SOMERSWORTH SCHOOL DISTRICT

AGREEMENT

between the

Somersworth Educational Support Personnel Association

(Maintenance/Custodial)

and the

Somersworth School District

August 15, 2011 through June 30, 2013

BOARD/SUPPORT PERSONNEL CONTRACT

PREFACE

The Somersworth School District (DISTRICT) agrees that the provisions of the AGREEMENT shall be applied to all employees without discrimination due to race, color, religion, sex, age, marital status, national origin or sexual preference. There shall be no intimidation or coercion of employees who exercise their rights to bargain collectively through the ASSOCIATION because of their membership therein or their activities on behalf of the ASSOCIATION in accordance with the provisions of RSA 273 A.

All references to employees in this AGREEMENT are intended to designate both sexes and whenever the male gender is used, it shall be construed to include male and female employees.

WITNESSETH

Whereas the Association of Somersworth Educational Support Personnel, NEA-NH (ASSOCIATION) established itself as the exclusive representative of maintenance and custodial personnel of the Somersworth School District, now, therefore, the parties hereto contract and agree with each other as a result of collective bargaining as follows:

AGREEMENT

This signed agreement is made and entered into by the Somersworth School District, Somersworth New Hampshire hereinafter called the DISTRICT, and the Association of Somersworth Educational Support Personnel, NEA-NH, hereinafter called the ASSOCIATION, representing the maintenance and custodial personnel of the Somersworth School District, Association as defined on page 1, Section 1, Recognition.

SECTION I

A. RECOGNITION

Whenever used in the AGREEMENT, the word "employee(s)" shall refer to maintenance and custodial personnel of the DISTRICT of the city of Somersworth, New Hampshire.

The DISTRICT hereby recognizes that the ASSOCIATION is the sole and exclusive representative of the certified ASSOCIATION unit of maintenance and custodial personnel of the DISTRICT with the purpose of bargaining in respect to wages, hours of work, and working conditions in accordance with the provisions of Chapter 273-A:1: Public Employment Labor Relations Board (PELRB). The DISTRICT shall accord proper courtesy and respect to representatives of the ASSOCIATION when discussing mutual concerns of this AGREEMENT.

B. **Outsourcing At Or After Expiration of Agreement.**

The parties agree that, at or after expiration of their collective bargaining agreements, notwithstanding any other provision in this Agreement, the School Board has sole jurisdiction, authority and discretion to contract with a private vendor to provide custodial services that otherwise would be performed by persons employed in this bargaining unit, and to layoff the employees who previously performed those services, provided notice of intent to so contract and layoff is given as follows. To so contract and layoff at expiration of the agreement, said notice must be given when the expiring agreement was negotiated. To so contract and layoff after expiration of the agreement, said notice must be given at least six months in advance. The procedures under Section I(C) shall not be required for outsourcing under Section I(B).

C. **Outsourcing During Agreement.**

The parties agree that, during the terms of their collective bargaining agreements, notwithstanding any other provision in this Agreement, the School Board has sole jurisdiction, authority and discretion to contract with a private vendor to provide custodial services that otherwise would be performed by persons employed in this bargaining unit, and to layoff the employees who previously performed those services, subject to the following procedures:

1. Outsourcing under Section I(C) may not commence after June 30, 2014.

2. During the District's decision-making process regarding outsourcing under Section I(C):

    a. The Association president will be notified at least 48 hours before any presentation to the Board by prospective vendors.

    b. The Association president will be given an opportunity to be present at any presentations to the Board by prospective vendors.

    c. The Association president will be given copies of Requests for Proposals to perform custodial services and, after any bids are open to the public, will be given copies of the bids.

    d. The Association president or his/her designee will be given an opportunity to make a presentation to the Board after bids are open to the public and before the Board decides whether to contract with a private vendor.

3. If the District lays off custodial employees when it contracts with a private vendor under Section I(C):

   a. The School District's contract with the private vendor shall require the vendor, following security clearances and application review, to offer employment to each custodial employee who is laid off by the District and who applies for employment by the vendor. However, no employee shall be required to apply for employment by the vendor, and the vendor will not be required to offer the same wages, benefits, or other terms of employment that the School District provided prior to the layoff.

   b. The District shall pay each laid off employee a severance payment equal to one week of wages at his/her last hourly wage rate for each year of completed service to the District, up to a maximum of 17 weeks of wages. For the first two months after an employee is laid off, if the laid off employee continues health insurance under COBRA, the District will pay the same dollar amount toward COBRA health insurance premiums that Section XV(1) requires the District to pay for active employees who take the HMO health insurance plan.

   c. If a laid off employee applies for unemployment compensation, and if the employee has not accepted other employment with the District or with the vendor, the District shall respond to the New Hampshire Department of Employment Security's "Request to Employer for Separation Information" by indicating that the employee was separated due to lack of work and that the reason for separation was "Other Reasons: job was outsourced."

SECTION II ASSOCIATION RIGHTS

1. **LABOR AGREEMENT**
The DISTRICT agrees for itself and any of its authorized agents that it will not bargain with individual employee(s).

2. **INITIATION OF NEGOTIATIONS**

It is the intent of the parties to comply with State Laws as regards the initiation of negotiations. The parties shall set the first session on a mutually agreed upon date.

The school board reserves to itself full and exclusive jurisdiction and authority over matters of policy and regulations in relation to the direction and management of all activities of the school district, in accordance with the terms of this agreement.

3) **COPY EQUIPMENT**

The DISTRICT agrees to allow the use of its copying equipment to members of the ASSOCIATION for ASSOCIATION business with prior approval. This work will be performed during a time when the machines are not in use, when the employee is off-duty, and the material will be supplied by the ASSOCIATION. The Association will be liable for damages incurred in its use of equipment.

4) **COPIES OF AGREEMENT**

All employees shall be provided with a copy of this AGREEMENT and all appendices at the DISTRICT's expense. Copies will be provided within thirty (30) working days after the signing of this AGREEMENT.

5) **CURRENT POLICIES**

The ASSOCIATION president shall receive copies of all current policies and administrative practices regarding such terms and conditions and will receive copies of new such policies or practices within two (2) work days of their adoption.

SECTION III – GRIEVANCE PROCEDURE

An employee has the right to ASSOCIATION representation at all meetings regarding the employee's rights under this agreement or any meeting held to resolve grievances. When a grievance has been reduced to writing, the ASSOCIATION retains the right to have copies of all materials and to present its opinion of such grievances, to be present at meetings held to resolve such a grievance, and to have a copy of the decision rendered.

A grievance for the purpose of this agreement shall mean a complaint by an employee(s) or the ASSOCIATION concerning an alleged violation or an alleged inequitable application of any of the provisions of this agreement.

The ASSOCIATION shall be consulted as district policy or an administrative practice relative to terms and conditions of employment is being changed or adopted.

Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall automatically move the grievance to the next step. Failure of the grievant to appeal to the next step within the time limitations shall constitute a settlement of the grievance according to the decision of the response from the preceding step.

A grievance must be filed within twenty (20) working days of its occurrence, or within twenty (20) working days of the time the employee, by reasonable diligence, should have learned of its occurrence. Grievances shall be processed in the following manner:

STEP I
Any employee who has a grievance shall discuss it first with supervisor , if applicable, in an attempt to resolve the matter informally at that level. An ASSOCIATION representative may be present if requested. A decision shall be rendered the aggrieved in fifteen (15) working days. This decision shall be in writing.

STEP II
An unfavorable decision by the immediate supervisor may be appealed to the Superintendent of Schools within fifteen (15) working days. The Superintendent of Schools shall have fifteen (15) working days to render his decision in writing.

STEP III
If the grievance is not resolved to the grievant's satisfaction, he and the ASSOCIATION no later than fifteen (15) working days after receipt of the Superintendent's decision may request a review by the BOARD. The request shall be submitted in writing through the Superintendent of Schools, who shall attach all related papers and forward the request to the BOARD. The BOARD shall review the grievance and hold a hearing within twenty (20) working days. A decision will be rendered within fifteen (15) working days of the hearing.

STEP IV
Should the decision of the School Board be unsatisfactory, the ASSOCIATION may submit the grievance to arbitration under the voluntary labor arbitration rules of the American Arbitration Association.

Any step may be by-passed by mutual agreement.

In communication with any prospective employer, the administration shall avoid reference to the filing of a grievance by any employee.

SECTION IV – EMPLOYEE RIGHTS

1. All employees shall have the right to review their records during normal business hours upon twenty-four (24) hours' notice to the office of the Superintendent. The employee may have an ASSOCIATION representative present during such review. The DISTRICT agrees to protect the confidentiality of personnel records but shall not establish any separate personnel file, which is not available for the employee's inspection.

2. Employees are obligated to carry out their duties as required by State Law, School District Profiles and the lawful directives of administration. Deliberate failure to properly perform the duties and functions of a person's position in an efficient manner render that person liable to disciplinary action. Included in all employees' duties is the requirement to render efficient service to the public in as pleasant a manner as circumstances permit.

3. All employees shall be entitled to ASSOCIATION representation at conferences with supervisors where discipline is to be administered or discussed.

4. Bargaining unit members shall receive **intent to employ notices** not later than June 1.

SECTION V DISCIPLINE

1. No employee shall be disciplined without just cause.

2. The personnel record of an employee shall be cleared of any documentation of discipline after a period of two years from the date of such discipline, providing there are no further infractions committed during the intervening period.

3. Complaints regarding an employee shall be investigated before a complaint(s) can become part of an employee's personnel file. In the event that a complaint is included in the employee's file, he shall be given an opportunity to respond to the complaint(s) with a statement in the personnel file.

4. It is the policy of the School District to use progressive discipline whose goal is to correct and modify behavior rather than punish. Normally discipline will proceed through the following steps depending upon the nature and severity of the infraction:

   Verbal Warning
   Written Warning
   Suspension Without Pay
   Demotion (When Possible)
   Dismissal

5. The following are causes for immediate dismissal.

   Willful and gross neglect of duty
   Insubordination or serious breach of discipline
   Intoxication while on duty
   Willful damage to public property
   Knowingly use or attempt to use one's authority or office capacity to obtain special or preferential treatment for any person or firm.

SECTION VI – EVALUATION

1. Each employee will be advised of DISTRICT evaluation procedures and meet with his supervisor annually before observations begin to review mutual expectations for the year.

2. Prior to April 1, each employee shall receive a written copy of his annual evaluation. Such evaluation shall be ongoing and shall be done by the Superintendent or his/her designee. The evaluation shall be as constructive and factual as possible.

3. The evaluation shall be delivered at a conference between the employee and the immediate supervisor and/or designee. As a result of a second conference at least two (2) working days later, modifications may be made in the written document prior to its placement in the employee's file.

4. No evaluation, which has not been shown to the employee, may be placed in the file. The employee shall sign the evaluation; however, such signature shall indicate only that it has been reviewed and shall not necessarily indicate concurrence with the results. The employee shall have the right to attach a written response to the evaluation.

5. The annual evaluation and conference shall be completed prior to June 1.

SECTION VI I– DUES DEDUCTION

1. Upon presentation of a signed authorization cast by the employee to the Office of the Superintendent of Schools, the DISTRICT agrees to deduct the official dues of the ASSOCIATION from the wages of each custodial employee and pay the total amount of dues collected to the Treasurer of the ASSOCIATION once a month, along with a statement indicating who has paid dues.

2. The ASSOCIATION will keep the DISTRICT informed of the correct names and addresses of the Treasurer and Building Representatives of the ASSOCIATION.

3. If an employee has no check coming, or if the check is not large enough to satisfy the dues, then no deduction will be made. In no case, will the DISTRICT attempt to collect fines or assessments for the ASSOCIATION beyond regular dues deduction.

4. When an employee requests removal from the list of ASSOCIATION members, the ASSOCIATION should notify the central office in writing to stop withholding dues from the former member as of a certain date that is within the association rules as agreed by the member.

5. *Each Bargaining Unit Member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association including local, state and national dues. Said monies shall be collected and used in the same manner as union dues.*

SECTION VIII – JOB CATEGORIES

1. The DISTRICT will create descriptions of Job Categories for custodian/-groundskeeper and maintenance. The president of the ASSOCIATION shall receive copies of current Job Category Description. Sections VI,IX, XIII shall be administered in accordance with current Job Category Descriptions.

2. Personnel will receive normal work assignments from the *Facilities Director* or his/her designee.

SECTION IX VACANCIES

1. **Hiring Procedures**

Job posting shall include job specifications, job location, rate of pay, hours, category, and classification. All job postings shall include the month, day, and year of the opening.

Credit will be given for prior job-related experience as determined by a review of resumes by the Superintendent or designee when hiring new employees to the system. Salary consideration will be commensurate with experience and ability.

All employees who have been laid off will be kept on a re-employment list for two (2) years. Available permanent employees shall be reinstated before new employees are hired. Applications from available employees shall be considered before new employees are hired.

2. Work Reductions or Lay-offs

Lay-offs and rehiring will be based on job qualifications and performance evaluations. These factors being equal, seniority will prevail.

Should it become necessary for the DISTRICT to reduce the work force (lay off), employees will receive as much advance notice as possible, and there must be a minimum notice of one pay period.

3. Seniority

An employee's seniority shall commence with the hiring date and continue as long as he is in the continuous employment of the district.
An employee shall not forfeit seniority for absence caused by the following:

a) illness resulting in total/temporary disability due to his work with the DISTRICT, certified to by an affidavit from the worker's compensation carrier;
b) illness not the result of misconduct resulting in total/temporary disability certified by a physician;
c) duty with the Armed Forces.

Seniority will be defined as length of time of continuous employment including layoffs and approved leaves of absences.

The DISTRICT agrees to establish and keep up to date a seniority list. This list shall be posted once a year in July. The ASSOCIATION President shall receive a copy of said posting.

4. Promotions and Transfers

Promotions and transfers shall be awarded on the basis of ability and performance. Other factors being equal, promotions and transfers will be awarded based on seniority.

All employees who are promoted or newly hired will be on probationary status for sixty (60) working days. During this period, promoted employees shall receive their current rate of pay.

All unit vacancies that are to be filled and all new jobs must be posted for ten (10) working days in each school to allow employees the opportunity to apply for those jobs. These vacancies and new jobs shall be filled within twenty (20) working days after the district has received qualified applications. The district will make all reasonable efforts to solicit qualified applications. The President shall receive copies of all unit vacancies and new jobs.

SECTION X SAFETY

The DISTRICT shall have written regulations for the safety and health of its employees during their hours of employment. Representatives of the DISTRICT and ASSOCIATION may meet at the request of either party to discuss such regulations.

SECTION XI HOLIDAYS/VACATIONS

1. Holidays

a) Twelve month employees shall be paid the following holidays:

Independence Day	Day before Christmas
Labor Day	Christmas Day
Veterans' Day	Day before New Years'
Thanksgiving Day	New Year's Day
Day after Thanksgiving	Memorial Day
Civil Rights Day	President's Birthday
Columbus Day	

Except when school is in session, should a holiday fall on a Saturday, the preceding Friday shall be considered the holiday. Should a holiday fall on a Sunday, it will be celebrated on Monday. All employees shall be paid for these days.

b) Holiday Pay

All hours worked on a holiday shall be at the rate of the time and one-half over and above the regular hours for the holiday.
All hours paid on a holiday shall be counted as hours worked when computing overtime.

If a holiday occurs while an employee is on paid leave, the employee shall be granted an extra day. This day may be taken at any time during the year with sufficient notice and with the specific date approved by the *Facilities Director.*

2. Vacations

Vacation time earned will be given annually on July 1, based on the employee's length of service with the DISTRICT as of the same date. For employees with less than one full year of service, vacation time earned will be given in direct proportion to the percentage of a full year of employment worked as of July 1 of each year. Vacation periods shall be scheduled by the Superintendent or designee. Decisions about scheduling shall be based on work to be accomplished and seniority. Vacation pay will be based on an employee's regular rate of pay, using the following schedule:

Years of Service	Days per year earned
After 1 to 5 years	10 days
After 5 to 10 years.....	13 days
After 10 to 15 years.....	16 days
Over 15 years.....	20 days plus (1) day for each year after 15 to a maximum of twenty-five (25) days.

Vacations may be taken at any time of the year with sufficient notice.

The DISTRICT agrees to notify each employee, in writing, of eligible vacation leave days once a year in the month of July.

Employees may receive pre-payment for vacation with two (2) weeks notice. Exception is made for days, which overlap the start of a new fiscal years, payment for which will be made on July 1st.

Upon termination of employment, the DISTRICT shall pay to the employee an amount equal to one hundred percent (100%) of vacation leave earned prior to the date of termination of employment.

Upon the death of an employee while in the employ of the DISTRICT, the DISTRICT shall pay to the employee's estate an amount equal to one hundred percent (100%) of earned vacation leave. Said payment shall be made within twenty (20) working days of notification of the employee's death.

Employees may carry over a maximum of ten (10) vacation days. Employees who cannot schedule and/or use these vacation days, at the request of the DISTRICT, during the year in which they are entitled to receive them shall be paid for the days not taken at their current rate of pay.

SECTION XII LEAVES

1. **Extended Leaves**
   Upon approval of the Superintendent, leaves of absence without pay may be granted.

   All requests, extensions, renewals, or modifications of leaves shall be made in writing and responded to in writing.

   The following leaves are intended as a benefit and shall not be taken for the primary purpose of performing other paid employment, except civil leave as described.

2. **Personal Leave**
   Employees may be granted up to six (6) days of non-accumulated leave of absence with full pay. Said days will be taken only for purposes, which cannot be reasonably accomplished on other than a work day. Permission of the Superintendent, Facilities Director, or designee shall be required as much in advance as is reasonably possible. For serious injury or illness or death in the immediate family, notification only will be made as soon as is reasonably possible. For days immediately before or after vacations or holidays, brief explanations may be required. The employee shall not as a condition of receiving said leave be required to reveal information, which would cause embarrassment. Personal leave shall not be taken for the purpose of performing other paid employment.

3. **Civil Leave**
   Employees on jury duty or summoned as a witness in a local, state, of federal court will be compensated equal to the difference between court reimbursement and their per diem rate without loss of benefits or salary status.

4. **Child Care Leave**
Child care leave of up to one (1) year, for either natural or adoptive parents, shall be granted without pay to employees upon written request for such leave. Notification of the intent to take such a leave shall be made to the Superintendent at least twenty (20) working days prior to the date on which the leave is to begin, except in cases of emergency. Child care leave notification shall also include the expected termination date of such leave.

At the conclusion of the leave, the employee shall return to the same job category held prior to leave unless transferred under the provision of section VIII.

5. **Sick Leave**
Sick leave without loss of pay or other benefits shall be computed at a rate of one (1) day per month, plus one additional day on July 1st and January 1st, for an annual total of fourteen (14) sick days per year, cumulative to 120 days.

Sick leave may be used to care for a member of the employee's immediate family.

The DISTRICT agrees to notify each employee in writing of accumulated sick leave once a year in the month of July. All paid sick leave shall be counted as hours worked when computing overtime.

Reimbursement for unused accumulated sick days
Upon leaving the district, an employee shall be reimbursed in cash for unused sick days at the following rates:

0 – 15 years of service..... $25 per day
After 15 years of service..... $30 per day

Sick leave reimbursement payments shall be made in July of the seceding budget year.

6. **Bereavement Leave**
Employees shall be entitled to bereavement leave up to five (5) days without loss of pay for the death in the immediate family: spouse, children of the employee, children of the spouse, parents and siblings of either the employee or the employee's spouse. Employees shall be entitled to bereavement leave on one (1) day without loss of pay for the death or grave illness for all other family members. Additional days leave with pay may be granted by the Superintendent as appropriate and necessary.

7. **Meeting Leave**
When the President of the ASSOCIATION or his/her designee has work to do which takes him away from regular employment with the DISTRICT, they, at the written request of the ASSOCIATION, may be granted a leave of absence of up to four (4) work days per year with full pay and no loss of seniority of other benefits.

Employees elected as delegates to either the ASSOCIATION National Convention or New Hampshire State convention, shall be allowed a leave of absence with no loss of pay, not to exceed one (1) working day per year. Two (2) ASSOCIATION employees shall be entitled to attend either of the above mentioned conventions (one to each).

SECTION XIII HOURS

1. Hours

The normal work week will consist of forty (40) hours. Hours and shift assignment shall be included in each employee's intent to employ letter.

All hours worked in excess of the normal work week shall be paid at the rate of time and one half, or compensatory time for hours worked by mutual agreement.

When a vacancy occurs, on any shift, current employees may change shifts in accordance with Section VIII. Should no one volunteer for transfer, the least senior person shall be transferred. During any employment year, an employee's starting time or finishing time may be shifted no more than one hour, except by mutual agreement, or in demonstrable emergency.

Personnel who are called back to work after normal work hours shall be compensated for time spent with a minimum of two (2) hours. Overtime will be paid in accordance with paragraph 2.

The parties agree that the overtime will normally be offered to the custodian performing the work and thereafter on the basis of seniority.

SECTION XIV WAGES

1. WAGES

All employees will be paid in accordance with Appendix A.

Any employee who shall perform duties paying a higher classification shall paid midway to the higher rate for the hours spent performing such duties. At no time shall an employee be paid at a lower rate than that for which he is classified.

2. LONGEVITY

Longevity will be based on the number of completed contract years and will be paid as follows:

Five (5) to nine (9) years	$400
Ten (10) to fourteen (14) years	$500
Fifteen (15) to nineteen (19) years	$600
Twenty (20) to twenty-four (24)	$700
Twenty five (25) or more years	$1,000

Longevity will be paid in two (2) installments -- fifty percent (50%) in the first paycheck in December and fifty percent (50%) in the last paycheck in June. Employees hired after July 1, 1996 are not eligible to receive this benefit.

SECTION XV BENEFITS

1. Health Insurance

a. If an employee wishes to take the POS plan, the employee will pay the difference between the District cost of the HMO plan and the POS plan.

b. The District will pay the following percentages of the HMO plan each year:
94% single, 84% 2-person, 84% family

c. The HMO plan and the POS plan both will include prescription co-payments or $5/$15/$35 in 2011-12 and $10/$30/$65 in 2012-13.

Employees working less that 50% based on a 40-hour work week will not be provided medical coverage.

The Board will reimburse each employee who does not take health insurance $1,500 each school year.

2. **Dental Insurance**
The Board will provide 100% individual or two-person coverage equivalent to Delta Dental Plan C.

3. **Life Insurance**
The DISTRICT will pay the premium for a term life insurance includes accidental death and dismemberment. The face value for each employee will be equal two (2) times the annual wages of the employee or $20,000, whichever is greater.

4. **Disability Insurance**
The DISTRICT will purchase income protection insurance for each employee to begin on the 91st day of disability in an amount equal to 66 2/3% of the monthly salary of the employee at the date of disability. Said insurance shall run until age 65 and shall be coordinated with Social Security benefits.

5. **Liability Insurance**
The District shall provide liability insurance within the provisions of the DISTRICT policy.

6. **Clothing Allowance**
The Board will supply five (5) new shirts, or one jacket and three (3) new shirts, per contract year to every employee covered by this Agreement. In addition, the Board will reimburse for four (4) new pairs of pants up to $25.00 per pair per contract year to every employee covered by this Agreement. The Union and the District will agree on the type and style of shirts and pants. These shirts are to be worn every day when school is in session. It is the responsibility of the employee to wash and care for these shirts and pants. It is also required that all employees wear well-maintained work pants that are free from holes. At the request of the employee and with the supervisor's approval, the wearing of uniforms may be waived temporarily.

7. **Mileage**
When using their personal vehicle for district business, the employee shall be reimbursed at the city approved rate.

8. **Worker's Compensation**
Worker's compensation benefits will be provided as specified in the New Hampshire statutes.

SECTION XVI DURATION AND RENEWAL

All terms and conditions of employment contained within this AGREEMENT shall take effect beginning on August 15, 2011, and shall continue to be in force until June 30, 2013.

If any provisions of the AGREEMENT or any application of this AGREEMENT to any employees or groups of employees is held to be contrary to law or enforceable by any court of competent jurisdiction, then such provision of application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

For the Association of Somersworth Education Support Personnel

Robert Cantwell
Signed

10-13-11
Date

For the Somersworth School Board

Stephanie A. Liotto
Signed

10-13-11
Date

APPENDIX A

Wage schedule

Custodian/Maintenance

2010-2011 Wage Schedule	
Step	Rate
1	$12.10
2	$13.06
3	$14.03
4	$15.00
5	$15.99
2011-2012 Wage Schedule	
Step	Rate
1	$12.34
2	$13.32
3	$14.31
4	$15.30
5	$16.31
2012-2013 Wage Schedule	
Step	Rate
1	$12.69
2	$13.69
3	$14.71
4	$15.73
5	$16.77

Those employees who work after **6:00 PM** shall be paid a night differential of addition (40) cents per hour above the rate(s) in Appendix A.

Maintenance Differential: Maintenance employees shall be paid $1.00 per hour more than the amounts listed on the schedule.

Summary

August 15, 2011

The Somersworth School Board negotiating team and the Somersworth Educational Support Personnel Association reached the following agreement:

1. Wages and Duration: (Section 16)
   2 year agreement August 2011-June 2013
   Wages Year 1=2% COLA
   Wages Year 2=2.8% COLA

2. Health Insurance:(Section 15, Number 1)
   The District will pay the following percentages of the HMO Plan,
   2011-2012= 94% Single, 84% 2-Person, 84% Family
   2012-2013= 94% Single, 84% 2-Person, 84% Family
   Increase of co-pay for prescription drugs from
   $5/15/35 to $10/30/65

3. Wording Changes:
   Section 1, Added language B and C= Outsourcing
   Section 15, Number 6=Clothing Allowance
   We also changed the numbers to follow in sequence