

**CONTRACT
HUDSON FEDERATION OF PSRP'S
AND
HUDSON SCHOOL BOARD**

ARTICLE 1

AGREEMENT

- 1.1 This is a Collective Bargaining Agreement made and entered into by the Hudson School District, Hudson, New Hampshire (hereinafter referred to as the "District"), and Hudson Federation of PSRP's, AFT-NH, Local #6245, AFT, AFL-CIO (hereinafter referred to as the "Federation").

ARTICLE 2

RECOGNITION

- 2.1 Subject to RSA 273-A, and continued certification, the Hudson School Board recognizes the Hudson Federation of PSRP's, AFT-NH, Local #6245, AFT, AFL-CIO, as the exclusive bargaining representative for all full and part-time cafeteria personnel and part-time paraprofessionals, as certified by the PELRB.

ARTICLE 3

DEFINITIONS

- 3.1 The Board shall mean the Hudson School Board.
- 3.2 The parties shall mean the Board and the Federation.
- 3.3 Superintendent refers to the responsible administrative head of the District as appointed by the Board.
- 3.4 School shall mean any work location or functional division maintained by the Board.
- 3.5 Federation shall mean the Hudson Federation of PSRP's, AFT-NH, AFT Local #6245, AFL-CIO.
- 3.6 Federation Representative shall mean any duly authorized designee of the Federation.
- 3.7 Full-time shall mean:
Full-time employees shall mean food service employees holding positions in the

bargaining unit who work at least six hours per day, and five days per week, and 180 days per year.

3.8 Part-time shall mean:

Part-time employees shall mean employees holding positions in the bargaining unit who are not full-time employees. All paraprofessionals in this bargaining unit are part-time employees.

3.9 Principal shall refer to the responsible administrative head of a building.

3.10 Supervisor shall refer to the responsible supervisor for a group of employees as designated by the Superintendent of Schools or School Board.

3.11 Paraprofessional, cafeteria personnel, and employee as used in this Agreement means persons employed by the Board in the bargaining unit as described in Section 1 of Article 2.

3.12 Bargaining unit shall mean all persons as certified by the Public Employee Labor Relations Board and employed by the Hudson School Board.

3.13 Job classifications shall mean the following positions in this bargaining unit: paraprofessional, food service employee, food service cook, food service assistant manager, and food service manager.

ARTICLE 4

DUES DEDUCTION

4.1 The Board agrees to deduct Federation dues in equal payments when properly notified by the Federation by means of a signed authorization form provided by the Federation for each unit employee so desiring such deduction. Such deduction authorization will be continued each year and thereafter unless notification is received in writing by the Board and the Union on or before October 1st of each school year. The Board also agrees to forward any and all such funds to the Treasurer of the Federation on a monthly basis along with a record of such deductions.

ARTICLE 5

WORK POLICY AND REGULATIONS

Section 1: General Policy

5.1.1 In justice and fairness to the District and the taxpayers, all employees shall be required to report to work on time, shall not leave the job early unless for an emergency or

excused absence, shall be prompt in reporting to their assigned duties, and shall faithfully perform their duties.

- 5.1.2 All employees shall be provided with a copy of his/her job description. Upon revision of a job description, the employee shall be provided with an updated copy.

Section 2: Discipline

- 5.2.1 In the event of a written warning, suspension without pay or discharge prior to the end of the school year, the District will state in writing to the employee the reasons for the action taken within a reasonable time of the action.
- 5.2.2 Disciplinary action generally will include verbal warning, written warning, suspension without pay, and discharge prior to the end of the school year. However, the parties recognize that the School District reserves the right to initiate discipline at any step of the process based upon the severity and frequency of the misconduct or deficiency in performance. The parties agree that neither discharge of a probationary employee during the school year nor non-renewal of any employee at the end of a school year constitutes discipline.

Section 3: Employee Files

- 5.3.1 Official employee files shall be maintained under the following circumstances:

No material derogatory to an employee's conduct, service, character, or personality shall be placed in the file by an administrator unless the employee has had the opportunity to read the material. The employee shall acknowledge that he/she has read the material by affixing his/her signature on the actual copy to be filed, with the understanding that such signature merely signifies that he/she has read the material to be filed and does not necessarily indicate agreement with its contents.
- 5.3.2 The employee shall have the right to answer any material filed and his/her answer shall be attached to the file copy.
- 5.3.3 An employee shall be permitted to inspect and copy material in his/her personnel file, except material relating to his/her original application for employment and material otherwise exempted from disclosure by law.

Section 4: Mileage Allowance

- 5.4.1 Traveling employees covered by this Agreement who are authorized to use private automobiles for school-related business shall be reimbursed at the current IRS mileage rate, subject to Board policy.

Section 5: Federation Rights

- 5.5.1 After the close of school on school days, the Federation shall have the right to use designated areas in school buildings for meetings of bargaining unit members provided there is no interference with any scheduled school activities. The use of such designated areas shall be arranged with the principal in advance. All requests for building use shall conform to Board rules and regulations provided, however, that there shall be no cost to the Federation for such meetings so long as no overtime custodial cost to the Board is involved.
- 5.5.2 The Federation will have the right to place Federation related notices and other Federation materials in the mailboxes of bargaining unit members provided the building principal has advance knowledge of the content and subject to the approval of the President of the Federation.
- 5.5.3 The Federation shall be permitted to post Federation-related notices and other materials on the school bulletin boards in employee rooms. The Federation may construct bulletin boards in employee rooms where one doesn't exist.
- 5.5.4 The Federation may use school equipment normally used by employees for Federation activities. However, expendable material will be at the expense of the Federation.
- 5.5.5 The District shall, upon reasonable request by the Federation President, provide a list of current bargaining unit employees.

ARTICLE 6

EVALUATIONS

- 6.1 Evaluation forms will be prepared in triplicate: one for the employee, one for the principal and/or supervisor, and one for the Superintendent of Schools. Evaluations will be discussed by the evaluator with the employee and a copy shall be provided to the employee. An employee has the right to respond to the evaluation in writing and have his/her comments placed along with the evaluation in the personnel file.

ARTICLE 7

CONSULTATION AND GRIEVANCE PROCEDURES

Section 1: Purpose of the Grievance Procedure

- 7.1.1 It is the intent of the parties that grievances be settled at the lowest step possible. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

- 7.1.2 A grievance is a complaint by an employee, group of employees or the Federation that there has been a violation or a misinterpretation of the terms of this Agreement. Neither discharge of probationary employees during the school year, nor non-renewal of any employees at the end of the school year, nor matters listed in Section 16.1 unless otherwise specifically cited in the contract shall be subject to the grievance procedure.

Section 2: Statement of Grievance

- 7.2.1 Each formal statement of a grievance must contain the question(s) at issue, a statement of facts, or the section(s) of this Agreement which allegedly is(are) being violated, the relief requested, the name of the authorized Federation Representative, and the signature of the aggrieved party(s).
- 7.2.2 As used herein, “days” shall mean school days. Saturdays, Sundays, school vacations, and holidays are excluded in calculating school days.

Section 3: Grievance Procedure

- 7.3.1 Step One - Principal/Food Service Director Level (informal)
An employee may informally discuss a grievance with the supervisor within ten (10) school days after the employee knew or should have known of the act or condition upon which the complaint is based. Failure to reach a mutually satisfactory resolution may be cause for the employee to refer the grievance to Step Two. An employee is entitled to be accompanied by a Federation representative upon the request of the employee. ‘Supervisor’ for purposes of the grievance procedure shall be the food service director for food service employees and the principal for other employees.
- 7.3.2 Step Two - Principal/Food Service Director Level (formal written)
An employee or the Federation wishing to process a grievance at Step Two will do so in writing to the [supervisor](#) within five (5) school days from the conclusion of discussions at Step One, or in the case of the Federation within fifteen (15) school days after the grievant knew or should have known of this act or condition which is the basis of the complaint. The grievance shall be specific in nature and shall state the remedy requested. The supervisor shall establish a formal conference on the matter and whenever a grievance is filed by an employee without the Federation, the supervisor shall notify the Federation and shall give the Federation the opportunity to be present and to state the views of the Federation. The aggrieved employee and the Federation shall be given at least two (2) school days notice of said conference.
The supervisor shall respond in writing ten (10) school days from the date the formal grievance is filed. The supervisor’s decision shall be presented in writing to both the employee and the Federation. ‘Supervisor’ for purposes of the grievance procedure shall be the food service director for food service employees and the principal for other employees.
- 7.3.3 Step Three - Superintendent Level
If a settlement is not reached at Step Two, the employee or the Federation may present

the grievance to the Superintendent of Schools within five (5) school days after the decision has been rendered at Step Two. The grievance must be submitted in writing stating the specific nature of the grievance and the remedy requested and shall include a copy of the Step Two decision. The Superintendent may schedule a meeting at a mutually convenient time to discuss the grievance with the employee and the Federation. Both parties reserve the right to include consultants in any such meeting. The Superintendent shall respond in writing together with supporting reasons to the employee, Federation and principal within ten (10) school days from the date the grievance is filed at Step Three.

7.3.4 Step Four - School Board Level

If a grievance remains unsettled after having been processed through Step Three, the employee or the Federation may, within five (5) school days from the date the decision is rendered at the previous step, submit the grievance to the School Board. In which case, the grievance is to be submitted in writing and shall specify the nature of the complaint and the remedy requested. Copies of the previous decisions are to be included with the grievance. Within five (5) school days from the date the grievance is filed at Step Four, the School Board will establish a mutually convenient date and time for a meeting to discuss the matter. Both parties reserve the right to include consultants in any such meeting. The Board shall render its decision in writing together with supporting reasons to employee, Federation, Principal and Superintendent's Office within fifteen (15) days from the date the grievance is received.

7.3.5 Additional Provisions

- a. A Federation Representative may be present at any grievance meeting with the exception of Step One unless requested by the employee.
- b. The time limits in this article may be reduced or extended by mutual agreement.
- c. Failure to refer a grievance to the next step within the specified time shall be considered an acceptance by the employee of the decision rendered.
- d. Failure at any level of the grievance procedure to render a decision within the specified time limits shall permit the employee or the Federation to proceed to the next level.

7.3.6 Arbitration

1. Any grievance which remains unsettled after having been fully processed pursuant to the provisions of the Grievance Procedure as stated herein, relating to the interpretation or application of a provision of this Agreement, may be submitted to arbitration upon written request of either the Federation or the School Board.

The proceeding may be initiated by filing with the School Board and the

American Arbitration Association a request for arbitration within ten (10) school days after the final decision of the Board has been given to the Federation.

2. A request for arbitration shall state in reasonable detail the specific nature of the dispute and the remedy requested. The dispute as stated in the request for arbitration shall constitute the sole and entire subject matter to be heard by the arbitrator, unless the parties mutually agree to modify the scope of the hearing. Only one request shall be scheduled for the same arbitration hearing except by mutual Agreement of the parties.
3. In any arbitration case, a fundamental principle shall be that the Board retains the exclusive right to manage its affairs, including (but not limited to) the right to determine the means and methods of operation to be carried on, to direct its employees, and to conduct District operations in a safe and most efficient manner, subject to the limits stated in this Agreement. The parties agree that only grievances with specific reference to the Agreement shall be processed to arbitration.
4. In the selection of an arbitrator and in the conduct of an arbitration hearing, the applicable provisions of the Voluntary Labor Arbitration Rules of the American Arbitration Association shall apply, except that either party may, if its desires, be represented by counsel.
5. The arbitrator shall issue his decision not later than thirty (30) days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date of transmitting the final statements and proofs to the arbitrator. The decisions shall be in writing and shall set forth the arbitrator's opinion and conclusion on the issue submitted. The decision of the arbitrator shall be final and binding. Both parties agree that the arbitrator's decision represents a precedent for substantially similar situations.
6. Both parties agree that the arbitrator be prohibited from modifying or adding to this Agreement.
7. The cost of the arbitrator shall be shared equally by the parties to the dispute.

ARTICLE 8

PROBATIONARY PERIOD

- 8.1 The first ninety (90) days of regular employment on an uninterrupted basis shall be the probationary period.
- 8.2 The probationary period shall be considered an integral part of the process of employment for employees and shall provide the administrator with the opportunity to

observe the new employee's work, train and assist the new employee in adjustment to the position and for removal if an employee fails to meet the required work standards.

8.3 The District may terminate a newly hired person from employment within the probationary period. Terminations under this Article shall not be grievable.

8.4 A probationary employee who is transferred or promoted to a different position within the original probationary period, shall not have the time worked in the prior position counted toward the accumulation of the required time of the probationary period.

ARTICLE 9

SENIORITY

9.1 An employee's seniority date shall be the last date the employee entered the district. The seniority date shall be adjusted for days, weeks, months and years of uncompensated absences.

9.2 Layoff

In the event of a reduction-in-force, the District shall choose employees for layoff within each job classification based upon assessment of the employee's ability, qualifications, experience and performance. If all these factors are equal in the judgment of the Superintendent of Schools or his/her designee, seniority will be the determining factor.

9.3 Recall

In the event that employees who were laid off are to be recalled, recall shall be in reverse order of layoff within the job classification from which the employees were laid off. The right to recall shall terminate 12 months following the last date of work.

9.4 Retention of Seniority

An employee who is a member of the bargaining unit and who is laid off and recalled within 12 months of the date of layoff shall regain the seniority he/she had before he/she was laid off.

9.5 Employees who successfully complete their probationary period shall have their seniority status retroactive to their first date of work.

ARTICLE 10

VACANCIES, TRANSFERS, AND ASSIGNMENTS

- 10.1 Employees shall be provided with an intent to re-employ form on or before June 1st of the preceding school year. (See Appendix A).
- 10.2 Notice of any bargaining unit vacancies (including newly created positions) shall be posted on the official Union bulletin board at each work location for at least five (5) business days prior to filling the position. During the months of July and August, all vacancies shall be posted at the main lobby of the SAU office. The posting shall state the specific position to be filled, hours of work, qualifications, starting date, and other relevant information. Employees who are interested in being assigned to another position may make known their interest by submitting a written statement to the principal.
- The District will fill vacant positions based upon assessment of the ability, qualifications and experience of current employee applicants and non employee applicants. If all these factors are equal in the judgment of the Superintendent of Schools or his/her designee, the District will fill the vacancy with the current employee who has the most seniority in the bargaining unit.
- 10.3 Any involuntary reassignment or transfer shall be made only after a meeting between the employee(s) involved and the Superintendent (and/or his/her designee), at which time the employee(s) shall be notified of the reasons for the reassignment or transfer.

ARTICLE 11

WAGES AND HOURS

Section 1:

11.1.1 Work Day:

The work day and work schedule for members of the bargaining unit shall be as assigned by the School District.

For food service workers (not managers, assistant managers and cooks), the assignment of additional hours beyond the food service worker's normally scheduled workday shall be made available on a rotating basis among the food service workers who are assigned to the same work location.

Work Year:

- 11.1.2 The work year shall be 185 days for non-preschool paraprofessionals and 182 days for

food service managers and 180 days for other food service personnel. The District shall define the work year for preschool paraprofessionals in accordance with the needs of the program.

- 11.1.3 Breaks and lunch shall be provided in accordance with law; however, employees currently receiving paid lunch will continue to do so.
- 11.1.4 The effective date of the annual wage increase and/or increment, if applicable, for all employees shall be the start of the school year. An employee who works at least half the work year set forth in 11.1.2 shall be credited with one year of service.
- 11.1.5 Mileage reimbursement shall be made for employees who are required to use their private vehicles for district business. The mileage rate reimbursement shall be the rate established by the Internal Revenue Service.
- 11.1.6 All hours worked beyond the employees regularly scheduled work week, shall be compensated at employees regular rate of pay, except hours worked in excess of 40 hours shall be compensated at the rate of time and one-half of the employee's regular rate of pay.
- 11.1.7 Wages for paraprofessionals are set forth in Appendix B. Wages for Food Service employees are set forth in Appendix C.

Section 2: Cleaning of District Property

- 11.2.1 Cafeteria personnel shall not be required to take home and wash school property.

Section 3: Uniform Reimbursements

- 11.3.1 If the District requires uniforms and/or aprons, the District shall be responsible for providing said items.

Section 4: Professional Development

- 11.4.1 One paraprofessional and one food service employee may serve as members on the School District's professional development committee.

ARTICLE 12

SICK/PERSONAL LEAVES

Section 1: Sick Leave

- 12.1 All full time employees covered by this agreement shall receive 10 sick days per year, cumulative to a maximum of 30 days commencing with date of hire.

All part time employees covered by this agreement shall receive 10 sick days per year, cumulative to a maximum of 20 days commencing with date of hire.

- 12.2 An employee shall be required to contact his/her designated superior as soon as possible when the employee is unable to report to work due to illness or injury. Upon return to work, the employee shall complete the necessary paper work for the absence.
- 12.3 The District shall have the option of requiring an employee to furnish a certificate from an attending physician to verify the validity of an employee's absence.

Section 2: Medical Exams

- 12.2.1 The reasonable and customary cost of any medical examination required by the Board as a condition of continued employment, or return to employment from leave shall be paid for by the Board. The Board shall reimburse employees for any medical tests required by the Board because of exposure to any contagious disease or infestation at school.

Section 3: Personal Leave

- 12.3.1 All employees may utilize up to two days of personal leave per school year for personal business, which cannot be accomplished on off-duty hours. Requests to utilize a personal day must be made in writing to the employee's supervisor at least two workdays prior to the requested time off.

Personal leave shall not be used to extend a holiday or school vacation except in extenuating circumstances, which shall be determined in the sole discretion of the superintendent or his/her designee.

ARTICLE 13

LEAVES OF ABSENCE

Section 1: Bereavement

- 13.1.1 Employees shall be entitled to three (3) days funeral leave without loss of pay upon the death of anyone in the immediate family.

Immediate family shall mean the employee's spouse, child, stepchild, mother, father, sister, brother, grandparents, grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, or grandparents-in-law or any family member living in the employee's household.

Additional funeral leave may be granted with the permission of the Superintendent of Schools.

Section 2: Jury/Witness Duty Pay

- 13.2.1 An employee called as a juror/witness shall be paid the difference between the fee received for such service and the amount of straight time earnings lost by reason of such service. Satisfactory evidence must be submitted to the employee's immediate supervisor. Payment of meals and/or mileage shall not be considered as part of the fee for purpose of this Agreement.

Section 3: Military Service

- 13.3.1 The District shall be governed by existing law relative to military service.

Section 4: Unpaid Leave

- 13.4 At the sole discretion of the superintendent or his/her designee, employees may be granted unpaid leave. Employees shall submit written requests for such leave and shall include the specific reasons for such leave in their written requests. The decision by the superintendent or his/her designee shall not be subject to the grievance process.

ARTICLE 14

INSURANCE

Section 1: Medical Insurance

- 14.1.1 For full-time employees, the School District shall pay the following percentages of the cost of single-person, two-person or family coverage under the same HMO or POS medical insurance plan that is offered to members of the Hudson Federation of Teachers' bargaining unit:

<u>For POS:</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
District	87%	84%	82%	80%
Member	13%	16%	18%	20%
<u>For HMO:</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
District	87%	86%	85%	85%
Member	13%	14%	15%	15%

Part-time employees may participate in single, two-person or family coverage under the HMO plan at their own expense, provided the carrier permits it.

- 14.1.2 For full-time employees, the School District shall pay 100% of the cost of single-person, two-person or family coverage under the same dental insurance plan that is offered to members of the Hudson Federation of Teachers' bargaining unit. Part-time

employees may participate in single, two-person or family coverage under the dental insurance plan at their own expense provided the carrier permits it.

- 14.1.3 All bargaining unit employees working full time shall be provided with \$30,000 worth of term life insurance.

ARTICLE 15

GENERAL AGREEMENT

- 15.1.1 Meetings may be scheduled during working hours with the employee receiving their regular compensation.
- 15.1.2 Negotiations shall be conducted in accordance with New Hampshire RSA 273-A.

Section 2: Printing of the Agreement

- 15.2.1 The Board agrees to pay the cost of printing copies of the Agreement in booklet form and to distribute copies of the Agreement to each member of the bargaining unit presently employed by the Board. The Board agrees to provide each new employee with a copy of this agreement in booklet form.

ARTICLE 16

MANAGEMENT RIGHTS

- 16.1 The Board, subject only to the language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the unrestricted right (a) to direct and manage all activities of the School District; (b) to direct the work of employees; (c) to hire, promote, transfer, assign, fill vacancies, and retain employees in positions within the School District, to non-renew, and to suspend, demote, discharge, withhold wage increases, or take any other disciplinary action against the employees; (d) to act unilaterally, including by adoption of rule or regulation, on any and all matters not excluded by RSA 273-A, provided said act, rule or regulation, does not conflict with or violate any of the terms of the Agreement; (e) to maintain the efficiency of government operations; (f) to relieve employees from duties because of lack of work or for other reasons; (g) to determine the methods, means and personnel by which operations are to be conducted; (h) to contract with companies or agencies for work that otherwise would be performed by members of this bargaining unit; and (i) to take actions as may be necessary to carry out the mission of the agency in emergencies.

ARTICLE 17

SEPARABILITY

- 17.1 If any provision of this Agreement is held to be contrary to law, all other provisions shall continue in full force and effect.

ARTICLE 18

DURATION OF AGREEMENT

- 18.1 This Agreement shall continue in force and effect from July 1, 2005 through June 30, 2009.
- 18.2 The Board and the Federation agree that negotiations will commence not later than August 1, 2008 in order to give both parties an ample opportunity to negotiate a successor agreement.

AGREED to by and between the parties at Hudson, New Hampshire, as evidenced by the signatures of their duly authorized representatives, set forth below this ____ day of _____, 20__.

FOR THE HUDSON FEDERATION OF
PSRP'S – AFT-NH, AFT, AFL-CIO,
LOCAL #6245

Signed:

FOR THE HUDSON SCHOOL BOARD

Signed:

Pamela Hutchins, President

Philip D. Bell
Superintendent of Schools

David J. Alukonis, Chairman
Hudson School Board

APPENDIX A

NOTICE OF INTENT TO RE-EMPLOY

DATE: (on or before June 1st)

Dear (employee):

This letter is to be considered as your intent to return to your position as (XXXXX) for the 20__ - 20__ school year.

Please note that failure to return this signed notice to the Office of the Superintendent on or before June 30th will place your position as vacant. Your position will not be held and your insurance benefits will terminate effective July 1st.

The district pays insurance premiums for eligible employees for July and August in June, therefore if you are signing that you will be returning to work and decide to resign prior to the beginning of the 200X-200X contract year, you will be held responsible to reimburse the School District for all insurance benefits paid. This requirement can be waived at the sole discretion of the Superintendent of Schools and the School Board.

Sincerely,

Randy Bell
Superintendent of Schools

I will be returning to my position as (XXXXX) for the 20__ - 20__ school year.

Signature of Employee

I have decided not to return to my position as (XXXX) for the 20__ - 20__ school year. I have attached my letter of resignation.

Signature of Employee

APPENDIX B

WAGES FOR PART-TIME PARAPROFESSIONALS

<u>Step</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
0	\$11.95	\$12.25	\$12.49	\$12.74
1	\$12.38	\$12.69	\$12.94	\$13.20
2	\$12.74	\$13.06	\$13.32	\$13.59
3	\$13.55	\$13.89	\$14.17	\$14.45
4	\$14.09	\$14.44	\$14.73	\$15.03
5	\$14.63	\$15.00	\$15.30	\$15.60
6	\$15.17	\$15.55	\$15.86	\$16.18
7	\$15.73	\$16.12	\$16.45	\$16.77
8	\$16.29	\$16.70	\$17.03	\$17.37
9	\$16.81	\$17.23	\$17.57	\$17.93
10	\$17.41	\$17.85	\$18.20	\$18.57
11	\$18.18	\$18.63	\$19.01	\$19.39
12	\$18.94	\$19.41	\$19.80	\$20.20
13	\$19.43	\$19.92	\$20.31	\$20.72
14	\$19.68	\$20.17	\$20.58	\$20.99

Newly hired employees shall be placed at steps commensurate with prior experience and the needs of the District as determined by the Superintendent and School Board.

No employees shall receive step increases for 2005-06.

Each year 2006-09, employees who are not on the top step shall receive a one-step increase.

In addition, employees who were employed by the School District during the 2004-05, 2005-06, 2006-07 and 2007-08 school year shall receive an additional one-step increase at the beginning of the 2007-08 school year if they are not already on the top step of their wage scale for 2007-08.

APPENDIX C

WAGES FOR FOOD SERVICE EMPLOYEES

- (1) During the first school year that a food service employee is employed by the Hudson School District, the employee's hourly wage rate shall be as follows:

	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
Food Service Workers	\$9.21	\$9.49	\$9.77	\$10.06
Assistant Managers and Cooks	\$10.53	\$10.85	\$11.17	\$11.51
Managers	\$11.81	\$12.52	\$12.89	\$13.28

- (2) During the second and subsequent school years that a food service employee is employed by the Hudson School District, the employee shall receive the following increases in the hourly wage rate over the hourly wage rate received during the prior school year.

<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
0%	3.5%	3.5%	3.5%

- (3) Food service personnel who are promoted from one job classification to a higher job classification shall receive either the starting wage rate for the classification to which they are promoted or 2% more than they received in the job classification from which they were promoted, whichever is higher.

APPENDIX D

AUTHORIZATION FOR DUES DEDUCTIONS

AUTHORIZATION FOR PAYROLL DEDUCTION

Effective with the date of the collective bargaining agreement, I hereby request and authorize you to deduct union dues in the amount established by the Hudson Federation of PSRP's, AFT-NH, AFL-CIO in equal gross installments. The amount shall be paid to the TREASURER of the Hudson Federation of PSRP's, AFT-NH, AFT Local #6245 AFL-CIO, and represents payment for my union dues. I may terminate deductions on or before October 1st each year by written notice to the Board and the Union or by termination of my employment. This payroll deduction does not become effective until the collective bargaining agreement between the Union and the School Board becomes effective.

Signature: _____

NAME: (print) _____ DATE: _____

ADDRESS: _____ CITY _____

POSITION: _____ HOME PHONE: _____

WORK SITE/BUILDING _____

EMAIL _____