

## **January 2022 (Dec. 2021) - Ratified Agreement parameters between Hanover/Dresden School Boards and Hanover Support Staff Association**

Article 1: Recognition - Updated wording to recognize changes from an MOU filed with the NH PELRB regarding positions that are covered by the agreement

Article 1: Definitions including #1. Recognizes the filing of an MOU with the PELRB outlining the positions included in the terms support staff and employee; and addition of #13. Clarifying the term "immediate family" with regards to Bereavement Leave

Article 2: Association Rights – remove antiquated wording

Article 4: Negotiation Procedure – update to include requirement of posting new agreements to the District website

Article 5: Vacancies – a listing of vacancies shall be sent via email to the Association President each week as they are posted

Article 6: Reduction in Force – addition of benefit bridging if employees are recalled within 18 months and request for administration to provide the Association President a member seniority list annually by October 1

Article 8: Evaluation – clarification to the employee of who is responsible for evaluating their performance, request for new employees to receive two evaluations in their first year, removal of reference to antiquated policy, allowance of the ability to grieve the evaluation procedure and methods of implementation, requirement to provide updated job description in the event of a change in position, and update of personnel file policy GBJ-R

Article 9: Grievance Procedure – addition of wording to allow by mutual agreement the ability to bypass Step One and file with the Superintendent where the grievance is filed on behalf of the entire union

Article 10 Insurance Provisions:

- Medical copay increase 1/2% per year as follows: Yr. 1 to 6.5; Yr. 2 to 7% and Yr. 3 to 7.5%
- Clarify how and when the insurance opt out payment is paid
- Removal throughout this section (health, health opt out, disability and dental) of grandfather wording for employees hired before July 1, 2008 and having the ability to access coverage at a 17.5 hour weekly threshold; there is not MOU or grandfathering for current employees who meet this hire date
- Disability – standardize threshold at 20 hours, reduce the medical coverage available for employees out on disability from 3 years to 1 year (as they become eligible for Medicaid), and remove wording regarding insurance cancellation upon death as it occurs automatically

Article 11: Deductions – remove on or before date October 15 to recognize actual current process

Article 12: Overtime – provide clarification for how and when staff are paid for attending meetings

Article 13: Leaves of Absence –

- Expansion of expectations regarding extended leaves of absence and notification requirements

- Removal throughout this section (emergency, personal, sick) of grandfather wording for employees hired before July 1, 2008 and having the ability to accumulate leave at a 17.5 hour weekly threshold; there is not MOU or grandfathering for current employees who meet this hire date
- Clarify use of bereavement leave when arrangements are delayed and remove the definition of immediate family member moved to Article 1
- Holidays – Martin Luther King/Civil Rights Day has been added for school year employees
- Jury Duty – clarify notification expectations
- Military Service – retitle to Military Leave
- National Guard or Reserve – add the word Leave
- School Emergency Days – expectations regarding duties have been added in the event an early release is necessary
- Vacation Leave – allow accruals to run from July 1 to June 30 with up to 10 days to be carried over and used no later than December 31<sup>st</sup> or risk forfeiting and clarify what part of time will be paid out upon separation

Article 14 Compensation:

- Placement on Wage Schedule – clarify expectations for verification and placement for new hires on the scale no higher than Step 4 as well as rehires upon completion of prior years
- Changed the scale to standardize the step increase at 2.5% in between and the following increases for each of 3 years: Yr. 1 – 1.0%, Yr. 2 – 2.0% and Yr. 3 – 2.50%
- The August 22, 2019 sidebar agreement regarding Intensive Special Needs and Substitute Differential will be included as well as clarification of duties expectations if an EA is subbing for a Teacher

Article 16: Mentorship – new item added so a committee will meet over the next three years to discuss mentorship options and practices in order to provide recommendations by May 1, 2024 in time for the next negotiation session

Article 17: Work Day – agreement for the parties to follow the Federal Fair Labor Standards Act in regards to work day hours and paid breaks; clarification on school year employee work and professional development days to be included in their individual letter of intent

Projected costs over Status Quo based on current census:

Dresden (50 people/43.64 FTE)

Year 1 \$ 58,246

Year 2 47,920

Year 3 59,299

Total: \$165,465

Hanover (44 people/38.67 FTE)

Year 1 \$ 43,388

Year 2 36,004

Year 3 43,250

Total: \$122,642

Hanover Projected Tax rate increase – based on current NAV & Assessment Percentage:

\$39,649 Year 1: \$0.02

\$32,620 Year 2: \$0.01

\$40,366 Year 3: \$0.02

Projected Tax rate increase – based on current NAV:

Year 1: \$0.02

Year 2: \$0.01

Year 3: \$0.02

Norwich Projected Tax rate increase – based on current parameters & assessment percentages:

\$18,597 Year 1: \$0.0026

\$15,300 Year 2: \$0.0021

\$18,933 Year 3: \$0.0027