

CONTRACT

Between the

**TEAMSTERS LOCAL NO. 633
OF NEW HAMPSHIRE**

for the

**HUDSON SCHOOL DISTRICT
CUSTODIANS, ELECTRICIANS, AND
HVAC TECHNICIANS**

and the

SCHOOL BOARD

of the

**HUDSON, NEW HAMPSHIRE
SCHOOL DISTRICT**

from

July 1, 2014—June 30, 2017

TABLE OF CONTENTS

PREAMBLE.....	3
Article 1 – Recognition	3
Article 2 – Duration of Contract.....	3
Article 3 – Negotiations Procedure	3
Article 4 – Assignment / Transfers.....	4
Article 5 – Hours of Work, Rest Period / Coffee Break & Overtime.....	5
A. Overtime	5
B. Rest Period / Coffee Break	5
C. Hours of Work	5
Article 6 – Attendance, Time Records & Call into Work	5
A. Attendance	5
B. Call into Work.....	6
C. Paychecks.....	6
Article 7 – Attendance, Time Records & Call into Work	6
A. Vacations.....	6
B. Holidays	6
C. Illness	7
D. Bereavement Leave.....	7
E. Jury Duty.....	8
F. Military	8
G. Other	8
H. Personal Leave.....	8
Article 8 – Warning and Termination Procedure	8
Article 9 – Grievance Procedure	9
A. Definition	9
B. Initiation of Grievance	9
C. Procedure	9
D. Arbitration.....	9
E. Failure to Observe Time Limits.....	10
F. Special Rule for Termination.....	10
Article 10 – Deduction	10
A. Credit Union.....	10
B. Union Dues	10
Article 11 – Wages.....	11
A. Salary Schedule.....	11
Article 12 – Benefits.....	12
A. Workers’ Compensation Insurance.....	12
B. Retirement.....	12
C. Medical Insurance.....	12
D. Dental Insurance	12
E. Life Insurance	12
F. Long-Term Disability	12
Article 13 – Union Stewards	13
Article 14 – Management Rights.....	13
Article 15 – Savings Clause	14

PREAMBLE

To encourage and increase harmonious working relationships between the Hudson School District (hereinafter the "District") represented by the Hudson School Board (hereinafter the "Board") being the Board of Education for the Hudson School District, and its employees represented by the Teamsters Union No. 633 of New Hampshire (hereinafter the "Union") join in this Agreement.

This Agreement made and entered into on this 1st day of July 2014, by and between the Board acting for the District and the Union.

For the Hudson School Board

Ms. Laura Bisson, Chair
Mr. Lee Lavoie, Vice Chair
Mr. Michael Truesdell
Ms. Patty Langlais
Dr. Amy Sousa

For the Hudson School District Custodians, Electricians, and HVAC Technicians, Teamsters Local No. 633 of N.H.

Mr. Daniel Hogle

Article 1 – Recognition

The Board agrees to recognize the Union as the sole and exclusive bargaining agent in the matter of wages, hours and other conditions of employment of all custodians, electricians, HVAC Technicians and maintenance workers, hereinafter referred to as "employee", employed by the above-named Public Employer.

The term "employee" includes regular full-time (30 or more hours per week) and regular part-time (less than 30 hours per week) employee.

This agreement does not apply to newly hired personnel until they have completed their ninety (90) day probationary period, nor to temporary employees.

The Union steward as well as the Union Business Agent will be notified, in writing, when a probationary employee satisfactorily completes his/her probationary period.

Article 2 – Duration of Contract

This contract goes into effect July 1, 2014 and will expire on June 30, 2017.

The Board may reopen negotiations on insurance and salaries if the Board deems it desirable to do so to avoid penalties under the "Affordable Care Act."

Article 3 – Negotiations Procedure

- A. Negotiations for a successor agreement shall begin no later than August 15 of the last year of this agreement.

It is the responsibility of the Teamster Local No. 633 of New Hampshire to notify the Board in writing prior to that date of its desire to begin negotiations. Failure to do so shall relieve the Board of any obligation to bargain a successor agreement for the following

year, and time is of the essence. Ground rules for negotiations shall be set by the two parties at the first negotiations meeting.

Both parties agree to freely exchange ideas, proposals and counter proposals, and negotiate in good faith.

Any part of the negotiation agreement which is found to be contrary to law will not be binding on either party.

In the event impasse is declared by either party, the guidelines established under RSA 273-A shall be followed.

- B. Any agreement set forth herein, which requires the expenditure of public funds for its implementation shall not be binding upon the Board, unless and until the cost items have been approved by the voters of the District. The Board shall make a good faith effort to secure the funds necessary to implement said agreement. If the cost items are not approved by the voters of the District, either party may reopen negotiations on all or part of the entire agreement.
- C. The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands with respect to any subject or matter not removed by law from the area of collective bargaining, and that all understandings and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Therefore, the District and the Union, for the life of this agreement, each voluntarily and unqualifiedly waives the right, and each agrees the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered by this agreement, or with respect to any subject or matter not specifically referred to or covered by this agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this agreement.

Article 4 – Assignment / Transfers

Custodians, electricians and HVAC technicians are hired to work for the Hudson school District, not specific school.

- 1 The Superintendent of Schools or designee shall make all assignments and transfers within the District.
- 2 Assignments shall be for the forthcoming school year, subject to reassignment where necessary in the best interests of the District. Such reassignments shall be considered as involuntary transfers and may be made at the sole discretion of the Superintendent or designee.
- 3 Prior to involuntary transfer of any Employee the Superintendent, or Designee, shall consider any volunteer to fill said vacancy.
- 4 A vacancy shall be defined for purposes of this Article as a bargaining unit position (either existing or new) which the Board wishes to fill.
- 5 Vacancies shall be posted prior to being filled.
- 6 a. Vacancies shall be filled with qualified applicants from within the District unless there are more qualified applicants from outside the District who have applied for the position.
b. In the event the vacancy is to be filled from within the District, the Superintendent shall have the right to make promotions and transfers of employees on the basis of qualifications, ability, and performance of duty as judged by the Superintendent, but shall be governed by

District seniority where two or more applicants are determined to be more or less equally qualified. In the event that the decision is made on the basis of seniority, full-time employees shall have preference over part-time employees. If the vacancy is filled on the basis of seniority the filling of the vacancy may not be grieved.

- 7 When a vacancy is filled from within the District, the employee voluntarily transferring shall remain in that position for one calendar year. If the employee is involuntarily transferred, the one calendar year moratorium does not apply. If a part-time employee takes a full-time position, that transfer does not count as his/her one calendar year transfer.

Article 5 – Hours of Work, Rest Period / Coffee Break & Overtime

A. Overtime

For purposes of overtime computation the work schedule shall consist of five (5) consecutive 8 (eight) hour workdays, inclusive of one (1) thirty (30) minute meal period.

For employees hired prior to January 1, 1994 the five (5) consecutive days shall be Monday through Friday. The normal clean-up time is five (5) minutes before meal period and five (5) minutes before the end of each shift.

The District reserves the right to alter the clean up time in cases which, in their opinion, merit change.

Overtime will be paid at 1 and ½ times an employee's regular hourly rate after the employee has worked forty (40) hours during a week. All overtime must be approved by the Superintendent of Schools or Designee before hours are worked.

Sick leave is not counted as time worked for computing overtime.

Overtime will be equitably distributed on a rotating basis among employees assigned to each school

This will be accomplished through the offering of overtime, by school, in writing. An acceptance or rejection of an overtime opportunity will result in the next opportunity being offered to the next employee on the overtime list. If no employee, in the building, accepts the overtime opportunity it will be offered to an employee in another building. A failure of any employee to accept the overtime opportunity shall result in the mandatory assignment of such overtime to the employee originally offered the overtime.

B. Rest Period / Coffee Break

The work schedule will provide for a one-half hour meal period in accordance with State law, and coffee breaks ten (10) minutes in length in each four (4) consecutive hours worked.

C. Hours of Work

This article shall not be interpreted to guarantee any particular number of hours or days of work in any week.

Article 6 – Attendance, Time Records & Call into Work

A. Attendance

The custodians, electricians and HVAC technicians are expected to be prompt and regular in attendance at work. As soon as a custodian, electrician or HVAC

technician knows he/she is going to be late or absent, he/she must notify his/her supervisor.

B. Call into Work

Any custodian, electrician, maintenance worker or HVAC technician called back to work at any time after his/her regular shift to address a specific problem shall receive a minimum of two (2) hours pay at time and one half pay rate, even if the problem is corrected in a less time. Subsequent calls, for the same problem, shall be paid at time and one half pay rate for hours actually worked.

C. Paychecks

Custodians, electricians and HVAC technicians shall receive their paychecks in accordance with the same schedule as the other unions and staff of the Hudson School District.

Article 7 – Attendance, Time Records & Call into Work

A. Vacations

Full-time employees earn vacation in one year to be taken the next year according to the following schedule:

0-5 years 10 days

6-10 years ... 15 days

11 years 16 days

12 years 17 days

13 years 18 days

14 years 19 days

15 or more years 20 days

Employees hired prior to January 1, 1994 shall continue to accumulate 25 vacation days per year.

Vacation time must be used in the year for which it was intended. If the vacation time cannot be used by July 31st of the intended year, an exception may only be granted by the Superintendent or designee.

Vacations shall be scheduled during June each year for the next twelve (12) month period; commencing July 1st. Approval of the Building Principal or Supervisor is required. Denials or the failure to respond to requests may be appealed to the Superintendent or designee. Any request for a change in vacation times made after June must be made at least two weeks in advance.

B. Holidays

Full-time Employees working thirty (30) hours or more per week shall be eligible for holiday pay. To be eligible for holiday pay, the Employee must have worked the last scheduled day before and the first scheduled day after the holiday.

In addition, Employee whose normal schedule is at least 4 hours per day, five days per week, and the holiday falls during their work year, shall be eligible for prorated holiday pay.

An Employee on vacation or leave during a holiday shall be paid for the holiday or given an additional day off with pay.

All full-time Employees shall be paid the following named holidays:

New Year's Day	Memorial Day
Independence Day	Labor Day
Martin Luther King Day	Veteran's Day
Thanksgiving	Day after Thanksgiving
Christmas	Two (2) Floating Holidays

**Floating holidays are for Columbus Day and Presidents Day and must be taken within sixty (60) days.

Actual days to be celebrated will be as set forth on the approved school calendar. In the event the holiday falls on a weekend or when school is in session, the district shall designate a substitute day for such holiday. Holiday pay shall be paid at the Employee's regular straight time rate..

C. Illness

The intended use of this leave is for legitimate illness of the employee.

An employee shall be required to contact his/her designated supervisor as soon as possible when the employee is unable to report to work due to illness or injury. Upon return to work, the employee shall complete the necessary paper work for the absence.

All full-time Employees shall earn 1.17 days a month or approximately (14) days per year, accumulative monthly. Part-time employees are provided with a pro-rata benefit.

Maximum accumulation of sick days shall be one hundred and two (102) days. The District reserves the right to require a doctor's certificate for illnesses of more than three (3) consecutive days or instances where it is reasonable to prevent improper use of leave.

Employees hired prior to July 1, 1997

The intended use of this leave is for legitimate illness of the employee.

Employees shall earn 1.5 days a month or eighteen (18) days per year, accumulative monthly.

Maximum accumulation of sick days shall be one hundred and two (102) days. The District reserves the right to require a doctor's certificate for illness of more than three (3) consecutive days or instances where it is reasonable to prevent improper use of leave.

Any employee who uses four (4) or fewer sick days in a fiscal year will receive \$100 incentive payment, payable the first payroll August of the next fiscal year.

D. Bereavement Leave

In the event of a death in an employee's immediate family (mother, mother-in-law, father, father-in-law, spouse, children, brother, brother in-law, sister, sister-in-law, grandparents, grandchildren, spouse's grandparents) that Employee shall be given up to three (3) days of leave, and he/she shall be paid at his/her regular straight-time rate for such leave.

This provision shall be applicable only to Employees who are scheduled to work at the time immediately following the death.

E. Jury Duty

The District agrees to provide a leave of absence for an Employee summoned to jury duty, or subpoenaed by the District as a court witness. Any difference between the jury fee and the Employee's regular day's pay will be compensated by the District.

F. Military

The District agrees to provide a leave of absence without pay for an employee summoned to active military duty. Leave will only be approved upon presentation of official notification from the armed forces of said military duty. The District shall pay the difference between the employee's military pay and regular pay for up to two weeks per year.

G. Other

The District may grant, upon request, a leave of absence paid or unpaid for any other reasons deemed appropriate.

The grant or denial of leave under this provision shall not be subject to the provision of the grievance procedure.

H. Personal Leave

All full-time employees shall be entitled to up to two (2) personal leave days per year to attend to business or personal affairs that can not be accomplished during non-working hours. Reasons for such leave, when such leave is requested, must be provided to the Building Principal or his/her designee. Personal leave use is charged against accumulated sick leave.

Personal Leave may not be used to extend a vacation or holiday period except that in emergency situations exceptions may be granted by the Superintendent of Schools.

Personal leave is granted annually, based on a contract year, and it not cumulative.

Article 8 – Warning and Termination Procedure

No employee shall be disciplined without just cause.

Discipline will be in the form of:

1. Verbal reprimand
2. Written reprimand
3. Suspension without pay
4. Discharge

Written reprimands, notices of suspension and notices of discharge which are to become part of an Employee's personnel file shall be read and acknowledged by signature of Employee. Employees may examine their own individual personnel files during normal working hours of the SAU 81 office and under the direct supervision of the employer.

Discipline will normally be progressive, but may be imposed at any level depending upon the severity of the infraction.

Documentation of verbal and written reprimands shall be removed from an employee's file after two (2) years, providing there has been no other discipline imposed during the two (2) years.

Article 9 – Grievance Procedure

A. Definition

A grievance shall mean a claim by an employee as defined in the recognition clause that there has been a violation or misapplication of one or more provisions of this agreement.

B. Initiation of Grievance

A grievance to be considered under this procedure must be initiated in writing by the employee within ten (10) working days of its occurrence, or from the time the employee should have known of its occurrence.

C. Procedure

Step 1— Any employee who has a grievance shall first discuss it with the Business Administrator in an attempt to resolve the matter mutually at that level. A written decision shall be rendered within five (5) working days unless an extension is agreed upon by both parties.

Step 2—If the employee is not satisfied with the decision, he/she may appeal the decision to the Superintendent within five (5) working days after receipt of the decision of the immediate supervisor. The appeal shall be in writing and must specify:

- a. The provision of the Agreement alleged to have been misapplied.
- b. The nature of the alleged violation or misapplication.
- c. The injury and the loss which is claimed; and
- d. The remedies sought

The Superintendent shall investigate the matter and communicate the decision in writing to the grievant within ten (10) working days from the receipt of the written grievance.

Step 3—If the employee is not satisfied with the decision of the Superintendent he/she shall notify the union, who may appeal the grievance to the School Board in writing within five (5) working days after the receipt of the Superintendent's decision. The Board or a committee thereof shall review the grievance and, at its option, may hold a hearing with those involved in the grievance prior to making its decision. The School Board shall render its decision in writing within fifteen (15) days after the receipt of the appeal.

D. Arbitration

1. At the sole option of the Union arbitration may be utilized in an attempt to settle a grievance.
2. Notification that arbitration will take place must be made in writing by the Union to the Superintendent within five (5) working days after the receipt of the decision from the previous step.
3. The Union shall file a demand for arbitration with the American Arbitration Association within five (5) working days of the notification in Paragraph 2. The parties shall select an arbitrator in accordance with the rules of the American Arbitration Association.
4. The costs for the services of the Arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the costs of

the hearing room shall be borne by the losing party. Any other expenses shall be paid by the party incurring same.

5. The Arbitrator shall limit himself/herself to the issues submitted to him/her and shall consider nothing else. He/she shall have no power to add to, delete from, or modify in any way the provisions of this Agreement.

The Arbitrator may award a "make whole recommendation," but may apply no penalty payments.

6. The decision of the Arbitrator shall be final and binding on the parties; provided, however, either party may appeal under the provisions of RSA 542:8.

E. Failure to Observe Time Limits

Failure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure in any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed a waiver of future appeal of the decision, and will be considered acceptance of the decision rendered

F. Special Rule for Termination

The entry level for grievances involving the termination of an employee shall be Step 3 and must include all the written specifications required at Step 2.

Article 10 – Deduction

A. Credit Union

The Employer agrees to deduct on a biweekly basis for the Local Union's credit Union, known as the New England Teamsters Federal Credit Union, and any amount authorized by written authorization of the employee. No deductions shall be made which is prohibited by applicable law.

B. Union Dues

The Board agrees to deduct Teamster dues (Appendix B) and agency fee (Appendix C) in equal payments when properly notified by the Teamsters by means of a signed authorization form provided by the Teamsters for each unit employee so desiring such deduction. Such deduction authorization will be continued each year and thereafter unless notification is received in writing by the Union between June 1st and June 15th of each school year. The Board also agrees to forward any and all such funds to the Treasurer of the Teamsters on a monthly basis along with a record of such deductions.

Effective July 1, 2012, all employees shall join the exclusive bargaining representative organization or pay to the exclusive bargaining representative, an annual service fee not greater than the amount of dues uniformly required of members of the exclusive bargaining representative organization, except as modified in this article.

However, if any employee has no check coming or the check is not large enough to satisfy the assignments, then and in that event, no collection will be made from said employee.

In no case will the Employer attempt to collect fines or assessments on behalf of the Union. The Union shall hold the Board harmless against any and all claims, demands, liabilities, lawsuits, counsel fees or other costs, which may arise out of or by reason of, actions taken against the Board as a result of the provisions of this section.

The Union shall certify to the Employer each month, in writing, those who have authorized such deductions. The dues to be deducted are to be remitted monthly to the Secretary—Treasurer of Teamsters Local No. 633 of New Hampshire, 53 Goffstown Road, Suite A, Manchester, NH 03102. Mailing address for Local 633 is: PO Box 870, Manchester, NH 03105.

Article 11 – Wages

A. Wage Schedule

The Schedule below is for Custodians, Maintenance and Grounds staff. Salaries for probationary employees (0 thru 89 days) shall be .50¢ below starting salaries.

	2014-15	2015-16	2016-17
0 thru 89 days	See Above		
90 days – 2 year	17.11	17.11	17.37
2 – 5 years	18.33	18.33	18.60
Over 5 years	18.95	18.95	19.23

The Schedule below is for Elementary Head Custodians:

2014-15	2015-16	2016-17
22.55	22.55	22.89

The Schedule below is for Maintenance, Middle and High School Head Custodians and Head Groundskeeper:

2014-15	2015-16	2016-17
25.79	25.79	26.18

The Schedule below is for the Electrician and HVAC Technician:

2014-15	2015-16	2016-17
30.20	30.20	30.65

- B. Initial placement of new hires on the salary scale shall be at the discretion of the Superintendent.
- C. Should an Elementary Head Custodian be directed by the Superintendent or his/her designee to cover at the Middle or High School level, that staff member shall be paid at the level appropriate for a middle or high school head custodian for the period of time specified.
- D. Step increase will become effective on July 1st following the anniversary date.

Article 12 – Benefits

A. Workers’ Compensation Insurance

The Employer participates in providing Worker’s Compensation benefits according to New Hampshire statutes in case in injury incurred during the course of employment. Custodians, electricians and HVAC technicians must notify their Supervisor immediately in the case of work related injury by completing the “Employer’s First Report of Injury or Occupational Disease” form from the Department of Labor.

B. Retirement

All custodians, electricians and HVAC technicians who work thirty-five (35) or more hours per week in accordance with State Law, shall have contributions made into the New Hampshire Retirement System.

C. Medical Insurance

The District shall offer the following insurance plans for each full time employee covered by this agreement: Standard SchoolCare HMO (\$10 OV; \$5/15/35 Rx), Standard SchoolCare POS (Open Access) (\$10 OV; \$5/15/35 Rx), and Standard SchoolCare OA+ (\$10 OV; \$5/15/35 Rx), or comparable medical plan.

The District shall contribute ninety percent (90%) towards the annual premium of the Standard SchoolCare HMO plan referenced above, for single, two-person or family coverage. Employees shall have the option of selecting either the Standard SchoolCare POS (Open Access, but the District’s contribution towards the premiums of these plans shall be equal to 90% of the Standard SchoolCare HMO plan premium.

D. Dental Insurance

The Hudson School District will pay the cost of a dental insurance plan for each full-time member of the bargaining unit which shall be administered by the Northern New England Benefit Trust. The district will pay the dental premium to NNEBT subject to that same rate increases as indicated in Article 12, Section C of this agreement.

E. Life Insurance

The Hudson School District shall provide 100% of the cost of a \$30,000 Term Life Insurance Policy for each full-time member of the bargaining unit.

F. Long-Term Disability

The Hudson School District will provide to full-time members of the bargaining unit a long-term disability plan with a ninety (90) day waiting period and benefits equal to 66 2/3% of employees’ wages. Eligibility is governed by the rules set by the District’s provider of such coverage.

G. Sick-Day Buy Back

Upon retirement from the District, a sick day buy back plan will be offered to those employees who have reached age 60 (sixty) and have been employed in the district for 5 years. Employees participating in this plan must notify the District by November 1st of the year preceding their retirement to be eligible for the sick day buy out plan. The employee must reach age 60 (sixty) by June 30th of the year in which they are retiring. The payment is calculated at 1/3 of the total accrued sick days (max. 102 accrued days) times the employee's per diem rate.

H. Uniforms, Safety Shoes and Safety Lenses

The District will pay the cost of uniforms for custodians, electricians and HVAC technicians covered under this agreement. In addition, the District will establish a reimbursement account for an amount not to exceed \$100 per employee covered under this labor agreement for the sole purpose of reimbursing employees for the cost of safety shoes and/or safety lenses for their glasses. Standard non-prescription safety glasses are currently provided to custodians, electricians and HVAC technicians.

Employees may wear non-tattered, hemmed, knee length shorts during the following period; Memorial Day through Labor Day.

Article 13 – Union Stewards

The School Board agrees to recognize one (1) Shop Steward and one (1) Alternate Shop Steward to assist the employees of the bargaining unit for contract matters and resolution of grievances as provided in RSA 273-A.

Article 14 – 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 of their designee(s), 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 be 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,; 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; and f) the right to make reasonable rules, regulations and policies not inconsistent with the provisions of this agreement and to require compliance therewith.
- 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 requires 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 4 whenever such grievances exist.

Article 15 – Savings Clause

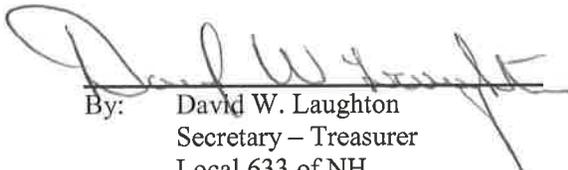
If any article of the agreement or any application of this Agreement to any employee is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law but all other provisions or applications shall continue in full force.

In WITNESS WHEREOF, the parties hereto have hereunto set their hands.

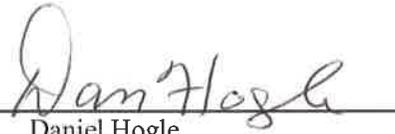
Teamsters Local no. 633 of New Hampshire

Teamsters Representative

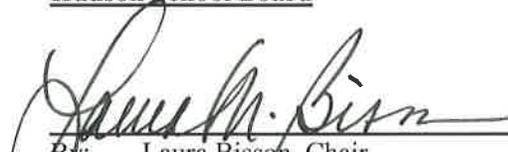

By: Richard Laughton
Business Agent


By: David W. Laughton
Secretary – Treasurer
Local 633 of NH

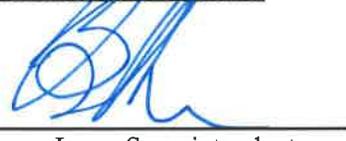
Hudson School District Employee


By: Daniel Hogle

Hudson School Board


By: Laura Bisson, Chair

School Administrative Unit #81


By: Bryan Lane, Superintendent