

AGREEMENT  
BETWEEN THE  
NASHUA BOARD OF EDUCATION  
AND THE  
NASHUA ASSOCIATION OF SCHOOL PRINCIPALS

July 1, 2022

NASHUA BOARD OF EDUCATION

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If resignation, retirement, or death occurs in the middle of a fiscal year, the District shall prorate credit for sick and vacation leave (monthly accrual) based on separation date. For example, if you retire July 30<sup>th</sup>, you would receive 1/12 of your sick time that is loaded July 1<sup>st</sup>.

Total severance payments made to an administrator over the course of his or her career(s) with the Nashua School District shall not exceed the maximum payment for which the administrator is eligible under Section 5:6 (above).

5:7 Calculation of Per Diem Rates

For purposes of determining the value of payroll adjustments, accrued vacation leave and severance, the following days will be used in the calculation of per diem rates:

- Principals: 260 days
- Elementary Assistant Principals: 199 days
- Secondary Assistant Principals: 245 days for any vacation and sick time accrued through June 30, 2016, and 214 days for any sick time accrued on or after July 1, 2016.

**ARTICLE VI**

**Supplemental Benefits**

6:1 Workers Compensation

Administrators shall be subject to the provisions of the New Hampshire Workers' Compensation Law.

6:2 New Hampshire Retirement System

Administrators shall be subject to the provisions of the New Hampshire Retirement System.

6:3 Tax-sheltered Annuity

The Board of Education agrees to continue to allow administrators to take advantage of the federal law concerning tax-sheltered annuities at their expense.

6:4 Health Insurance

The District shall provide, upon the request of an Administrator, the benefits of an individual, two-person or family coverage under one of the following plans offered by the Board of



In the event that the provision of h

vacation days until August 1, 2016 at which time any accrued vacation days in excess of forty (40) days will be forfeited. Accrued vacation time retained at August 1, 2016 may be subsequently used as additional vacation time with supervisory approval.

For principals annual leave dates will be scheduled after consultation with the Superintendent. Following the end of the school year through the first week in August, and during school vacation periods the Superintendent will endeavor to provide as much flexibility as possible to principals in scheduling vacations, subject to the operational demands of the District and the needs of each school. In special circumstances, with the authorization of the Superintendent, accrued annual leave time may be approved during a day(s) when school is in session.

7:2 Holidays

All principals and secondary assistant principals shall receive the following paid holidays:

|                         |                        |
|-------------------------|------------------------|
| July 4 <sup>th</sup>    | Day After Thanksgiving |
| Labor Day               | Christmas Day          |
| Indigenous People Day   | New Year's Day         |
| Veterans' Day           | Martin Luther King Day |
| Day Before Thanksgiving | Memorial Day           |
| Thanksgiving Day        |                        |

Effective July 1, 2016, secondary assistant principals will no longer receive any paid holidays.

7:3 Sick Leave

Each administrator shall be entitled to fifteen (15) days sick leave per fiscal year. Sick leave will be cumulative to 165 days for those administrator(s) hired on or after July 1, 2011, and 185 days for the administrator(s) hired prior to July 1, 2011.

- Graduation exercises or college events of employee's children or spouse
- Required court appearances
- Observance of a recognized religious holiday of a recog



- B. Such vacancies and new positions shall be posted on the bulletin board in every school. A copy shall be sent to the Association president when posted. Such notice shall be posted for no less than ten (10) calendar days prior to the final date of application for such vacancies or new positions. All posting notices referred to herein shall delineate the duties, rate of compensation, qualifications for the position, and application procedure including the final date for application.
- C. In filling vacancies and new positions, a candidate's area of certifiability, competence, quality of performance within and outside the District, the needs of the District and applicable experience within and outside the District will be considered.

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administrative experience outside the District; voluntary district-wide contributions; and level of formal education.

E. Administrator(s) affected by a staff reduction will be assigned to a teaching position should a vacancy for which the administrator is qualified and certifiable by the New Hampshire State Department of Education be available. The administrator will be given credit for relevant teaching and administrative experience for purposes of placement on the teacher salary schedule.

F. The administrator(s) so affected will be rehired or reassigned to vacancies within their respective pools which may subsequently occur within a period of two years following

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ARTICLE X

Terms and Conditions of Employment

10:1 Work Year

- A. All principals shall work a full calendar year.
- B. Elementary assistant principals shall work one hundred and ninety-nine (199) days, including 183 school days and ten (10) days prior to the return of teachers at the beginning of the school year. The remaining six (6) work days shall be scheduled in advance with their respective principals between July 1<sup>st</sup> and June 30<sup>th</sup>.
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.15:2 IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their

***NASHUA BOARD OF EDUCATION***

  
Jennifer Bishop  
PRESIDENT

Dated 7/14/22

**NASHUA ASSOCIATION OF SCHOOL PRINCIPALS**

  
Michael Mahoney  
PRESIDENT

Dated 7-14-22





**APPENDIX A: Salary Schedule (cont'd)**

| ASSISTANT PRINCIPALS | July 1, 2022 | July 1, 2023 | July 1, 2024 | July 1, 2025 |
|----------------------|--------------|--------------|--------------|--------------|
| <b>Secondary</b>     |              |              |              |              |
| 500                  | \$84,700     | \$86,400     | \$88,100     | \$89,900     |
| 501                  | \$85,900     | \$87,600     | \$89,400     | \$91,200     |
| 502                  | \$87,200     | \$88,900     | \$90,700     | \$92,500     |
| 503                  | \$88,500     | \$90,300     | \$92,100     | \$93,900     |
| 504                  | \$89,800     | \$91,600     | \$93,400     | \$95,300     |
| 505                  | \$91,000     | \$92,800     | \$94,700     | \$96,600     |
| 506                  | \$92,300     | \$94,100     | \$96,000     | \$97,900     |
| 507                  | \$93,600     | \$95,500     | \$97,400     | \$99,300     |
| 508                  | \$94,900     | \$96,800     | \$98,700     | \$100,700    |
| 509                  | \$95,900     | \$97,800     | \$99,800     | \$101,800    |
| 510                  | \$96,700     | \$98,600     | \$100,600    | \$102,600    |
| 511                  | \$97,700     | \$99,700     | \$101,700    | \$103,700    |
| 512                  | \$100,600    | \$103,600    | \$106,700    | \$109,900    |



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