

Memorandum of Understanding

Hanover-Dresden School District and Hanover Support Staff Association, NEA-NH

WHEREAS, the Hanover-Dresden School District (“District”) and the Hanover Support Staff Association, NEA-NH (“Union”) have had differing interpretations regarding the longevity provision contained in Article 14 of the Parties’ Collective Bargaining Agreement (“CBA”) and;

WHEREAS, the Parties wish to reach mutual understanding regarding the longevity provision until a successor CBA takes effect;

NOW THEREFORE, all Parties hereby agree as follows:

1. All members of the bargaining unit shall be eligible for longevity pursuant to Article 14 of the CBA presuming that they have been employed with “the District” for the requisite number of years.
2. “Employed with the District” means, at a minimum, that the employee is a) a current member of the bargaining unit, and b) that the employee has had an uninterrupted tenure within the Hanover-Dresden School District (and/or SAU 70 pursuant to the transfer language) of such a number of years that the employee qualifies for longevity pursuant to Article 14. Employees who have exited the District for any reason and subsequently returned to the bargaining unit will not receive credit for prior years of service. Any employee who submits a letter of resignation that is accepted by the District, and which is not due to having accepted another District position, shall be considered to have “interrupted” their tenure with the District for the purposes of calculating longevity.
3. Members who transfer from Marion Cross School into the Hanover-Dresden School District shall only be eligible for longevity pursuant to Article 14 if they have the requisite number of years and an uninterrupted tenure with the Marion Cross School that flows into the Hanover-Dresden School District.

4. Years spent as a teacher, substitute teacher, tutor, long-term substitute, or coach do not count toward years of service to the District.
5. This agreement is without prejudice and will not be cited by either party as precedent, past practice, or contract interpretation in connection with any future issues between them.
6. This agreement shall expire upon implementation of a successor agreement. It is incumbent upon the parties to negotiate the longevity provision of the contract at the next round of negotiations.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth below.

Dated: August 9, 2022

By: 
Jay Badams, District Superintendent

Dated: August 9, 2022

By: 
S. Gwyn Dessert, Association President