

**July 1, 2024 – June 30, 2027**

# **AGREEMENT**

**BETWEEN**

**CLAREMONT SCHOOL BOARD**

**AND**

**THE CLAREMONT ASSOCIATION OF  
MAINTENANCE AND CUSTODIAL  
EMPLOYEES**

April 2024

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## **1. Agreement**

This 2024-2027 Agreement between the Claremont School Board (hereinafter called the "Board") and the Claremont Association of Maintenance and Custodial Employees (hereinafter called the "Union" of the "Association") is made and entered into on this 2<sup>nd</sup> day of April, 2024.

## **2. Purpose**

The general purpose of this Agreement is to set forth agreements in accordance with RSA 273-2 reached between the Board and the Union with respect to wages, hours, and other terms and conditions of employment for employees in the bargaining unit described in the Recognition Clause as follows:

## **3. Recognition**

The Board recognizes the Claremont Association of Maintenance and Custodial Employees as the exclusive bargaining agent for all employees of the District specifically to include as having been certified by the New Hampshire Public Employee Labor Relations Board (PELRB), pursuant to RSA 273-A, as the exclusive representative of the bargaining unit consisting of all custodians and maintenance workers employed by the Claremont School District.

Updated job descriptions will be developed in consultation with the Association. The Board agrees to notify the Association when any new positions are created that could be interpreted as sharing the same community of interest under RSA Chapter 273-A.

Definitions:

Building Technician: A custodial position that works first or second shift.

Building Manager: A first shift custodial position that assists in organizing the workflow of building technicians and works directly with the building principal and facility director.

Grounds Manager: A first shift position that works across the district to maintain grounds and equipment and works with building managers and the facility director to assist with in-building tasks.

Mechanic: A first shift position that maintains all district facilities and grounds and works directly with building managers and the facility director. Although regularly scheduled for first shift, the Mechanic may be called in or scheduled to undertake repairs and/or upgrades to facilities and equipment as reasonably required.

## **4. Non-Discrimination**

The Board and the Union agree not to discriminate against a member of the unit because of race, creed, color, sexual preference, age, religion, national origin, handicap or participation in the Union.

## **5. Strikes and Lockouts**

Under no circumstances will the Union cause, encourage, sponsor, or participate in any strike, sit-down, stay-in, sick-in, sick-out, work slowdown, withholding of services or any curtailment of work or restriction or interference with the operations of the District during the terms of this Agreement.

The Board agrees it will not engage in any form of lockout against employees.

## **6. Management Rights**

- A. The parties agree that all the rights and responsibilities of the Board which have not been specifically provided for in this agreement are retained in the sole discretion of the Board whose right to determine and structure the goals, purposes, functions, and policies of the District without being subject to the grievance and arbitration procedures of this agreement shall include but not limited to the following: a) the right to direct employees, to determine qualifications, promotional criteria, hiring criteria, standards for work and to hire, promote, transfer, assign, retain employees in positions; and to suspend, demote, discharge, or take other disciplinary actions against an employee for proper and just cause, subject to the other provisions of this agreement, including grievance and arbitration; b) the right to relieve an employee from duty because of lack of work or other legitimate reasons; c) the right to take such action as is in its judgment it deems necessary to maintain the efficiency of District operations; d) the right to determine the means, methods, budgetary and financial procedures, and personnel by which the operations are to be conducted; e) the right to take such actions as may be necessary to carry out the missions of the District in case of emergencies; f) the right to make rules, regulations and policies not inconsistent with the provisions of this agreement and to require compliance therewith; and g) the right to subcontract.
- B. Nothing in this agreement shall be construed to limit the right of the Superintendent or other supervisory personnel to direct the employees as their judgment required in any and all emergency situations as they deem to be appropriate.
- C. It shall be the right of the Union to present and process grievances of its members whose wages, hours or working conditions are changed in violation of this agreement as specified in Article XII whenever such grievances exists.

## **7. Consultation**

- A. Representatives of the Union may meet with designated representatives of the District once a month to discuss matters of mutual concern, including those matters necessary to the implementation of this Agreement at no loss of pay. A

written agenda shall be submitted by the Union to the designated representative no less than five days before the scheduled date of the meeting. At the discretion of the District's representative, additional matters for discussion may be placed on the agenda. When such is the case the Union will be given five (5) days to consider the matter prior to its discussion. Nothing contained herein shall prevent the District and its representatives from meeting on a less frequent basis on mutual agreement.

- B. Nothing contained herein shall prevent the Union from consulting with the District's administrative personnel at any time, if matters of mutual concern arise of an urgent or emergency nature. However, grievances must be submitted in accordance with the procedure contained in this Agreement.

## **8. Maintenance of Membership**

- A. Each member of the bargaining unit who, on the effective date of this Agreement, is a member of the Union, and each employee who becomes a member of the bargaining unit and the Union after that date shall continue his/her membership in the Union during the duration of this Agreement, provided, however, that an employee may at his/her discretion and in writing, withdraw his/her membership from the Union anytime prior to the expiration date of the Agreement.
- B. Should there be a dispute between an employee and the Union over the matter of an employee's Union membership, the Union agrees to hold the Board harmless in any such dispute.

## **9. Discipline and Termination for Cause**

- A. All warnings including written warnings and written record of oral warnings, suspension and discharges must be communicated in writing and the reasons for such action should be clearly stated within such a document. The affected employee and the Union shall receive a copy of this document.
- B. An employee may be disciplined or terminated/dismissed if there is found to be just cause for such action. Just cause shall include but not be limited to the following:
  - a. medically diagnosed incapacity to perform assigned duties;
  - b. incompetence;
  - c. behavior incompatible with effective conduct of duty;
  - d. behavior detrimental to the District, or
  - e. failure to carry out assigned duties.
- C. All suspensions and discharges must be communicated in writing and the reasons for such action should be stated clearly within such a statement. The affected employee and the Union shall each receive a copy of this document.
- D. Disciplinary actions will normally be taken in the following order:

- (a) Verbal Warning
- (b) Written Warning
- (c) Suspension Without Pay
- (d) Discharge

However, the above sequence need not be followed if an infraction is sufficiently severe, in the Superintendent's opinion, to merit immediate suspension or discharge.

- E. No employee shall be penalized, disciplined, suspended or discharged without just cause.
- F. Employees who are absent from work for more than five (5) working days and who have not been granted a leave of absence during that period, or who do not present justifiable evidence, upon written request, showing they were unable to report, shall be deemed to have resigned from employment.
- G. The Claremont School District has installed video surveillance systems in various locations in an effort to ensure the safe, secure, and efficient operations of its schools. Accordingly, the Claremont School District agrees that the school video surveillance system shall not be used primarily for the purpose of monitoring employees' day to day activities in an effort to uncover otherwise unsuspected employee misconduct and is not intended to be an evaluative tool. Provided however, nothing herein shall be construed to prohibit the Claremont School District from using any video recordings in disciplinary or evaluative matters where misconduct is first discovered, suspected or reported through other means or through the routine and appropriate use of the video surveillance system in a manner that conforms with the requirements of this provision. An employee has the right to access and receive copies of any surveillance material if it is being used for disciplinary purposes.

## **10. Employee Rights**

An employee covered by this Agreement shall have the right upon request to have a union representative at a meeting which the employee reasonably believes might lead to disciplinary action or which is disciplinary in nature.

## **11. Personnel Files**

No material derogatory to an employee's conduct, service character or personality shall be placed in his/her personal file unless he/she has had an opportunity to review the material. An employee will be informed in writing regarding information placed in his/her personnel files if such material pertains to job performance or behavior. The employee will acknowledge that he/she has had an opportunity to review such material by affixing his/her signature to the copy to be filed, with the express understanding that such signature in no way indicated agreement with the contents thereof. The employee will also have the right to submit a written answer which shall be attached to such file material; except that this section shall not apply to material of confidential nature, i.e., employment reference, etc. secured during the employment process. Derogatory

material in the employee's file will remain for no more than one (1) year with the exception of evidence of sexual, verbal or physical misconduct.

An employee will have the right, upon request, to review the non-confidential contents of his/her personnel file at reasonable times, provided that the Board shall be held harmless from any and all claims in connection with the permission granted under the provisions of this section. An employee wishing to utilize the provisions of this section shall obtain permission from the Superintendent's Office. An employee, if he/she desires and for a reasonable fee, may have copies made of items in his/her personnel file that are not confidential as indicated under the Family Educational Rights and Privacy Act.

## **12. Grievance Procedure**

### **A. Definition -**

A grievance under this Article is defined as an alleged violation of any provision of this Agreement in which an individual grievant alleges a personal loss or injury.

NOTE: An employee who has "complaint" may take up the complaint with his/her immediate supervisor verbally before he/she processes the complaint as a formal grievance. The immediate supervisor shall give his/her answer within five (5) workdays. It is anticipated that nearly all complaints can be resolved informally without grievance. Each grievance must be submitted in writing by the Union and must contain a statement of the facts surrounding the grievance, the provision(s) of this Agreement allegedly violated, and the relief requested.

### **B. Procedure**

#### **Step One**

An employee or the Union on behalf of an employee desiring to process a grievance must file a written statement of the grievance to the Superintendent or his/her designee no later than twenty (20) calendar days after the employee knew the facts on which the grievance is based, and in no case more than one (1) month from the occurrence. The Superintendent or his/her designee shall meet with the employee and the Union representative within three (3) workdays following receipt of the notice and shall give a written decision within three (3) workdays thereafter.

#### **Step Two**

If the employee or the Union on behalf of an employee is not satisfied with the decision of the Superintendent, he/she may file, within ten (10) calendar days following the Superintendent's decision, a written appeal with the School Board setting forth specific reasons why the employee or the Union believe the Agreement is being violated by the administrator's action in question. Within twenty-five (25) calendar days following receipt of the appeal, the School Board shall either issue a written decision or schedule a hearing. Said hearing shall be

held no later than thirty (30) calendar days following receipt of the appeal and written decision shall be rendered within five (5) workdays thereafter.

- a) If the Union is not satisfied with the disposition of the grievance or no decision has been rendered by the School Board within thirty (30) calendar days after they received the grievance and prior to submission of the grievance to arbitration representatives of the Union and management may, by mutual consent, meet to determine if the grievance can be settled without arbitration.

### Step Three

If the employee or the Union on behalf of an employee is not satisfied with the decision of the School Board, the Union may file, within twenty (20) calendar days following receipt of the decision, a request for arbitration to the American Arbitration Association under its rules and regulations. The decision of the arbitrator shall be final and binding on the parties.

- C. The cost of the arbitration shall be borne mutually by both parties.
- D. The foregoing time limitations may be extended by mutual written agreement of the parties.
- E. Failure of the grievant to abide by the time limits set out in this article shall result in the grievance being deemed settled on the basis of the last decision made by the appropriate "hearing officer" on behalf of the Board or Superintendent.
- F. The Superintendent shall not designate a hearing officer at any step of the grievance procedure who has heard the grievance at a prior step.

### **13. Hours of Work and Overtime**

- A. The regular workday shall be eight (8) hours of work in a twenty-four hour period. Eight (8) hours shall be compensated at straight time. Additional hours worked @ 1 1/2 times.
- B. Hours of work shall be consecutive except where an unpaid lunch period is provided in operations not scheduled for a third shift.
- C. Shift starting times shall be as follows:

First shift	-	6:30 a.m.	-	3:30 p.m.
Second shift	-	2:30 p.m.	-	10:30 p.m.
Third shift	-	11:00 p.m.	-	7:00 a.m.

Flexible hours for shifts can mutually be agreed upon as approved by the Superintendent or his/her designee.

NOTE: Second and third shifts to receive a 10% differential.



- D. The regular work week shall be five (5) consecutive days beginning on Mondays, except for a third shift and shall total forty (40) hours in accordance with Section 11.1 above.
- E. When third shift is scheduled, it will begin as the first shift in the week and will start the work week at 11:00 p.m. Sunday night.
- F. Employees on second and third shift operations shall be paid twenty (20) minutes for lunch.
- G. All other employees shall receive an uninterrupted unpaid lunch break. First shift personnel do not have to take a one (1) hour lunch break.
- H. Time worked on Saturday and Sunday will be paid at the rate of one-and-one half (1 1/2) times the straight time rate, regardless of the number of hours worked.
- I. Time worked in excess of eight (8) hours in one day will be paid at the rate of one-and-one half (1 1/2) times the straight time rate or in compliance with the Fair Labor Standards Act, whichever is applicable to the specific area.

### **13.1 Overtime Distribution**

- A. Overtime will be managed by the Superintendent or designee.
- B. Overtime shall be defined as a shift covered, in whole or in part, for another employee who is absent or for coverage associated with a special event, when such coverage exceeds the covering employee's regularly scheduled work hours. Unless otherwise agreed, an employee shall normally work their entire regularly scheduled shift when accepting overtime hours.
- C. Overtime shall first be offered to employee in building where overtime is to be worked and may be offered in partial shifts as warranted.
- D. Then it is to be offered to any other bargaining unit member within job class and any other bargaining unit member if no employee in the job class is available.
- E. Overtime will be paid at time and half (1 1/2). In the event an employee is called to his building by the Police or School Department, a minimum of two (2) hours salary, at time and a half (1 1/2) will be paid. This does not refer to weekend checks. The additional two (2) hours minimum pay, at time and a half (1 1/2), will not be paid in the event the problem relates to the custodian not accomplishing his duty. Building checks on holidays will be at the rate of time and a half (1 1/2).

### **13.2 Call in For Snow Removal**

If called to work early for snow removal duty the employee will receive, in addition to the straight time pay normally entitled to receive, an additional payment equal to one half times the normal rate of pay times the number of hours called in early. Management

reserves the right to limit the number of hours worked by the employee to not more than eight hours in that day and reserves the right to send employees home early due to health and safety reasons.

### **13.3 Professional Development**

Each year, the District shall set aside up to eight hours for professional development of all employees, which shall occur on a day already scheduled as a non-student day for teachers. All employees shall be eligible to participate and shall be paid for their time. Professional development shall be related to job duties, trends in the field, safety, and/or other topics as brought to the attention of the District. The Association president shall have an opportunity to provide suggestions for such trainings.

### **14. Seniority Rights**

- A. Seniority is defined as length of unbroken service within the bargaining unit and shall be computed from the bargaining unit date of hire with the Claremont School District. All bargaining unit members shall be ranked on the list in order of their date of hire as above defined. In the circumstance of more than one (1) person being hired on the same date of hire, all individuals so affected will participate in a drawing to determine placement on seniority list. Said drawing shall take place during a necessary Reduction in Force where a tie needs to be broken.
- B. New employees shall serve a probationary period of ninety (90) calendar days and shall accrue seniority during this period which shall be credited to the employee at the end of his/her first ninety (90) calendar days.
- C. Seniority rights are lost when employment is severed by resignation, retirement, discharge for cause, or transfer to a non-bargaining unit position; however, an employee promoted from the bargaining unit shall retain his/her seniority rights for ninety (90) days.
- D. Seniority shall not be broken by a reduction in force or by an approved leave of absence without pay although the employee shall not earn seniority during the time he/she is laid off or on leave of absence.
- E. In the event a reduction in force is determined to be necessary in the sole discretion of the School Board, the Board agrees that it will select persons to be retained within the workforce based on their seniority. Recall rights shall remain in effect for three (3) years following the school year in which the layoff notice was affected.

### **15. Salaries**

- A. Each employee on the payroll at the end of the time of the signing of this Agreement shall receive for the duration of covered employment the wages in accordance with his/her job classification as specified in Appendix A of this Agreement.



2025-2026

COLA 4.0%

	Building Tech	Building or Grounds Manager	Mechanic
1	\$ 18.48	\$ 20.70	\$ 22.77
2	\$ 19.68	\$ 22.04	\$ 24.25
3	\$ 20.96	\$ 23.48	\$ 25.82
4	\$ 22.32	\$ 25.00	\$ 27.50
5	\$ 23.77	\$ 26.63	\$ 29.29
6	\$ 25.32	\$ 28.36	\$ 31.19

2026-2027

2026-2027

COLA 3.5%

	Building Tech	Building or Grounds Manager	Mechanic
1	\$ 19.13	\$ 21.42	\$ 23.57
2	\$ 20.37	\$ 22.82	\$ 25.10
3	\$ 21.70	\$ 24.30	\$ 26.73
4	\$ 23.11	\$ 25.88	\$ 28.47
5	\$ 24.61	\$ 27.56	\$ 30.32
6	\$ 26.21	\$ 29.35	\$ 32.29

**16. Supplementary Compensation (Benefits)**

Unless otherwise qualified by this Agreement, the Board agrees to maintain Insurance, Medical Coverage, and other Supplementary Compensation (Benefits) in accordance with both the level of coverage and method of administration in effect at the date of the signing of this agreement. Such maintenance of benefits shall be in effect through June 30, 2024.

## **17. Health Insurance**

The district will contribute 95.5% of the health insurance premiums of the SchoolCare Yellow Plan, with Choice Fund for a single, two person, or family coverage. In addition, the District will offer the SchoolCare Orange Plan as an option with the District contributing 100% of the premiums.

Other plans that are available in the District employee may participate in, but the balance of payment between the capped cost above and the selected alternate plan will be the responsibility of the employee to pay to the District. Job related-required physical exams will be managed by the District at the District's cost. If the employee cannot meet the appointment date set by the District for the physical exam, then the burden of payment for the exam shifts to the employee.

Beginning on July 1, 2020, the Board agrees to establish an IRS Section 125 Medical Flexible Spending Account. These funds may be used to offset any medical or other expenses allowed by law. Employees will be allowed to voluntarily contribute up to the maximum allowed by law per year to the Section 125 Plan by payroll deduction if allowed by law. Up to \$500 in funds not expended by a participating employee by the end of the plan year may be rolled over for use by that employee in the next plan year to the extent allowed by law.

## **18. Life Insurance**

The Board agrees to provide life insurance at the rate of one times an employee's annual salary with a cap of \$30,000. The Board will determine the carrier for such life insurance.

## **19. Long Term Disability**

### **Long Term:**

66 & 2/3% of monthly salary to a maximum of \$3,500.00 with a 90 day waiting period, benefit payable to age of 65.

## **20. Dental**

The district will provide Delta Dental insurance (Plan A=100%, Plan B=80%, Plan C=70%, yearly maximum of\$1,500) for all eligible employees, with 50% of premiums paid by District.

## **21. Sick Leave**

A. Fifteen (15) days annually cumulative to one hundred twenty (120) days. Accounting of accumulated sick days will be rendered to each employee during July.

- B. Sick days may be used for the employee's own illness including doctor and dentist appointments, and to tend to the illness of an immediate family household member. Sick Days shall not be used to supplement or replace vacation time or personal leave.
- C. Upon retirement, an association member will be reimbursed for 50% of a maximum of sixty (60) sick days at a rate of \$100 per day. This payment will be included in the member's final paycheck. To be eligible for this benefit, a member must have eight (8) years of service in the district and give six (6) months advance notice of intent to retire no later than December 15. In the event of catastrophic disability, the six (6) month notification period will be waived. A maximum of ten (10) days of any of the member's remaining sick day balance will then be added to the Association sick pool.

**22. Sick Pool**

A sick pool is to be used by Maintenance and Custodians who have exhausted their leave and who have been employed in the bargaining unit for at least three years. The pool will be replenished annually by taking five (5) unused sick days from all Maintenance and Custodial employees who have reached the maximum number of sick days at the start of each school year. The pool should be cumulative to one hundred and fifty (150) days. Should the pool fall below fifty (50) days then one (1) day will be taken from each employee to replenish the pool. The pool can be replenished at any time during the year. This pool shall be administered by the Superintendent of Schools or his/her designee. A maintenance employee or custodian will become eligible to request extra time after he/she has exhausted all accrued sick time. Upon presentation of evidence of disability or illness to the Union Officer and Superintendent or his/her designee an employee may be granted up to ten (10) days of additional leave. If more is needed, the employee may reapply. Use of sick pool days shall end once an employee qualifies for long-term disability benefits or after 90 consecutive calendar days, whichever comes first, provided that if the employee's application for long-term disability benefits is pending or has been denied and is being appealed, the employee may be approved for additional sick bank days.

**23. Holidays**

The following holidays shall be considered as paid holidays:

- |   |                                |
|---|--------------------------------|
| July 4                                  | Civil Rights Day               |
| Labor Day                               | Washington's Birthday          |
| Columbus Day (only if a school holiday) | First Monday of April Vacation |
| Thanksgiving Day                        | Memorial Day                   |
| Friday after Thanksgiving               | One Day of Employee Choice     |
| Day before Christmas                    | Juneteenth                     |
| Christmas Day                           |                                |
| 1 day before New Year's Day             |                                |
| New Year's Day                          |                                |
| Veteran's Day                           |                                |

If one of the 16 paid holiday's falls on a day school is in session or Saturday or Sunday, employee may take the holiday at his or her own choice at a later date.

#### **24. Personal Days**

The Board will grant two (2) paid personal leave days annually to the employee for the following reasons: conducting important affairs which cannot be accomplished at any other time, attendance at funerals, attending to sick relatives, or urgent, confidential family concerns and important Holy Days. Leaves shall be with permission of the Superintendent who shall not act in an arbitrary or capricious fashion, and no additional reasons shall be required for granting such leaves. It is agreed that "confidential" shall mean for "superintendent's eyes only." This section excludes such things as social affairs, pleasure trips and recreation.

To be eligible for personal leave a written request shall (except in an emergency) be presented to the Superintendent at least twenty-four (24) hours prior to any such personal leave. The Superintendent shall respond forthwith followed by verification in writing.

Any employee shall be paid a bonus of \$200 if no personal leave is taken during the school year. The bonus shall be paid after June 30 after the fiscal year is complete.

#### **25. Bereavement Leave**

- A. Spouse, Child, Father, Mother, Sister, Brother, Grandchild: five (5) consecutive work days from time of death excluding Saturdays, Sundays, and Holidays.
- B. Father-in-law, Mother-in-law, Grandparents, Sister-in-law, Brother-in-law: three (3) consecutive work days from the time of death excluding Saturdays, Sundays and Holidays.
- C. Aunts, Uncles, Wards, or relatives residing in the employee's household: two (2) consecutive work days from time of death excluding Saturdays, Sundays, and Holidays.

#### **26. Jury and Witness Duty**

An employee called as juror or witness will be paid the difference between the fee received for such service and the amount of straight time earnings lost by reasons of such services. Satisfactory evidence of such service must be submitted to the employee's immediate supervisor.

Employees who are called to jury or witness duty and are excused from the jury or witness duty for a day or days shall report to their regular work assignments as soon as possible after being excused.

#### **27. Vacation**

- A. Date of hire shall be used to determine vacation benefits.

Each employee will be eligible for vacation with pay in accordance with the following schedule:

Six (6) months on the job	one (1) week
One (1) year on the job	two (2) weeks
Six (6) years on the job	three (3) weeks
Ten (10) years on the job	four (4) weeks
Fifteen (15) years on the job	five (5) weeks

Employees who were eligible for six (6) weeks of vacation prior to June 30, 2013 are grandfathered.

- B. The calculation of vacation pay shall be based on forty (40) hours pay (40 hours straight time).
- C. Scheduling vacations:
  - i. Up to two (2) weeks of vacation shall be at the employee's choice.
  - ii. If an employee has additional vacation time, he/she must submit his/her vacation request to the Building and Grounds Manager ten (10) calendar days in advance of the requested vacation date(s). In the event that more than the number of employees who can be spared apply for the same vacation period, the supervisor shall first seek volunteers for rescheduling. In the event that no employee volunteers, the most senior employee shall be granted the vacation. The supervisor may waive the ten (10) day prior notice requirement when proper coverage can be scheduled without undue hardship to the district or coworkers.
  - iii. An employee may schedule up to two consecutive weeks off. She/he may schedule additional consecutive vacation at the supervisor's discretion. When making decisions regarding additional consecutive vacation days, the supervisor shall not be arbitrary or capricious.
  - iv. If an employee has any vacation time that could not be scheduled before June 30, then that employee can carry that time over and it can be used at any time during the next school year. The amount of carryover time cannot exceed five (5) days. If an employee has more than five vacation days that could not be scheduled before June 30<sup>th</sup>, it shall be at the discretion of the Superintendent if the employee can carry additional days into the next school year.
- D. If an employee's requested vacation schedule includes one or more holidays, the employee shall indicate at the time he/she submits his/her requested vacation schedule one of the following alternatives:
  - i. He/she desires to receive holiday pay for the holiday in lieu of using a vacation day;



- ii. He/she desires to add a vacation day to the requested vacation schedule immediately preceding or following his/her initially requested vacation schedule.
- iii. An employee required to work on the day scheduled in place of his/her holiday shall receive the overtime rate as scheduled in Article XIII - Hours of Work and Overtime.
- E. An employee eligible for vacation that leaves employment before he/she can use his/her time will be granted such vacation pay at the time of separation.
- F. An employee who is eligible for vacation and gets shift rate shall also receive it on his/her vacation pay.

**28. Longevity**

- A. Longevity pay will be paid in the form of a “bonus” the last payroll of November.
- B. Anniversary dates of employment (i.e. the years of service at the time of the last employment anniversary) will be used to determine years of longevity.
- C. Years of Service

5	\$500
10	\$650
15	\$750
20	\$850
25	\$950
30	\$1,050
35	\$1,150

**29. Worker’s Compensation**

Any employee who is absent due to a work-connected illness or accident (worker’s compensation) shall be paid the difference between the worker’s compensation payment and the amount of earnings lost by reason of the work-connected illness or accident. This payment shall continue until any such employee has used all of his/her accumulated sick leave.

**30. Promotions, Transfers, and Vacancies**

- A. The parties recognize that promotional opportunity, transfers, the filling of vacancies, and job security should increase in proportion to seniority and that in the administration of this article all consideration shall be given to seniority.
- B. New jobs or vacancies shall be posted on the bulletin boards in the custodian’s offices for five (5) working days during which time interested employees shall bid on the proposed position.

- C. Temporary transfers from one building to another building or from one classification to another classification may take place as deemed necessary by the Board, or the Board's designee, but shall not exceed thirty (30) days during the school year and sixty (60) days during the summer unless by mutual agreement. If transferred to a position with a higher classification on a substituting basis, the pay will be at the higher rate during the period of substitution. Any transfer lasting longer than the time frames set forth above shall be filled on a voluntary basis when practicable. The employee shall be notified by email confirming the terms of the reassignment.
- D. Upon hire, new employees shall be given credit for applicable experience, but in no case shall a new hire be placed higher than step 4. Adjustments in rates of pay based on qualifications and experience, for new hires, will then be determined after the satisfactory completion of a 90-calendar day probationary period, at which point, employees may be awarded additional step credit for applicable experience. All step adjustments after the 90-calendar day probationary period which are recommended by the Building and Grounds Director and approved, shall be forwarded to the Association. If a rate of pay adjustment is made after the 90-day probationary period and after January 1st, the employee will remain on the adjusted step until June 30<sup>th</sup> of the next calendar year. For example, an employee who is hired on January 15<sup>th</sup> and whose rate of pay is adjusted on April 15<sup>th</sup>, shall stay on the same step for the next contract year. In no case shall an employee's rate of pay be adjusted to be higher than that of a current employee with equal or greater experience.
- E. Vacancies

Notice of vacancies within the Claremont School District will be posted on the District's website and sent to the Association when the District decides to fill such vacancy. Such notice shall contain the date of posting, closing date and a copy of the applicable job description. The period between posting of the position and the closing of applications shall be no less than five (5) working days.

### **31. Contracting and Subcontracting Out**

It is not the Board's intention to utilize outside contractors to perform existing bargaining unit work unless it is made necessary due to economy or efficiency of operation. It will continue to be the Board's alternative to employ contractors or subcontractors to perform work which is beyond the scope of existing job descriptions or in excess of that which can be accomplished within existing staffing levels.

### **32. Negotiations Procedure**

Negotiations procedure will be consistent with NH RSA 273-A. All collective bargaining shall be conducted between the School Board and/or its representative(s) and the Association or its representative(s).

On or before October 1st prior to the expiration of this Agreement, the Association will submit to the Board written notice of its intent to negotiate a successor agreement concerning salaries, fringe benefits, and terms and conditions of employment. Actual negotiations will begin on or before November 1st of that year.

Prior to any exchange of formal proposals, the Board will furnish to the Association upon request: names, years of experience granted, years of employment within the District, dates of hire, wage schedule placement, specific benefit coverage, and other relevant information for all bargaining unit members.

The Negotiating Committee of the Board and the Negotiating Committee of the Claremont Association of Maintenance and Transportation Employees shall have authority to reach a complete agreement, subject to ratification by the Board and the qualified voting members of the Association covered by this Agreement and subject also to the approval of any and all cost items negotiated by the Claremont School District pursuant to the provisions of RSA 273-A.

In the event of an impasse, the provisions set forth in RSA 273-A:12 Resolution of Disputes shall establish such procedures in resolving disputes. The Cost for the services of the mediator and/or fact finder including per diem expenses, if any, will be shared equally by the parties. The parties may, by mutual agreement, pass over mediation and go directly to fact-finding.

Any Agreement so reached shall be reduced to writing and shall be signed by the Board and the Association. A copy of the Agreement shall be filed with the New Hampshire Public Employee Labor Relations Board within fourteen (14) days of the signing. The Board and the Association shall be responsible, within forty-five (45) days of the signing, for publication and distribution of the Agreement to all bargaining unit members. The expense of such publication and distribution will be shared equally between the School Board and the Association.

### **33. Separability**

In the event any provision of this Agreement in whole or in part is declared to be illegal, void, or invalid by any Court of competent jurisdiction, all of the other terms, conditions, and provisions of this Agreement shall remain in full force and effect to the same extent as if that provision had never been incorporated in this Agreement and in such event, the remainder of this Agreement shall continue to be binding upon the parties heretofore.

### **34. Effect of Agreement**


- A. This Agreement represents the final resolution of all matter in dispute between the parties and shall not be changed or altered unless the change or alteration has been agreed to and evidenced in writing by the parties heretofore.

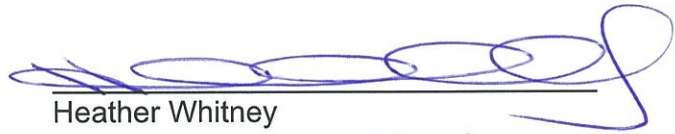
B. Maintenance of Standards

Wages, schedules and conditions of employment will not be altered while this Agreement is in effect.

**35. Duration of Agreement**

1. This Agreement shall be in full force and effect from and after the date of this Agreement (see Article I) and shall expire on June 30, 2027.

  
\_\_\_\_\_  
John Bonneville,  
President, CAMCE

  
\_\_\_\_\_  
Heather Whitney  
Chair, Claremont School Board

3-27-2024  
\_\_\_\_\_  
Date

4.2.24  
\_\_\_\_\_  
Date

**APPENDIX A. Dues Deduction Form**

Claremont School District Dues Deduction Authorization Form

Name: \_\_\_\_\_

Please Print

"I hereby authorize the Claremont School District to withhold from my salary the sum of \$\_\_\_\_\_ for membership dues as follows:

For membership in the Claremont Association of Maintenance and Transportation Employees, the sum of \$\_\_\_\_\_ per year;

For my membership in the NEA-NH, the sum of \$\_\_\_\_\_ per year;

For my membership in the National Education Association, the sum of \$\_\_\_\_\_ per year."

The sums thus to be deducted (over 26 pay periods) are hereby assigned by me to the Claremont Association of Maintenance and Transportation Employees, and are to be remitted by the Claremont School District to the Treasurer of the Association and having done so, the Board shall be held harmless from any claim(s) in connection with the provisions of this Appendix A. It is further agreed that the Board assumes no financial liability except to forward on a monthly basis (by the 15th day of each month) those funds which have been properly authorized and deducted the last day of the preceding month.

This authorization and assignment shall continue in full force and effect from year to year unless notified in writing to cease deductions. I understand that increases in dues amounts are likely each year. I understand upon leaving the Claremont School District before full dues authorized have been deducted, the balance shall be deducted from my final check.

Signature \_\_\_\_\_

Date \_\_\_\_\_

