiations for Article 15.2 (Insurance Benefits) only.

15.3 Dental Insurance: Full-time Staff Members will be provided with payment toward either Northeast Delta Dental Health Care Coverages A, B, C and D, or some other plan with a comparable schedule of benefits, as follows:

100 percent of Coverage A; and 80 percent of Coverage B; and 50 percent of Coverage C (no deductible, with \$1,500 maximum per person per year); and 50 percent of Coverage D (with \$1000 lifetime maximum per person for orthodontia age 19 and under).

For the term of this Agreement the District will contribute 100 percent of the cost for single person membership. For a two person membership the District shall pay up to \$100 per month. For a family membership the District shall pay up to \$135 per month.

15.4 Intermediate Term Income Protection: A full-time Staff Member who has exhausted his or her accumulated sick leave and becomes or remains ill or disabled, ***for reasons consistent under the Family Medical Leave Act***, will be paid for such continued absence at the rate of eighty percent (80.0%) of his or her normal daily rate of pay until such time as long term disability commences or the cessation of the illness or disability, whichever occurs first. The combination of paid sick leave days and intermediate term disability days will not exceed ninety (90) for a single disability. This benefit plan shall apply to the illness and/or disability of a Staff Member only, and does not cover absences related to illness and/or disability of a member of his/her immediate family. ***Intermediate Term Income Protection shall not be applied on an intermittent basis.*** The District will maintain payment of the ***employer portion of the*** Staff Member's medical ***and dental*** insurance during this period. ***Employees absent for 5 or more days: for those who are on leave under FMLA, or for those who are on leave for reasons consistent with FMLA, but not using FMLA, for a personal illness or injury, shall supply medical documents for the***

absence, as well as for clearance to return to work including limitation or restrictions or the lack thereof. All medical documents will be supplied by the employee directly to Human Resources and will not be requested by Administration.

15.5 Long-Term Disability (LTD): The District will purchase Long-Term Disability Insurance to cover all full-time Staff Members. The policy/policies will provide for income at sixty-six and two-thirds (66 2/3) percent of the Staff Member's salary commencing after ninety (90) calendar days of disability, continuing until age seventy (70) or the cessation of disability, whichever occurs first. A Staff Member on Long-Term Disability who recovers from said disability will have the right to return to his or her position for up to two (2) years from the date on which Long-Term Disability payments began. The District will maintain payment of the ***employer portion of the*** Staff Member's medical ***and dental*** insurance premiums from the commencement of Long-Term Disability until the Staff Member is eligible for health care under Medicare but in no case for a period of more than three (3) years. If a Staff Member is disabled for part of a school year, s/he will receive credit for that year for computing years of service. ***At commencement of Long Term Disability, if an employee is eligible for Medicare, their insurance coverage under the District shall be terminated and the District shall not provide compensation for previously covered employer responsibility portion.***

15.6 Commencement of Benefits: All newly hired employees or existing employees who become eligible for benefits under this article shall be provided the opportunity for coverage on the 1st of the month following the effective date of hire or status change. In order to enroll or to waive coverage, employees must follow the established SAU 41 procedures.

15.7 Part-time employees shall have the option to purchase, at their own expense, any School District health insurance at the District's group rate, providing that, if the addition of part-time employee's increases, for any reason, the overall cost of insurance to the District, benefits shall be re-negotiated to compensate accordingly, to ensure no additional net cost to the District.

15.8 The district will create an IRS section 125 Flexible Spending Account Plan (FSA). These funds may be used to offset any medical, dental, child care or expenses allowed by law. Employees will be allowed to voluntarily contribute by payroll deduction to the Section 125 plan up to the limit allowed by law.

ARTICLE XVI LEAVE BENEFITS

16.1 Personal Leave: A full-time Staff Member will be granted "personal days" by the Principal or Superintendent to enable him or her to attend to personal affairs which, because of their nature, must be attended to at a time when the Staff Member would normally be required to work. Application for personal day(s) must be made, in

writing, as far in advance as is possible. In cases of emergency, the request may be made by telephone, followed as soon as possible by the required written application.

If the reason for personal day(s) is, in the Staff Member's judgment, of an extremely personal nature, and he or she does not wish to share any information connected with the personal day(s) request, he or she will not be required to state the reason. However, it is not intended that a Staff Member will use the language of this section to refuse to give reasons for request that are not of an extremely personal nature.

No full-time Staff Member should expect to be granted more than three (3) personal days per school year and no part-time Staff Member more than two (2) personal days per school year. Personal leave under this Article may not be used to extend a holiday, a vacation, or a long weekend. Therefore, Staff Members requesting personal leave before or after a holiday, a vacation, or a long weekend will be required to give specific reasons for their requests.

Staff Members may request to use accrued personal leave to take paid time off to celebrate a religious holiday not otherwise covered by the school holiday schedule. Staff Members wishing to use personal leave for this purpose must submit a written request to Administration at least thirty (30) days in advance of the holiday. While Administration reserves the right to deny any such request if appropriate coverage cannot be arranged, Administration will not unreasonably deny any such request.

16.2 Professional: Each Staff Member may be granted two (2) days per year as professional days upon approval of their appropriate Administration, utilizing the District's Professional Development Management System and Absence Management System. If a staff member received State Certification as a Para-educator, three (3) days per year may be granted upon approval of their supervisor based on the needs of the school. Additional professional days may be granted at the discretion of the Superintendent.

16.3 Sick Leave: Each full-time Staff Member will be granted two (2) sick days at the beginning of the year and will also be entitled to one (1) day of sick leave per month. Such sick time may accumulate to a maximum of 90 days for full-time employees. Sick leave will be pro-rated for part-time employees. Newly hired employees will automatically be granted 2 sick days and will earn one additional day for each full month of employment beginning with the 1st of the month following date of hire.

Sick leave may be used for the Staff Member's own illness, disability, or essential treatments related to the Staff Member's health. Current years sick leave (maximum 14 days) and not accrued sick leave may also be used when the staff member's absence is required due to like conditions or illness of a member of his or her immediate family, excepting only unusual, adverse health circumstances as determined by the

Superintendent. "Immediate family," as used here, shall be interpreted to include husband, wife, son, daughter, father, mother, brother or sister, or step-family of the Staff Member, or any relative living in the immediate household of the Staff Member. Employees absent for 5 or more days: for those who are on leave under FMLA, or for those who are on leave for reasons consistent under FMLA but not utilizing FMLA, for a personal illness or injury or to care for a family member, shall supply medical documentation for the absence, as well as for clearance to return to work including limitations or restrictions or the lack thereof. All medical documents will be supplied directly to Human Resources and will not be requested by Administration.

16.4 Bereavement Leave: A Staff Member who is absent due to death in his or her immediate family is granted up to five (5) days leave not chargeable to sick leave or personal leave. "Immediate family," as used here, shall be interpreted to include husband, wife, son, daughter, father, mother, brother, sister, grandparents or grandchildren or step-family of the Staff Member or of his or her spouse, or any relative living in the immediate household of the Staff Member.

16.5 Court/Agency Appearance: Any employee required to be present in court or at a hearing before an administrative agency of the government shall be granted up to three (3) days of non-cumulative leave with pay per year. This limitation of three (3) days shall not apply to jury duty. The employee shall not be required to use another category of leave. This leave may not be used for personal legal matters. The district shall pay employees full salary for any such days. The employee shall sign over to the district any fees received from the court/agency less expenses for travel.

16.6 Child Care Leave: Staff members who desire child care leave may be granted leave by the Superintendent without pay. The Superintendent may require a physician's statement or other medical evidence showing the necessity of child care leave. In any event not more than thirty (30) work days (six calendar weeks) of child care leave may be granted in any one contractual year, excepting only unusual, adverse health circumstances as determined by the Superintendent. ***Child care Leave will run concurrently with FMLA based on eligibility.***

16.7 Accrued Sick Leave: Each staff member hired prior to 7/1/2016, with 10 or more years of consecutive service in positions covered under this agreement and with the District, shall upon resignation or retirement, excepting only termination for just cause, be paid for unused, accrued sick leave days based on the following conditions:

The balance of accrued sick leave days as of 6/30/2016 for each employee will be the maximum days that employees can be paid for this benefit (example: Employee A has 57 accrued sick days on 6/30/16; that becomes the maximum number of days Employee A can be paid for upon ending employment with the District). If the employee's balance is less than the balance on 6/30/16, the lower number will be used for payment. If the employee surpasses the balance on 6/30/16, the balance on 6/30/16 is the number used for payment.

Payment will be paid as follows:

- (1) ten dollars per unused, accrued day after ten years or more of service to the district
- (2) twenty dollars per unused, accrued day after twenty years or more of service to the district

The staff member shall expect payment following the last payroll period of the school year.

All employees hired after 6/30/16 do not qualify for this benefit and once the last employee that qualifies leaves employment, this Article will be removed from this Agreement. Further, no changes can be made to this Article in future negotiations that will result in additional cost to the District.

ARTICLE XVII NOTICES OF VACANCIES

17.1 The Board agrees to post notices of vacancies within the District on a bulletin board at each of the schools as well as on electronic bulletin boards in the “staff only” section on the SAU 41 website as soon as the existence of such vacancies is known. Such notices will include a description of the position, as it is then known to be, the requirements of the position, and the place and date at which an application is to be submitted. Staff Members shall be given equal opportunity to apply for any job vacancy within the District. The Superintendent shall make the final decision in any event.

17.2 The posting period shall be four (4) calendar days, including two (2) school days, during the normal school year and ten (10) calendar days during the summer recess. Exceptions to the posting period may be made for emergency situations with the written agreement of the building principal and an official representative of the Association.

ARTICLE XVIII JURISDICTION AND AUTHORITY

18.1 The Board, subject to the language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right in accordance with applicable laws and regulations to direct and manage all activities of the District.

18.2 The parties understand that neither the Board nor the Superintendent may lawfully delegate the powers which by law are vested in them, and this Agreement shall not be construed so as to limit or impair these respective statutory powers.

18.3 In the event that any provision of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance

and remainder of this Agreement shall remain in full force and effect. Further, the parties agree to meet within fifteen (15) days from the date of said ruling to negotiate a new provision within the limits established by said authority using the procedures outlined herein.

18.4 Notwithstanding any other provision in this agreement, any payment to an employee otherwise due upon his/her retirement shall be reduced by such amount as is necessary to prevent the District from being assessed a spiking penalty by the New Hampshire Retirement System. Any payment withheld under this article shall be due and payable 121-150 days after the employees' retirement so as to prevent the District from being assessed a spiking penalty by the New Hampshire Retirement System.

ARTICLE XIX DURATION

19.1 The provisions of this Agreement between the Hollis School Board and the Hollis Education Support Staff Association will be effective July 1, **2019** and shall continue in effect until June 30, **2022**, subject to the approval of funds by the Hollis School District Meeting. Any extension shall be mutually agreed upon, in writing, by the parties and unless such extension is agreed upon, this Agreement shall expire on the date indicated herein. This Agreement shall not be modified orally, but only through negotiations, as specified in this Agreement.

19.2 This Agreement represents the final resolution of all matters in dispute between the parties and shall not be changed or altered unless the change or alteration has been agreed to and evidence in writing by the parties hereto.

APPENDIX A
Hollis Education Support Staff Association Salary Schedule

Hollis HESSA Salary Schedule					
2019-20 Salary Schedule					
	Cat 1	Cat 2	Cat 3	Cat 4	Cat 5
Base	11.31	12.46	13.64	14.86	17.15
Step 1	12.10	13.25	14.43	15.60	17.92
Step 2	12.86	14.03	15.22	16.40	18.73
Step 3	13.64	14.85	15.99	17.48	19.51
Step 4	14.43	15.58	16.78	17.95	20.28
Step 5	15.22	16.39	17.60	18.74	21.06
Step 6	15.99	17.16	18.34	19.53	21.85
OFFSTEP	3% Increase				

2020-21 Salary Schedule					
	Cat 1	Cat 2	Cat 3	Cat 4	Cat 5
Base	11.36	12.53	13.71	14.93	17.24
Step 1	12.16	13.31	14.51	15.68	18.01
Step 2	12.92	14.10	15.29	16.49	18.82
Step 3	13.71	14.92	16.07	17.57	19.61
Step 4	14.51	15.66	16.86	18.04	20.38
Step 5	15.29	16.48	17.69	18.83	21.17
Step 6	16.07	17.25	18.43	19.63	21.96
OFFSTEP	3% Increase				

2021-22 Salary Schedule					
	Cat 1	Cat 2	Cat 3	Cat 4	Cat 5
Base	11.42	12.59	13.78	15.01	17.33
Step 1	12.22	13.38	14.58	15.76	18.10
Step 2	12.99	14.17	15.37	16.57	18.92
Step 3	13.78	15.00	16.15	17.65	19.70
Step 4	14.58	15.74	16.95	18.13	20.48
Step 5	15.37	16.56	17.78	18.93	21.27
Step 6	16.15	17.34	18.53	19.73	22.07
OFFSTEP	3.5% Increase				

- Category 1: Office/Clerical Assistant, Instructional Assistant,
Library/Media Assistant, Custodian, Food Service Worker
- Category 2: Maintenance Worker, Cook, Grounds Maintenance Worker,
Receptionist
- Category 3: Para-educator, Special Education Para-educator, Head Cook
- Category 4: Secretary
- Category 5: Building Maintenance Supervisor, Audio Visual
Technician, Senior Secretary, Grounds Maintenance
Supervisor

Those employees on step 6 for any given year of the contract shall move off the step table the following year, and all employees off the step table shall receive an increase in pay of **3% for year 2019-2020, 3% for the year 2020-2021, and 3.5% for the year 2021-2022.**

APPENDIX B
LONGEVITY BONUS

Any staff member who has completed fifteen (15) or more years of continuous service working in the Hollis School District will receive longevity pay as follows (substitute years are not eligible):

- 15 years - \$500
- 20 years - \$1,000
- 25 years - \$1,500
- 30 years - \$2,000

This will be disbursed in the year following the threshold, provided the employee remains with the District or has retired on June 30th of each year. This payment is taxable. Employees who retire and return cannot combine years for this benefit.

The President of HESSA shall be notified in June of the current year of all longevity payments due to be paid in the year following the threshold.

APPENDIX C
GRIEVANCE AND ARBITRATION FORMS

Copies to: 1. Staff Member(s) Immediate Supervisor; 2. Principal (if not 1);
3. Superintendent; 4. Association

To: _____ Date: _____
 Immediate Supervisor

From: _____ School: _____

Date of Grievance: _____

Statement of Grievance, including the specific violation or condition, will reference the specific Article of the School Board/HESSA Agreement violated:

Relief Sought:

Signature

Date Received: _____

LEVEL A

Submitted to:

Building Principal

Date Received: _____

Decision of Principal:

Signature

Date: _____

LEVEL B

Appealed Prior Decision to:

Superintendent of Schools

Date Received: _____

Decision of Superintendent:

Signature

Date: _____

Opposing Position of Aggrieved Staff Member(s):

Signature

Date: _____

LEVEL C

Submitted to Hollis School Board:

Date Received: _____

Decision of School Board:

Board Chair

Date: _____

LEVEL D

Request to Submit Decision in Level C to Arbitration:

Superintendent of Schools

Date Received: _____

Association President

Date: _____

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this 12th day of August, 2019.

HOLLIS SCHOOL BOARD

By N. T. Fareed
N. Tammy Fareed
School Board Negotiator

By Andrew F. Corey
Andrew F. Corey
Superintendent of Schools

HOLLIS EDUCATION SUPPORT
STAFF ASSOCIATION NEA-NH

By Charles Stohl
Charles Stohl
President, HESSA

By Ann Robinson
Ann Robinson
HESSA Negotiator