

**January 2019 - Ratified Agreement parameters between Hanover/Dresden School Boards and Hanover Support Staff Association**

Article 1: Recognition of unit members outlining included positions and excluded positions

Article 1: Definition of terms for support staff & employee being interchangeable and term for typical day shall mean 6-7.5 hours.

Article 4: grievance procedure – remove ability to appeal arbitration decision

Article 5: employee vacancies posting – postings will now be made available electronically and it will be the responsibility of association members to post at school locations; reclassifications of positions must be mutually agreed or clarified by the NH Public Employee Labor Relations Board

Article 10 Insurance Provisions:

- Medical change to School Care Yellow with Choice Fund HRA (deduct 1K/2K), copay increase 1% in 3 (considerable savings from first year vendor/product change)
- Life – removed grandfathering and now has one class with 20 hours (was 17.5 and 25) or more at \$50K (was \$25K/\$50K) - Cost \$3,375
- Disability – legal language update

Article 13: rearrange all of the leave section alphabetically and move all leave into one article location entitled “Leaves of Absence”, other changes include the following –

- Clarify use of bereavement leave (post death matters) & define “partner”
- Define emergency leave and process (superintendent approval or designee)
- Add military service leave (non paid) to comply with law
- Consolidate all leave with regards to pregnancy & or adoption into one section labeled “Parental Leave” and break down into child bearing & child rearing
- Clean up outdated wording in personal leave
- School Emergency Days/Delays – clarify process and accountability
- Sick leave – accrual increments updated to actual; accruals limited from 120 down to 90
- Vacation accruals (affects 5 year round people) – tiers were adjusted so last tier was moved up from 10 back to 7 years for 20 days

Article 14 Compensation:

- Clean up prior years carryover language for 25% differential and what qualifies – includes bus riding if student meets criteria
- Changed the scale to include 3 tracks: Ed Assistants, Clerical/Accounting, Other: ABA Tech/Safety, added a step 12 and 2% per year on each scale over 3 years
- Longevity was increased by \$250 per tier, from \$750→1000, \$1000→1250, \$1250→1500

Projected costs over Status Quo based on current census:

Dresden (50 people/42.05 FTE)

Year 1 \$ 23,221  
Year 2 45,230  
Year 3 38,398  
Total: \$106,849

Hanover (42 people/38.79 FTE)

Year 1 \$ 16,127  
Year 2 40,238  
Year 3 35,588  
Total: \$ 91,953