

**Tentative Agreement was reached**  
**with the NHCSD and NHEA on Thurs.,**  
**March 31, 2016.**

1. **Article VI - Temporary Leave of Absence- A1 - Personal** (b)  
At any time during the first ~~five (5)~~ **three (3)** or the last ~~five (5)~~ **three (3)** days of the student attendance year. **(Page 11)**
  
2. **Article VI - Temporary Leave of Absence- A6- Leave for Sickness in Family** - Each employee shall at the beginning of the year accrue four days of paid leave for absences due to hospitalization or illness of a spouse, child, stepchild, parent, siblings, grandparents, grandchild, a person of close relationship, a member of his/her household, or individual to whom the employee serves as primary caregiver. This emergency leave is in addition to sick leave as allowed to all employees and is not accumulative. Employees may trade up to ~~four (4)~~ **six (6)** sick leave days from their yearly allotted amount for ~~four (4)~~ **six (6)** additional leave for sickness in family days.

In extra-ordinary situations the Superintendent may, in his/her sole discretion, grant up to seven (7) days of additional family illness leave with pay. (For example, but not limited to, heart attack, auto accidents, life or death situations, etc.) **(Page 13)**

### 3. Article XIII - SALARY AND BENEFITS-D3

#### D. Insurance, Hospital and Major Medical

3. For all full-time employees, the Board will contribute \$781.50/month for all eligible employees with a ~~tax sheltered annuity~~ **cash equivalency** or a Health Savings Account (HSA) over the cost of the selected policy. Contributions to the HSA are only available to employees that have chosen certain Health insurance programs that qualify.

~~The parties agree that the annuity cash equivalency, HSA, or dental insurance will replace the District's contribution of a cash equivalency over the cost of the employee's selected health insurance policy. It will be the obligation of the employee to notify the District of their choice of annuity dental insurance, cash/HSA provider. (Page 26)~~

4. Article XIII - SALARY AND BENEFITS-NEW J. Each year, the District shall distribute 97% of the District's annual allocation of TSS monies to all teachers according to the negotiated agreement (meet state law TSS minimum salaries first and then the remainder is distributed through the salary schedule index) after deducting the District's costs for FICA, Medicare, and IPERS. The District shall distribute any remaining amount of the District's annual allocation of TSS monies in the June payroll after adjustments are made based upon any employment changes during the contract that increase or decrease the FTE eligible for the funds. The parties agree to cost one hundred percent (100%) of the funds. (Page 28) If this does not remain part of the law then it would become null and void. (Page 28)

**5. Supplemental Schedule - Extra Duty Assignments-4B**

Employees will be compensated ~~\$12.00~~ **\$15.00** per assignment for all duties. Extra-duty assignments of more than three (3) hours will be assigned to two (2) employees, or such a assignment will be compensated at the rate of ~~twenty-four~~ **thirty** dollars per assignment. **The rate will increase to \$18 and \$36 during the 2017-2018 school year.**

**Article XIII - Salary and Benefits**

This proposal regarding Wages and Health Insurance will reflect the district covering any and all increases to insurance for 2016-2017 contract year and will be reflected in Article XIII-SALARY AND BENEFITS, D(3). The percent of increase will apply to the base salary only.

TOTAL PERCENT OF INCREASE ON SALARY IS  
\$800 on the base; 3.64 %, (Generator Base)  
\$500 on the TSS schedule; Total Package 4.96%

**Article XVI - Separability Clause, Duration, Misc.**

**D. Duration**

The language of this Agreement shall be effective beginning July 1, 2016, and shall continue in effect until June 30, 2018. (Two year contract for Language) Insurance and salaries in this Agreement shall be effective beginning July 1, 2016, and shall continue in effect until June 30, 2017. (One year contract for Salaries and Benefits) (Page 31)

BY: \_\_\_\_\_  
NHCS D Negotiator/Superintendent

\_\_\_\_\_  
(date)

BY: \_\_\_\_\_  
NHEA Chief Negotiator

\_\_\_\_\_  
(date)