

AGREEMENT

BETWEEN

EXETER REGION COOPERATIVE SCHOOL BOARD

AND

EXETER AREA ADMINISTRATORS' ASSOCIATION

JULY 1, 2022 to June 30, 2027

**ARTICLE I
RECOGNITION**

1.1 For purposes of collective negotiations, the Exeter Region Cooperative School Board recognizes the Exeter Area Administrators' Association as the exclusive representative of employees of the Exeter Region Cooperative School District as certified presently or as may be amended in the future by the New Hampshire Public Employee Labor Relations Board and excludes all other employees. A copy of the current certification letter is included as Appendix B.

1.2 Unless otherwise indicated, the term "employee", when used hereinafter in this agreement, shall refer to all administrative personnel represented by the Association in the negotiating unit as above defined.

1.3 Whenever the singular is used in this agreement, it is to include the plural where the context clearly so indicates.

1.4 Except as otherwise provided in this agreement, or otherwise agreed to in writing between the parties, the determination of policy, the operation and management of the schools, and the control, supervision, evaluation, and direction of the staff are vested exclusively in the Board.

**ARTICLE II
DEFINITIONS**

2.1 The term "Superintendent" as used in this agreement means the Superintendent of Schools for NH Administrative Unit #16, or the Superintendent's designee.

2.2 The term "length of service" as used in this agreement shall mean active employment except as otherwise provided. In the event of authorized paid leave granted pursuant to this contract, the Association member on such paid leave shall continue to accrue length of service. In the event of authorized unpaid leave, or layoff, the Association member shall retain such length of service as was accrued on the date of the authorized unpaid leave or layoff upon return to active employment, but shall commence further accrual only upon such return and shall not accrue length of service during such leave or layoff period.

**ARTICLE III
CONFORMITY TO LAW AND SAVING CLAUSE**

3.1 If any provision of the agreement or any application to any group of employees is or shall at any time be determined contrary to law by a court of competent jurisdiction, then such provision shall not be applicable or performed or enforced except to the extent permitted by law. In the event that any provision of this agreement is or shall at any time be determined to be contrary to law by a court of competent jurisdiction, all other provisions of this agreement shall continue in effect.

ARTICLE IV
RESOLUTION OF DIFFERENCES & PROCEDURES FOR
NEGOTIATING A SUCCESSOR AGREEMENT

4.1 The Association and the Board agree that differences between the parties shall be settled by means as within this agreement. The Association in consideration of the value of this agreement and its terms and conditions will not engage in, instigate, or condone any strike during the length of the contract. The Board agrees not to instigate any lockouts.

4.2 On or about August fifteenth (15) of the prior year in which this agreement expires, and subject to compliance with Article IV, the Association may, in writing, notify the Board of its desire to terminate or modify the terms and conditions of this agreement and shall submit, during the month of September, its proposal to the Board. The parties shall, thereafter, meet, confer, and negotiate in a good faith effort to reach a mutual understanding and agreement under RSA 273-A.

4.3 The Negotiating Committee of the Board and the Negotiating Committee of the Association shall have authority to reach a complete agreement, subject to ratification by the Board and the qualified voting members of the Association.

4.4 Any agreement reached shall be reduced to writing and signed by the Board and Association. Any agreement reached which requires the expenditures of additional public funds for its implementation shall not be binding on the Board, unless and until the necessary appropriations have been made by the annual school district meeting. The Board shall make a good faith effort to secure the funds necessary to implement said agreements.

4.5 During negotiations, the committee of the Board and the committee of the Association will present relevant data, exchange points of view and make proposals and counter proposals. The Board agrees to provide the Association with all reasonable information and material not of a confidential nature.

4.6 A copy of any agreement reached hereunder will be filed with the New Hampshire Public Employees Labor Relations Board (NHPELRB) by the Board within fourteen (14) days of its execution.

4.7 The parties may, by mutual agreement, pass over mediation and go directly to fact-finding.

4.8 The cost of mediation and fact-finding will be shared equally by the parties.

4.9 It is understood that upon mutual agreement the Board and the Association may agree to use an alternative decision-making process to form a new agreement.

ARTICLE V
ASSOCIATION PRIVILEGES AND RESPONSIBILITY

5.1 The Association shall furnish the Board with a list of its officers and mailing addresses and shall, as soon as possible, notify the Board in writing of any changes. No Association Representative shall be recognized by the Board except those designated in writing by the Association.

5.2 There shall be no discrimination against any Administrator because of legally permissible Association activities or because of membership in the Association, or because of the filing or processing of any grievance under this contract. The parties to this agreement agree that they shall not discriminate against any person because of race, creed, color, age, gender, sexual orientation, handicap, or national origin and they shall receive the full protection of this agreement.

5.3 Officers of the Association shall have the right to use administrative office school information systems, and/or e-mail for distribution of Association material in a reasonable manner.

5.4 The authorized representative of the full Association shall have the right to schedule Association meetings in a building before or after regular work hours as long as meetings are scheduled through normal channels.

5.5 The Board agrees to forward the agendas of regular Exeter Region Cooperative School Board meetings to the Association President prior to the meeting taking place. In addition, the Board will also provide the Association President with the minutes of regular Board meetings exclusive of minutes taken in non-public session.

5.6 The Board agrees to respect the rights of all members of the Association.

ARTICLE VI
SUPPLEMENTAL BENEFITS

6.1 Administrators shall continue to be covered by the provisions of the New Hampshire Workers' Compensation Act.

6.2 The parties agree that all provisions of the New Hampshire Retirement System shall be made a part of this agreement.

6.3 The Board will provide term life insurance in the amount of \$150,000.

6.4 Below is the table of percentages of the premium costs covered by the Board:

POS	22-23	23-24	24-25	25-26	26-27
Single	80%	80%	80%	80%	80%
2 Person	75%	75%	75%	75%	75%
Family	75%	75%	75%	75%	75%
HMO	22-23	23-24	24-25	25-26	26-27
Single	85%	85%	85%	85%	85%
2 Person	80%	80%	80%	80%	80%
Family	80%	80%	80%	80%	80%

*POS: BC3T20 RX10/20/45/3K

*HMO: AB15IPDED RX0/20/45/3K

The employee's portion of the medical insurance premium will be paid under a Section 125 Plan. Current tax law allows this payment to be made with pre-tax earnings. Any administrator who is covered by another medical plan and opts not to participate in the medical coverage provided by the Board will receive a \$1,500 payment per year.

On November 1 of each year of this contract, if the total premium cost projected for July 1 of the following year of any health care plan(s) offered by the District exceeds the Affordable Care Act limits for imposing an excise tax, the EAAA will have until March of the previous year to select a plan(s) that fall below the premium tax threshold. If the EAAA does not select an alternative plan(s) by the deadline, the District is authorized to choose the most closely aligned plan(s) that will be offered. The District will fund the plan(s) based on the contribution rates outlined in the master contract. The administration agrees to provide authorization for current and prospective vendors to supply designated representatives of the EAAA with information concerning future rate calculations and plan design.

6.5 The Board will pay 100% of the prevailing annual dental benefit premium for a single, two person, or family dental plan. If an employee chooses not to participate in the dental plan, the employee shall receive a buyout of \$250, and the buyout will be paid by October 15 of each school year.

6.6 Income protection (LTD) will be provided on the 120 calendar day of disability at a rate of 66 2/3% of the annual salary up to a maximum benefit of \$4,500 per month.

6.7 Suitable liability coverage will be provided. This coverage will meet the minimum standards of the National Association of Secondary School Principal's coverage.

**ARTICLE VII
COURSE REIMBURSEMENT**

7.1 A professional employee may receive reimbursement for up to twelve (12) college credits per contract year. Reimbursement shall be based on a per credit basis, not to exceed the in-state graduate level rate per credit hour applicable at the University of New Hampshire (UNH). A professional employee will not be reimbursed for more than one course in the fall or winter sessions. However, the Superintendent can make exceptions on the one (1) course limit.

Reimbursements will be paid upon the satisfactory completion of the work (grade of B or higher unless institutions uses Pass/Fail options with Pass awarded), submission of proof of the amount of tuition, registration and mandatory lab fee. Book(s), course material fees, graduation fees, travel fees, parking permits, etc. are not eligible. The courses(s) must be approved in advance by the Superintendent in order for the professional employee to qualify under this provision.

First year professional employees of the ERCSD shall be eligible for course work reimbursement during the second half of their first year and during the summer following their first year. A professional employee receiving this assistance must agree to complete the next full year in the Exeter Region Cooperative School District or forfeit the above amount.

**ARTICLE VIII
EMPLOYMENT STATUS**

8.1 An Administrator shall be eligible to apply for any administrative vacancy or new position the Board wishes to fill for which the Administrator is qualified. Such vacancies and new positions shall be posted internally. A copy shall be sent to the Association President when posted. Application for such transfer shall be made in writing to the Superintendent and shall include a statement of the reasons justifying or otherwise explaining the request for the transfer. Applications for transfer may be submitted at any time. The Superintendent's decision shall be final and not subject to the grievance procedures of this agreement.

8.2 In the event of a reassignment, no Administrator will incur a loss of pay resulting from such reassignment if such reassignment is made for the convenience of the school system. If the administrator initiates a request for such reassignment, this contract can be negotiated. Superintendent of schools has the option to reassign or transfer an Administrator. An Administrator who has been transferred and objects to the transfer may request a meeting with the Superintendent, with or without an Association Representative, to discuss the transfer. Such a meeting will be scheduled within ten (10) days of receipt of the request.

8.3 All administrative searches conducted will include a member of EAAA. The Associate Superintendent of Schools will contact the Association President who will nominate a member for the committee. We understand that management has the right to make the final decision on hiring.

**ARTICLE IX
SALARY AND RATE OF PAY**

9.1 Salaries for Administrators will be in accordance with Appendix A, which is attached to and made part of this agreement.

9.2 For the purpose of salary payment Administrators' salaries will become effective July first (1st) or on the first day of the collective bargaining agreement, whichever shall be later as agreed by the Board of Education.

9.3 Administrators shall be notified of their upcoming annual salary in writing no later than May fifteenth (15th) as specified under RSA 189:14A. Administrator contract will be distributed by May 15th.

9.4 Salaries of Administrators shall be paid in twenty-six (26) or twenty-seven (27) equal installments, starting with the first administrator pay period in July or on the first day of the contract, whichever shall be later, and ending with the last pay period of the fiscal year. Administrators who are on a 190-215 day contract can opt to have payment divided into twenty-six (26) or twenty-seven (27) equal bi-weekly payments with twenty-one (21) or twenty-two (22) bi-weekly paychecks from September to June. The last four (4) or five (5) paychecks will be issued on the final day of work.

9.5 Voluntary dues deductions for EAAA shall be authorized from the salary of an Administrator who files an appropriate request within one (1) month of the date on which dues are to be deducted.

9.6 The ERCSD will pay an Administrator who earns a CAGS or Doctorate while employed by the District an annual stipend. The stipend for a CAGS shall be \$1,000 and the stipend for a Doctorate shall be \$1,500. Only one stipend amount for the highest degree earned shall be applicable.

9.7 The Superintendent may withhold the negotiated salary increase of an administrator whom the Superintendent determines is performing less than satisfactory and has been placed on an improvement plan on/before May 15th.

**ARTICLE X
TERMS AND CONDITIONS OF EMPLOYMENT**

10.1 All evaluations will be in accordance with the evaluation forms and procedures adopted by the Board. If changes in the forms or procedures are contemplated, the Board agrees to:

- A. Notify the Association of any proposed changes;
- B. Meet with the Association on any concerns it has with respect to the changes;
- C. Give due consideration to such concerns.

After full compliance with Article X, the decision of the Board will be final.

10.2 NEW HAMPSHIRE RSA, CHAPTER 189:13, 14, 14-a, 14-b, 31, 32, with any amendments thereto, and all other statutory provisions pertaining to the relations between District and Administrator are applicable to the non-renewal or termination of the contracts of all Association members. The Board shall have the right to terminate a member's contract of employment if the Commissioner of Education revokes the certificate, license or permit required by the Administrator to hold his/her position.

10.3 Administrators shall not be disciplined or discharged except for just cause. Such discipline or discharge shall exclude the non-renewal of a first or second year administrator and shall be excluded from the grievance provision set forth in Article XI. Where the grievance procedure is invoked by an aggrieved employee as the method of resolving any dispute arising under this Article, such grievance procedure will preclude any otherwise applicable grievance mechanism provided by other administrative tribunals except the State Board of Education.

ARTICLE XI GRIEVANCE PROCEDURE

11.1 A "grievance" is a claim based upon an event or condition which affects the terms and/or conditions of employment of an employee based upon the interpretation, application, or violation of any of the provisions of this agreement. An "aggrieved employee" is the person making the claim. All time limits specified in Article XI shall mean calendar days.

11.2 The parties acknowledge that it is more desirable for an employee and his/her immediately involved supervisor to resolve problems through free and informal communications. Grievances which are not satisfactorily settled in an informal way shall be reduced to writing and referred to in the following formal grievance procedure.

Under the Exeter Cooperative School District's grievance procedure, employees may submit grievances in the following manner:

Step 1: The aggrieved employee, with or without an Association Representative, shall present the grievance in writing to the employee's immediate supervisor within ten (10) calendar days of the date of the occurrence of the matter being grieved. This would typically be the building Principal. If the building Principal has a grievance against him/her, then the written grievance would go directly to a designated Assistant or Associate Superintendent. The employee's supervisor shall attempt to satisfactorily adjust the matter and reply to the employee in writing within ten (10) calendar days of the grievance.

Step 2: In the event that the employee is not satisfied with the supervisor's decision, he/she may, within ten (10) calendar days from receipt of the supervisor's decision in Step 1, present the grievance in writing to the building Principal (if it is not the building Principal) who will arrange to meet within ten (10) calendar days of receipt of the grievance with the employee and any witness called by either party and shall hold a hearing to ascertain the facts surrounding the dispute and reply to the grievance in writing to the employee within ten (10) calendar days of the conclusion of the hearing.

Step 3: In the event that the building Principal's decision is not satisfactory to the employee, the employee may, with or without an Association Representative, within ten (10) calendar days of the receipt of the answer, present the grievance in writing to the Assistant or Associated Superintendent of Schools for Exeter. The parties to the dispute shall meet with the Assistant or Associate Superintendent in an attempt to resolve the dispute based on the facts presented. The Assistant or Associate Superintendent shall render a decision in writing to the employee within ten (10) calendar days after the hearing.

Step 4: In the event that the decision of the Assistant or Associate Superintendent of Schools is not satisfactory to the employee, the employee may, with or without an Association Representative, within ten (10) calendar days of receipt of the answer, present the grievance in writing with all supporting documentation to the Superintendent of Schools. The Superintendent shall arrange any meetings he/she feels necessary to determine all the facts relevant to the grievance and shall respond in writing within fifteen (15) calendar days of receipt of the grievance.

Step 5: In the event that the Superintendent's decision is not satisfactory to the employee, the employee may, within ten (10) calendar days of receipt of the answer, present the grievance in writing to the Chairperson of the Exeter Region Cooperative School Board who shall then arrange a meeting of the Exeter Cooperative School Board, in which all parties to the grievance will be heard. The Chairperson shall issue the Board's written response within twenty (20) calendar days of his or her receipt of the grievance.

Step 6: The decision of the Board shall be considered final and binding on all parties.

11.3 In the event that one's supervisor is a person designated at a higher level in the grievance procedure, the grievance should proceed to the appropriate level of this grievance procedure.

11.4 Failure at Steps 1 through 4, inclusive, of this procedure to communicate the decision on the grievance within specified time limits (unless extended by mutual agreement) shall permit the aggrieved person or the Association to proceed to the next level.

11.5 Failure at any level of the procedure to appeal the grievance at the next level within the prescribed time period shall be deemed to be acceptance of the decision rendered at that level.

11.6 Specifically excluded from the grievance process are evaluations (Article 1.4), reassignments or transfers (Article 8.2), and requests for sabbaticals (Article 12.2).

ARTICLE XII LEAVES OF ABSENCE

12.1 When absent for non-occupational illness, including pregnancy disability or injury, an Administrator's salary will continue for a period of time up to the start of long term disability. The School District has the right to have an employee examined by its choice of medical authority and may deny this benefit with cause. (Note: Occupational illness, disability or injury is covered by law.)

12.2 Sabbatical: A full-time ERCSD Administrator having served the district for a minimum of seven (7) consecutively years (at least five (5) as an Administrator within the District) shall be eligible for sabbatical leave for one (1) year at half (½) year at full salary of the year on leave or one half (½) year at full salary of the year on leave. There shall be a review committee of the Superintendent, Associate Superintendent (or their designee) and two ERCSD School Board members. The review committee shall have sole discretion with respect to the awarding of a sabbatical. A maximum of one sabbatical will be available per year. A sabbatical will be awarded based on the merit of the proposal. Should multiple proposals be viewed equally, length of service as an Administrator shall serve as the deciding factor. Requests for sabbatical leave must be submitted in writing to the Superintendent of Schools not later than December 1 of the year preceding the school year anticipated for sabbatical. The Administrator shall agree to return to the service of the school district for one (1) school year after the leave. Failure to comply will result in repayment of salary and benefits received during the sabbatical leave.

12.3 The Board, at its discretion, may grant an unpaid extended leave for a period up to two (2) full semesters. The Board, at its sole discretion, may extend such leave for up to two additional semesters. An Administrator returning from such a leave shall be assigned to (1) his/her former position or (2) a position equivalent to the one vacated at the time of said leave.

12.4 For the purpose of salary placement, the Administrator, upon return, will be granted credit for length of service earned as of the last day of active service prior to the beginning of the leave but shall not accrue additional length of service during said leave.

12.5 Members of the Association called for and serving on jury duty shall receive the necessary leave to fulfill the legal obligation. The person shall be paid during such time an amount equal to the difference between his/her salary and the compensation received for such services.

12.6 In the event it is necessary for a member of the Association by virtue of his/her office, to be present at a meeting involving contract negotiations with the Board, the member shall be permitted to attend such a meeting without loss of salary.

12.7 Military leave, without pay or any other benefits, of up to two (2) years will be granted to any Administrator who is inducted or enlists in time of national emergency in any branch of the Armed Forces of the United States. Upon return from such leave, a professional employee will be placed on the salary schedule at the level which would have been achieved had that Administrator remained actively employed in the system during the period of the Administrator's absence.

ARTICLE XIII WORK SCHEDULE AND VACATION DAYS

13.1 Assistant Principals, Curriculum Administrators, Special Education Administrators, Director of School Counseling, and Technology Administrators will work at their assigned duties and responsibilities on a twelve-month (12) basis, except when otherwise designated by the School Board.

13.2 Assistant Principals, Curriculum Administrators, Special Education Administrators, Director of School Counseling, and Technology Administrators will be entitled to ten paid holidays per year. The following are observed: Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, President's Day, and Memorial Day. The Superintendent may declare additional paid holiday(s) depending on the school calendar. When a paid holiday occurs on a regular school day, it is expected that the administrators will work that day. Administrator may take a no-student school day as a paid holiday to replace such a holiday as approved by the Superintendent.

13.3 Assistant Principals, Curriculum Administrators, Special Education Administrators, Director of School Counseling, and Technology Administrators shall be entitled to twenty-five days vacation per year (July 1 - June 30). Unused vacation days may be carried over until Labor Day of the new fiscal year.

13.4 Administrators covered by this agreement and who were hired before July 1, 2014 will be granted 18 sick days per year multiplied by their number of years of service up to a maximum of 100 days. For those who have not reached the maximum of 100 days, 18 sick days per year will be granted accruable to a maximum of 100 days. "Years of service" is defined as any full-time years of consecutive service in the Exeter School District (before 1997) and the Exeter Region Cooperative School District (1997 and after).

Administrators joining the ERCSD after July 1, 2014 will be granted 18 sick days per year accruable to a maximum of 100 days.

Based on medical documentation, The school board will have the authority to extend medical leave for an administrator suffering from an illness, beyond what may have accrued, to a maximum of 100 days.

New administrators, who have been hired from within the ERCSD, may carry over their sick days from their previous position.

Personal Days: Each administrator will be granted 3 days of personal leave per year to perform functions which cannot be performed in other than school hours. Additional days may be granted at the discretion of the superintendent.

Bereavement Days: Each administrator will be granted 3 bereavement days for the death of an immediate family member. Immediate family member is defined as spouse, parents, children, brothers, sisters, mother-in-law, father-in-law, or a blood relative or ward residing in the same house. Additional days may be granted at the discretion of the superintendent.

13.5 Administrators not identified above whose contract calls for more than 185 days of work but less than or equal to 215 days of work are not eligible for vacation time or paid holidays.

13.6 Administrators may, with the Superintendent's prior approval, select the option of up to twenty unpaid days per year based on a per diem rate deduction.

13.7 Administrators who have unused vacation days in a given year and have left the school district in that school contract: year, will be reimbursed for unused days at the Administrator's per diem rate.

ARTICLE XIV RETIREMENT

14.1 Upon retirement, a bonus of \$750 per year for each year of administrative services with the Exeter Region Cooperative or the Exeter School District will be paid to Administrators completing up to nine (9) years of service. An Administrator who has completed ten (10) or more consecutive years in an administrative and/or teaching position with the ERCSD, and who is at least fifty-five (55) years of age, and who is eligible for retirement under the terms of the NH Retirement System will receive a retirement bonus based upon sixty (60) days at the Administrator's per diem rate. This money will be paid in a lump sum at retirement.

**ARTICLE XV
FINAL RESOLUTION**

15.1 This agreement represents the final resolution of all matters in dispute between the parties, and shall not be changed or altered except by mutual agreement as evidenced in writing by the parties.

15.2 The Board agrees that, in the event of a change in the title(s) of position(s) included in the bargaining unit, it will reopen discussions with representatives of the Exeter Area Association of Administrators for the purpose of determining whether the new position(s) should be included in the unit.

15.3 This agreement constitutes the entire agreement of the parties with respect to the matters herein contained. In order for any modification or alteration of this agreement to be valid and enforceable, it must be in writing and signed by duly authorized representatives of the parties hereto.

**ARTICLE XVI
DURATION**

The provisions of this contract will become effective as of July 1, 2022 and shall continue in effect until June 30, 2027.

REPRESENTATIVE OF EXETER AREA ADMINISTRATORS' ASSOCIATION

BY:  DATE: 3/23/22

REPRESENTATIVE OF EXETER REGION COOPERATIVE SCHOOL BOARD

BY:  DATE: 3/15/22

APPENDIX A

Subject to the provision of Article 9.7, all administrators covered by this agreement will receive a 2% raise for the 2022-2023 school year, a 3% raise over the prior year in 2023-2024, a 3% raise over the prior year in 2024-2025, a 3% raise over the prior year in 2025-2026, and a 2.5% raise over the prior year in 2026-2027.

The right to grant individual raises above the percent levels for each year described above is vested with the Superintendent of Schools. In no case, shall any salary exceed the maximum range limit for that school year.

Longevity: Administrators covered by this agreement who have completed 15 years or more of consecutive service with the District will receive \$65 for each year of service. This amount does not accrue to the base.

Salary Ranges: 2022-2023 (2%)

Classification 1: Minimum: \$97,492 Maximum: \$127,088
Assistant Principals, Curriculum Administrators, Special Education Administrators, Director of School Counseling, and Technology Administrators

Classification 2: Minimum: \$90,971 Maximum: \$112,937
Other Administrators (185 to 215 Day Schedule)

Salary Ranges: 2023-2024 (3%)

Classification 1: Minimum: \$100,417 Maximum: \$130,901
Assistant Principals, Curriculum Administrators, Special Education Administrators, Director of School Counseling, and Technology Administrators

Classification 2: Minimum: \$93,699 Maximum: \$116,325
Other Administrators (185 to 215 Day Schedule)

Salary Ranges: 2024-2025 (3%)

Classification 1: Minimum: \$103,430 Maximum: \$134,828
Assistant Principals, Curriculum Administrators, Special Education Administrators, Director of School Counseling, and Technology Administrators

Classification 2: Minimum: \$96,510 Maximum: \$119,815
Other Administrators (185 to 215 Day Schedule)

Salary Ranges: 2025-2026 (3%)

Classification 1: Minimum: \$106,533 Maximum: \$138,873
*Assistant Principals, Curriculum Administrators, Special Education Administrators, Director of School Counseling,
and Technology Administrators*

Classification 2: Minimum: \$99,405 Maximum: \$123,409
Other Administrators (185 to 215 Day Schedule)

Salary Ranges: 2026-2027 (2.5%)

Classification 1: Minimum: \$109,196 Maximum: \$142,345
*Assistant Principals, Curriculum Administrators, Special Education Administrators, Director of School Counseling,
and Technology Administrators*

Classification 2: Minimum: \$101,890 Maximum: \$126,494
Other Administrators (185 to 215 Day Schedule)



State of New Hampshire
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

Exeter Area Administrator's Association

and

Exeter Region Cooperative School District

Case No. E-0091-2
Decision No. 2013-273

MODIFICATION OF CERTIFIED BARGAINING UNIT

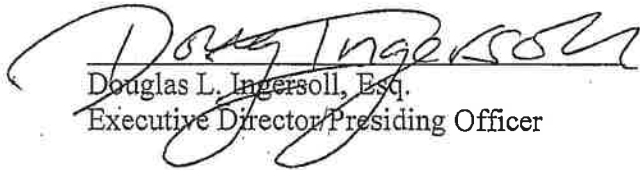
Pursuant to RSA 273-A and PELRB Decision No. 2013-272 granting the Association's petition for modification, the existing bargaining unit description set forth in prior PELRB Decision No. 2009-267 (December 4, 2009) is amended; and it is hereby ordered that the composition of the modified bargaining unit, represented by Exeter Area Administrator's Association for purposes of collective negotiations and settlement of grievances, is as follows.

Unit: Assistant Principals, Directors, Curriculum Administrators, Special Education Administrators, Technology Administrators

Excluded: Principals

Further, it is ordered that the above named public employer shall negotiate with the exclusive representative named herein on terms and conditions of employment for the members of the bargaining unit, as herein described, and shall recognize the right of such exclusive representative to represent employees in the settlement of grievances.

Date: 12/26/2013


Douglas L. Ingersoll, Esq.
Executive Director/Presiding Officer

Distribution:

Kara J. Pelletier, Director of Alternative Ed
Michael A. Morgan, Superintendent

