AGREEMENT

BETWEEN

LINCOLN-WOODSTOCK COOPERATIVE SCHOOL BOARD

AND

LIN-WOOD SUPPORT STAFF ASSOCIATION/NEA-NH

JULY 1, 2026 - JUNE 30, 2028

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PREAMBLE

The Lincoln-Woodstock Cooperative School Board (hereinafter "the School Board") and the Lin-Wood Support Staff Association/NEA-NH (hereinafter "the Association") hereby enter into the following Agreement.

ARTICLE 1 – RECOGNITION

1.1 The School Board recognizes the Association as the exclusive bargaining representative of those Lincoln-Woodstock Cooperative School District (hereinafter "the District") employees holding positions for which the New Hampshire Public Employee Labor Relations Board (PELRB) has certified the Association as the exclusive bargaining representative.

1.2 The Certification of Representative and Order to Negotiate dated April 18, 2022 and issued by the PELRB, Decision No. 2022-062, includes the following positions in the bargaining unit: All paraprofessionals, library aides, school secretaries and school administrative assistants, and speech and language assistants. Excluded: All SAU secretaries, SAU administrative assistants, full and part-time bus drivers, custodians and all other District employees.

ARTICLE 2 – NEGOTIATIONS PROCEDURES

2.1 Negotiations for a successor agreement shall be conducted pursuant to N.H. RSA 273-A, the Public Employee Labor Relations Law.

2.2 The Association will notify the School Board of its intent to negotiate no later than October 1st of the year before the expiration of this Agreement.

ARTICLE 3 – MANAGEMENT RIGHTS

3.1 The School Board, subject only to the express language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the unrestricted right (a) to direct and manage all activities of the School District; (b) to direct the work of employees; (c) to hire, promote, transfer, assign, non-renew and retain employees in positions within the School District; (d) to act unilaterally, including by adoption of rule or regulation, on any and all matters not excluded by RSA 273-A, provided said act, rule or regulation, does not conflict with or violate any of the express terms of this Agreement; (e) to maintain the efficiency of government operations; (f) to relieve employees from duties because of lack of work or for other reasons; (g) to determine the methods, means and personnel by which operations are to be conducted; and (h) to take actions as may be necessary to carry out the mission of the District in emergencies.

3.2 The School Board may, at its discretion, adopt either a days-based school year or an hours-based school year under N.H. Admin. R. Ed 306.18. The Board shall determine the number of student hours and days per year.

3.3 The parties understand that the School Board may not lawfully delegate the power or authority which, by law, is vested in it, nor may the Superintendent lawfully delegate the power or authority which, by law, is vested in him/her; and this Agreement shall not be construed so as to constitute a delegation of the power or authority of either. The term "law" as used above shall include, but not be limited to, regulations lawfully adopted by the New Hampshire State Board of Education.

ARTICLE 4 – ASSOCIATION RIGHTS

4.1 The Association shall be allowed to distribute association information via the school mailboxes and electronic mail. It is understood that there shall be no expectation of privacy with respect to the use of school district mailboxes and electronic mail.

4.2 The Association may utilize school facilities for Association business before or after the school day, subject to the prior approval from the building principal or designee and provided that said use does not conflict with any school activities.

4.3 The District shall provide a bargaining unit list that includes names, job title, hourly wage, hours/day, days/year and date of hire to the Association President by October 15th of every year.

ARTICLE 5 – DUES DEDUCTION

5.1 The Lin-Wood Cooperative School District shall deduct from the wages of its employees dues for the Lin-Wood Support Staff Association/NEA-NH, the New Hampshire Education Association, and/or the National Education Association, or any one of such Associations, as said employee individually and voluntarily authorizes the District to deduct and to transmit those monies promptly to such Association or Associations. Employees requesting dues deductions shall do so by submitting a NEA-NH membership application to the payroll department at the SAU office.

5.2 Each of the Associations named in Section 1, above, shall certify to the District, the current rate of its membership dues. Any Association which changes the rate of its membership dues will give the Board written notice by October 1st of the year of such change.

5.3 Deductions shall commence no later than October 15th or within 4 weeks of receipt of a membership application and shall be completed by the end of the school year in June.

5.4 Any employee desiring to have the District continue deductions she/her has previously authorized must notify the District and the Association concerned, in writing, not later than October 1st of each school year.

5.5 Should there be a dispute between an employee and the Association and/or the District, over the matter of dues deductions, the Association agrees to defend, indemnify, and hold harmless the Board, the District and all their agents and employees in any such dispute.

ARTICLE 6 – DISCIPLINARY PROCEDURES

6.1 Discipline shall normally follow this order, but discipline may be taken out of order depending upon the severity of the infraction: oral warning, written warning, suspension without pay, and discharge. No employee shall be disciplined without the specific grounds forming the basis for the disciplinary action provided to the employee in writing at the time of the action.

6.2 The following shall not constitute discipline and shall not be subject to the grievance procedure: expiration of the expected duration of employment that is set forth in the letter of agreement, termination of employment with fourteen (14) days' notice per Section 7.1, expiration of an assignment, and reduction-in-force.

6.3 The decision whether to reprimand, suspend or discharge an employee shall rest with the Superintendent or his/her designee.

6.4 The employee shall receive a copy of any written complaint made about him/her that is submitted to the administration. The employee shall acknowledge that he/she had an opportunity to review any complaint by signing the copy of the complaint which is to be filed. The signature shall not necessarily indicate agreement with the complaint.

ARTICLE 7 – CONTRACT RENEWAL

7.1 The District shall provide by June 1st of each year, for continuing employees only, a letter of agreement to reemploy, including the expected position, expected rate of pay, expected hours per day, and expected days per year. Such letter of agreement will specify that either the employee or the School District may end the employment of the individual holding that position by providing fourteen (14) days written notice to the other.

7.2 Upon receiving a letter of agreement, the employee must sign and return it to the Superintendent within 14 days. If an employee fails to do so, he/she will be deemed to have resigned voluntarily.

ARTICLE 8 – WORK YEAR

8.1 Paraprofessionals will work a minimum of **186** days per year including **6** days for professional, program or other building level activities as directed by the Superintendent. Additional days may be assigned at the sole discretion of the Superintendent based upon the needs of the District.

There shall be up to **four (4)** professional development days prior to the beginning of the student school year at the discretion of the District.

8.2 The work year for all other employees shall be as determined at the sole discretion of the Superintendent based upon the needs of the District.

ARTICLE 9 – LEAVE

9.1 Sick Leave:

9.1.1 Full year employees (200 or more work days per year) shall accrue up to fifteen (15) days per year, to a maximum of seventy (70) days. **The Superintendent may require a doctor's certificate from the employee upon request.** A day under this section is defined as the number of hours per day specified in the employee's annual letter of agreement.

9.1.2 School year employees shall accrue up to twelve (12) days per year, to a maximum of fifty (50) days. **The Superintendent may require a doctor's certificate from the employee upon request.** A day under this section is defined as the number of hours per day specified in the employee's annual letter of agreement.

9.1.3 Sick Leave Bank: A catastrophic sick leave bank shall be established for bargaining unit members who have exhausted their accumulated sick leave days due to the prolonged illness of a participating unit member. Participation shall be voluntary and only participating members will be eligible for sick bank use.

Bargaining unit members who choose to participate may donate up to three (3) sick leave days from their annual allotment. The intention to participate will be indicated on a form filed with the Superintendent of Schools on or before October 15th. Once an individual has chosen to participate and has donated a day at the beginning of each year, he/she shall continue as a participant. Employees hired during the school year shall have the opportunity to donate to the bank within 30 days of hire. Every fall after the initial creation of the bank, new employees and individuals who previously chose not to participate will have an opportunity to join the bank, also on a form provided by the District and filed on or before October 15th.

If the sick leave bank falls below a minimum threshold of ten (10) days, a request for donation of additional days shall be made to the bargaining unit. Employees shall be able to donate up to three (3) sick leave days at this time.

A committee of two (2) Association members and **up to two (2)** Administrators shall comprise a panel to sit in governance over any decision to grant use of the sick leave bank. A request for use of the sick leave bank shall be made in writing to the Superintendent of Schools. Not more than twenty-five (25) days shall be granted at one time to an individual per year. The panel may review a case after an initial use of the sick leave bank and grant up to an additional twenty-five (25) days per year from the sick leave bank for the same illness. All unused sick leave bank days shall carry forward to the next school year, except that the total number of days shall not exceed 90 days. Employees shall have the ability to contribute to the sick leave bank in order to be eligible, regardless of the number of days in the bank.

9.1.4 If sick leave days beyond the maximum accrual are not used, they shall be paid out at $20/day at the end of the school year.

9.2 Personal Leave:

9.2.1 All employees shall receive three (3) personal days leave per year with pay, non-accumulative, that may be used to conduct important affairs which cannot be accomplished at any other time. To be eligible for personal leave, a written request shall, except in emergency, be submitted to the Superintendent or his/her designee at least twenty-four hours (24) prior to any such leave. A day being defined as the number of hours per day specified in the contract.

9.2.2 Personal days can be used in whole or half days, but not immediately before or after a holiday or vacation period, unless with prior approval of the Superintendent or his/her designee.

9.2.3 Unused personal days shall carry over to sick leave at the end of the school year.

9.3 Unpaid Leave

Any and all other leaves of absence shall be without pay and may be granted at the sole discretion of the School Board. In an emergency the Superintendent or his/her designee may approve an unpaid leave up to five (5) days. A day under this section is defined as the number of hours per day specified in the employee's annual letter of agreement.

9.4 Jury Duty:

An employee called as a juror will be paid the difference between the fee he/she receives for such duty and the amount of earnings lost by reason of such service, based upon the employee's regular daily rate. Satisfactory evidence (court issued pay stub)

must be submitted to the Superintendent.

9.5 Military Leave:

Military leave shall be granted by the Superintendent or designee in accordance with state and federal statutes.

9.6 Bereavement Leave

Five (5) days of bereavement leave, non-accumulative, shall be granted for a death in the immediate family. Employees shall notify the Superintendent or his/her designee that he/she is taking the leave as soon as possible**. The Superintendent may extend this leave beyond five (5) days at his/her discretion.** A day under this section is defined as the number of hours per day specified in the employee's annual letter of agreement.

9.7 Vacation

Employees working year round (minimum 7 hours per day year round) shall accumulate vacation at the rate of .83 days per month (10 days per year) and be granted upon the completion of one year up to five years of service. Such employees with 5 to 15 years of service to the district shall be entitled to vacation time accumulating at the rate of 1.25 days per month to 15 days per year. A day being defined as the number of hours per day specified in the contract.

Such employees with over 15 years of service with the district shall be entitled to vacation time accumulating to the rate of 1.67 days per month to 20 days per year. All vacation time will be subject to the approval of the Superintendent or his/her designee and will normally be taken during the summer months. Vacation time may not accumulate. Currently prior year's vacation leave must be used by August 31st of the next year. A day being defined as the number of hours per day specified in the contract.

ARTICLE 10 – PROFESSIONAL DEVELOPMENT

10.1 Employees taking approved courses or attending approved workshops or conferences may be reimbursed for tuition and conference/workshop fees. Approval to attend courses, workshops or conferences under this section is at the sole discretion of the Superintendent or his/her designee, and not subject to the grievance procedure.

10.2 A fund of $5,000 shall be established to support professional development opportunities for members of the bargaining unit. This fund shall cover tuition and fees for workshops, trainings, seminars and courses that are related to the employee's work assignment as shall be determined in advance at the sole discretion of the Superintendent or his/her designee. This fund will be distributed on a first come first serve basis at an initial maximum rate of $500 per bargaining unit member. Any unused money left in this fund on June 15 shall be distributed in equal amounts to bargaining unit members who were

not fully reimbursed initially up to the full cost of the tuition, and fees.

10.3 Successful completion of graded coursework for which an employee seeks reimbursement under the provision shall be equal to a B or better.

ARTICLE 11 – INSURANCE

11.1 Health Insurance

11.1.1 Full year employees (260 work days per year) and school year employees (working a minimum of 7 hours per day up to 200 days).

The District will contribute 82% toward the cost of a single or two (2) person Cigna SchoolCare Green Plan, or comparable plan. The District will pay an amount equal to 82% of the Green Plan toward the Cigna SchoolCare Red Plan, if that plan is chosen. The employee may select single, two (2) person or family coverage. In no instance will a family, where both the spouses are employed in some capacity by the District, be allowed to select two health insurance plans, such as: two (2) single-person health insurance plans, a single-person health insurance plan and a two-person health insurance plan, or two (2) two-person health insurance plans. If family coverage is selected, then the amount of the (two) 2 person plan contribution shall be applied. The balance of the actual cost of the coverage, after the district contribution, shall be paid by the employee as a payroll deduction.

11.1.2 Part-time school year employees (working less than 7 hours per day up to 200 days).

The regular district contribution for employees referenced in Section 11.1.1, above, will be prorated based on a 7 hour work day. For example, an employee working 6 hours per day would receive 6/7 or 86% of the regular district contribution towards health insurance for support staff eligible for health insurance under Section 11.1.1.

An employee must work a minimum of 15 hours per week on a regular basis to be eligible for the school district health insurance.

11.1.3 Employees eligible for health insurance under this article who do not enroll in a District offered health insurance plan and can otherwise provide annual proof of health insurance coverage through another source that is not subsidized insurance under the Affordable Care Act, shall be paid a sum of $2,000. This amount shall be paid equally in two (2) installments $1000/December and $1000/June and is conditional upon the employee remaining employed by the District throughout the contract year (i.e., payments not subject to proration).

11.1.4 Health Insurance Study Committee

In the event the School Board or Association seek to consider alternative health insurance plans and providers, the party seeking the change shall notify the other party by May 1st. The District agrees to contact the current carrier for such information. The Association will appoint two (2) representatives and the School Board will appoint two (2) representatives to a committee. This committee shall meet to discuss any such options and may bring in consultants to assist in exploring alternative plans and providers. The committee shall present its findings and recommendations to the Association and School Board for any such changes no later than September 1st. Changes to the insurance plans or providers recommended by the committee shall only be made if both the Association membership and School Board members mutually agree.

11.1.5 If the District can obtain the equivalent coverage at a lower cost with another carrier, it will be permitted to change from the specific policy mentioned above after consulting with the Association.

11.1.6 Either party may reopen negotiations on health insurance only during the term of this agreement and with notice to the other by September 1st.

11.2 Life Insurance

A Term Life Insurance Policy, payable in the amount of $20,000, shall be provided for all employees who work a minimum of 7 hours per day and 180 days or more per year.

ARTICLE 12 – WAGES

12.1 Effective July 1, **2026**, employees shall receive a **$2.75 per hour** increase in their hourly wage rate.

12.2 Effective July 1, **2027**, employees shall receive a **$1.75 per hour** increase in their hourly wage rate.

12.3 The starting wages of new employees **for 2026-2027** in the following positions shall be:

Paraprofessional/aide	**$20.50**/hour
Administrative Assistant/Secretary	**$22.50**/hour

The starting wages of new employees **for 2027-2028** in the following positions shall be:

Paraprofessional/aide	**$21.50**/hour
Administrative Assistant/Secretary	**$23.50**/hour

The District shall confer with the Association regarding the hiring for any other bargaining unit position that is being filled by the District.

The District may hire at a higher starting rate based upon qualifications, education and experience. No new hire shall be hired at a higher wage rate than a current employee with the same qualifications, education and experience.

12.4 In the event an Employee is offered the opportunity to work summer school, such employment shall be documented by a separate contract from the regular school year contract. The Employee shall be paid at their regular hourly rate of pay for all summer work or **twenty-five dollars ($25)** per hour, whichever is greater.

ARTICLE 13 – RETIREMENT

13.1 Upon retirement, employees working a minimum of 5 hours per day per school year will be eligible to receive a payment benefit per the following:

- Minimum **10 years** of service in District: Retiree receives $5,000
- Minimum **20 years** of service in District: Retiree receives $10,000
- **Minimum 30 years of service in District: Retiree receives $15,000**

13.2 This retirement benefit will be made in a single (lump sum) payment to the retiree no more than 90 days after retirement. As a condition precedent to receiving such payment, the employee must give notice of intent to retire no later than February 1 in the year of retirement.

ARTICLE 14 – HOLIDAYS

14.1 Employees working (a minimum 7 hours per day and 200 days per year) will be eligible for the following thirteen (13) paid holidays:

Independence Day
Labor Day
Columbus Day
Veteran's Day
Thanksgiving
Day After Thanksgiving
Christmas
Day Before or the Day After Christmas
New Year's Day
Civil Rights Day
President's Day
Memorial Day
Juneteenth

14.2 School year employees working a minimum of 6 hours per day will be eligible for the

following **ten (10)** paid holidays:

Labor Day
Columbus Day
Veteran's Day
Thanksgiving
Day After Thanksgiving
Day Before Christmas
Christmas
New Year's Day
Civil Rights Day
Memorial Day

14.3 In order to be paid for a holiday under this article, the employee must work the entire day of the last scheduled work day prior to the holiday and the first scheduled work day following the holiday. Use of approved, paid leave for either of these days allows payment for the holiday.

ARTICLE 15 – GRIEVANCE PROCEDURE

15.1 A grievance is defined as a claim by a member of the bargaining unit that there has been a violation of a specific provision of this Agreement, except that the following matters shall be excluded from the grievance procedure: (1) any matter for which a specific method of review is established by law; (2) any statute, law or regulation by the State or Federal Government; (3) any bylaw of the school board pertaining to its internal organization; (4) any matter which, according to law, is either beyond the scope of school board authority or is limited to unilateral action by the school board alone; (5) a complaint concerning evaluation of an employee's performance; (6) any matter listed in Article 3; and (7) any matter which this Agreement states shall not be subject to the grievance process.

15.2 It is the intent of this procedure that employee complaints shall be identified and corrected at the earliest possible time, and at the lowest level of supervision.

15.3 Grievance processing should be viewed as a positive and constructive effort which seeks to establish the facts upon which the complaint is based and come to a fair conclusion. Employees will not be discriminated against nor will reprisal be attempted against an employee because he/she filed a grievance.

15.4 To be considered under this grievance procedure, a grievance must be filed in writing at Step 1 within ten (10) days of when the employee knew, or should have known, of the alleged violation of this Agreement.

A. Failure at any step of the grievance procedure to communicate a decision in response to a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step of the procedure. Failure at any step of this

procedure to appeal a grievance to the next step within the specific time limits shall be deemed to be acceptance of the decision rendered at that step.

B. During the pendency of any grievance, the employee shall continue to perform all assignments and observe applicable rules.

15.5 Informal Procedure: Any employee who has a grievance first shall discuss it informally with his/her building principal.

15.6 Formal Procedure:

A. Step 1: If, as a result of the informal discussion, the matter is not resolved to the satisfaction of the employee, the employee may set forth the grievance in writing to the principal. The written grievance shall specify the nature of the grievance, the date of occurrence, the specific provisions in this Agreement that allegedly were violated, and the remedies sought. The principal may communicate his/her decision to the employee in writing within five (5) days of receipt of the written grievance.

B. Step 2: If the grievance is not adjusted to the employee's satisfaction at Step 1, the grievance may be appealed to the Superintendent within five (5) days after receipt of the principal's decision or, if none, no later than five (5) days after the deadline for the principal's written decision. The appeal to the Superintendent shall be in writing, shall specify the employee's dissatisfaction with the decision previously rendered, and shall attach copies of the grievance submitted to the principal and the principal's written decision. The Superintendent may communicate his/her decision in writing to the employee within twenty (20) days after receipt of the appeal to the Superintendent.

C. Step 3: If the grievance is not resolved to the employee's satisfaction at Step 2, the employee shall notify the Union within five (5) days of receipt of the Superintendent's decision or, if none, within five (5) days after the deadline for the Superintendent's written decision. If the Union determines that the matter should be arbitrated, it shall so advise the Superintendent in writing within ten (10) days of receipt of the grievant's request.

15.7 The following procedure shall be used to secure the services of an arbitrator:

The parties will attempt to agree upon a mutually satisfactory third party to serve as an arbitrator. If no agreement is reached within ten (10) days following receipt of the request for arbitration, either party may request the American Arbitration Association ("AAA") to submit to the Union and the Superintendent, rosters of persons qualified to function as the arbitrator. The AAA shall thereafter appoint the arbitrator and provide administrative services in accordance with its rules.

15.8 At Step 3, arbitration, the Union shall not be permitted to assert any ground or evidence before the arbitrator which was not previously disclosed to the Superintendent.

15.9 The arbitrator shall limit himself/herself to the issue(s) submitted. He or she shall be bound by and must comply with the terms of this Agreement. The arbitrator shall have no power to add to, delete from, or modify in any way the provisions of this Agreement.

15.10 The cost for the services of the arbitrator, including per diem expenses, actual and necessary travel, subsistence expenses and the cost of the hearing room, shall be borne equally by the parties.

15.11 The arbitrator's decision shall be advisory only. The arbitrator shall issue his recommendations for settlement of the grievance to the District and the Union within thirty (30) days after close of the arbitrator's hearing.

15.12 After consideration of the arbitrator's advisory recommendations for settlement of the grievance, the School Board may make a decision on the issue and shall so advise the grievant and the Union in writing. If the School Board fails to make a decision on the arbitrator's advisory opinion within thirty (30) days after receipt of it, the School Board's non-action shall be deemed to be a decision rejecting the arbitrator's recommendation and accepting the administration's last decision. The School Board's decision in response to the arbitrator's advisory recommendations shall be final and binding on the parties.

15.13 For purposes of Article 15, "days" shall mean school days, except that during summer school vacation, days shall mean Mondays through Fridays excluding holidays.

15.14 The time periods specified in this procedure may be extended by mutual written agreement of the parties.

15.15 A Union representative may be present with the grievant at all steps of the grievance process if requested by the grievant, however, only the Union, on behalf of the employee(s), may request arbitration.

ARTICLE 16 – SCHOOL DELAYS/CLOSURES

16.1 In the event there is a delayed opening or early closure, all employees shall receive their regular rate of pay for their regularly scheduled hours on said day.

16.2 School Closures (i.e. Snow Days):

School closures are not workdays for school year employees and thus are not paid days. These individuals will be required to work on a make-up day, which will be their regularly scheduled work day replacing the school closure day. In the event the make-up school closure day(s) are waived for students, employees shall have the option of either using personal day(s); taking the day unpaid;

OR

The administration shall consider professional development suggestions from the Association, if any, that are applicable to their work for make-up days that do not include students.

ARTICLE 17 – PERFORMANCE EVALUATION

17.1 Forms and procedures for evaluations used at the beginning of the school year will remain in effect throughout the year. Before forms or procedures for evaluation are changed and brought to the Board for approval, the Lin-Wood Support Staff Association will be given an opportunity to review them.

17.2 A minimum of one performance evaluation per school year, with at least one in person observation, shall be completed no later than February 1st by a non-union supervisor or program administrator.

17.3 Employees shall have the right to submit a rebuttal and have it attached to the evaluation.

ARTICLE 18 – MISCELLANEOUS

18.1 No employee shall be required to transport a student. No employee shall be disciplined if they refuse to transport a student.

18.2 No employee shall be required to administer medication to a student unless such task is part of the employee's regular assignment and as long as training has been provided. No employee shall be disciplined if they refuse to administer medication to a student unless such task is part of the employee's regular assignment.

18.3 No employee shall be required to use their personal equipment (i.e., cell phone, laptop, credit cards) in matters of official school business. No employee shall be disciplined if they refuse to use their own personal equipment in matters of official school business.

ARTICLE 19 – POSTING OF JOB OPENINGS

19.1 Notice of bargaining unit job openings, including a job opening or job openings which have been created by the filling of a previous job opening within the district, will be posted by electronic email and on the school district web site.

19.2 Employees who desire to be considered for a posted job opening shall file a written statement of such desire with the Superintendent within the deadline specified on the notice. Internal candidates may be considered prior to out of district candidates.

19.3 Selection of a candidate, whether within or from outside the school district shall be at the discretion of the Superintendent. Such decision by the Superintendent is not subject to the grievance procedure.

ARTICLE 20 – SEPARABILITY

20.1 If any provision of this Agreement is held to be contrary to law, all other provisions shall continue in force and effect. In such instance, the School Board and the Association shall meet within a reasonable amount of time of such legal determination for the purpose of negotiating possible modifications to the Agreement.

ARTICLE 21 – DURATION

21.1 This Agreement shall be in full force and effect from July 1, **2026** through June 30, **2028.**

21.2 The District agrees to provide the PELRB with a copy of this Agreement within fourteen (14) days of its execution in order to ensure the parties compliance with PUB 207.03(b).

IN WITNESS WHEREOF, the parties' duly authorized officers and representatives have signed this Agreement on this 9th day of April, **2026.**

FOR LIN-WOOD SUPPORT STAFF ASSOCIATION/NEA-NH

By: Deborah M Celino
Leigh M Hampton
Judith C. O'Connell

FOR LINCOLN-WOODSTOCK COOPERATIVE SCHOOL BOARD

By: Tara A Ham
Jasmin Weeden

Lincoln Woodstock Cooperative School Board and
Lin-Wood Support Staff Association, NEA-NH

CONTINUATION OF MEMORANDUM OF AGREEMENT

This memorandum of agreement is entered into between the Lincoln Woodstock Cooperative School Board and the Lin-Wood Support Staff Association, NEA-NH, herein collectively referred to as "the parties."

During the course of negotiating their first collective bargaining agreement, the parties made the following side agreement:

Notwithstanding that members of the bargaining unit represented by the Association are provided an unpaid half (1/2) hour duty free lunch period each workday, the following employees shall receive a paid half (1/2) hour lunch period as a "grandfathered" benefit:

Billie Barnett
Yvette O'Connell

The parties agree that this memorandum of agreement does not establish a practice, nor is it precedent setting, in any other matter between them.

IN WITNESS WHEREOF, the parties have duly authorized and caused this Memorandum of Agreement to be executed as follows:

Lin-Wood Support Staff Association, NEA/NH

DATE: 4/22/26

Deborah M Celino
Leigh M Hamm
Yvette C. O'Connell

Title: LWSSA Negotiation team

Lincoln Woodstock Cooperative School Board

DATE: 4/9/26

Tanya Oltam

Title: School Board member

4/9/26

Jasmin Meeder
School board member