

AGREEMENT BETWEEN

THE PORTSMOUTH SCHOOL BOARD

AND

**THE ASSOCIATION OF PORTSMOUTH SCHOOL
ADMINISTRATORS**

EFFECTIVE JULY 1, 2025 THROUGH JUNE 30, 2029

ARTICLE I
RECOGNITION

The Portsmouth School Board recognizes the Association of Portsmouth School Administrators comprising building principals, assistant principals, and directors as listed by position in this Agreement for the purpose of salaries, working conditions, and benefits. If the position title of an Association member is changed but the function remains essentially unchanged, then the person filling that position and carrying out its function shall be considered as part of the Association and said person shall be entitled to the salary, working conditions, and benefits as agreed to between the School Board and the Association. The work year of all positions in this contract shall remain the same for the duration of the contract. New positions created shall have a working year as designated and agreed upon by the School Board and the Association. If this position is designated as a management position, the new employee shall be scheduled as outlined by the article on the salaries. The Association is thus professionally responsible for the operation of the Portsmouth School System and considers itself an integral part of the System in its relationship with Central Office administrators and with the School Board.

ARTICLE II
EXISTING CONDITIONS OF EMPLOYMENT

Association members shall be entitled to all financial and leave benefits, along with working conditions, as negotiated between the Association of Portsmouth Teachers and the Portsmouth School Board, unless otherwise specified in this contract. It is understood that Administrators shall not receive a strategic planning stipend. Association members shall receive said benefits simultaneously with the teachers. Additional benefits to which the Association is entitled are contained within this Agreement.

Professional Learning Projects: Administrators agree to support the School District's administration of Professional Learning Projects (PLP) for teachers. Administrators will not join PLPs with teachers, but may initiate PLPs with other Administrators, subject to the same terms and conditions as the PLP program in the Association of Portsmouth Teachers contract.

ARTICLE III
LONGEVITY

JULY 1, 2025

After 13 years	\$4,111
After 16 years	\$4,936
After 25 years	\$5,252

Administrators serving on the Teacher Quality Panel (TQP) will be paid an annual stipend of \$3,395, to be paid at the same time and in the same manner as TQP stipends are paid to Portsmouth teachers.

Effective July 1, 2025, July 1, 2026, July 1, 2027, and July 1, 2028 the longevity schedule will be increased annually by the same percentage as salaries.

Longevity will be based on years employed in the Portsmouth School District in any certified capacity.

ARTICLE IV ADVANCED DEGREE STIPENDS

JULY 1, 2025

		LESS THAN 13 YEARS	13 YEARS OR MORE
TRACK B	Bachelors +15	\$3,391	\$7,112
TRACK C	Masters or Bachelors +45	\$8,280	\$12,749
TRACK D	Masters +15 or Bachelors +60	\$9,152	\$13,757
TRACK E	Masters +30 or Bachelors +75	\$10,026	\$14,763
TRACK F	Two Masters or CAGS or Masters +45 or Bachelors +90	\$11,773	\$16,627
TRACK G	PhD/EdD or Two Masters +15 or CAGS +15 or Masters +60 or Bachelors +105	\$13,520	\$18,621

The District will be permitted to recognize years of prior experience in education under a professional contract when placing an Administrator (either an internal or an external hire) in an interval on the Advanced Degree Stipend track.

Adjustments will be made to contracts for any course work completed prior to September 1, if the transcript is received in Central Office before this date. It is the employee's responsibility to notify Central Office that an adjustment should be made. Any credits earned after September 1 applicable for additional money will be on the following year's contract. For each ten (10) hours of staff development time, one (1) credit will be recorded to a maximum of five (5) credits every three (3) years within each Administrator's re-certification cycle provided that each formal course counts only once toward such payments. Such credits must be directly related to improvement within the Administrator's assigned area. The Administrator must initiate all such adjustment requests.

ARTICLE V
PROFESSIONAL LEAVE

Each member shall be entitled to attend various professional conferences with the prior approval of the Superintendent. Each member shall be reimbursed up to three hundred and fifty dollars (\$350) for each school year. Said allowance may be transferable from one member to another with prior approval of the Superintendent. During each school year, two members shall receive five hundred dollars (\$500) each towards the cost of a national conference. The five hundred dollars (\$500) will be in addition to the member's allotted yearly amount.

ARTICLE VI
SICK LEAVE

6.1 Each Association member will be granted fifteen (15) days leave per year for personal illness or illness in the immediate family. After five (5) years in the Portsmouth School System, sick leave will be earned at the rate of twenty (20) days per year with a total accumulation of two hundred fifty (250) days. [See Section 6.10 with respect to limitations established for employees hired by the School Department after June 30, 1996 who become Administrators.]

6.2 An Association member may be permitted to utilize up to fifteen (15) days of sick leave for the purpose of illness in the immediate family. Additional days may granted for this purpose in extenuating circumstances upon the recommendation of the Superintendent and approval of the School Board.

6.3 In the event of prolonged absence as a result of accident or illness, the School Board will consider circumstances that might warrant extension of full or partial sick pay.

6.4 A leave bank is hereby established which entitles an individual, for reasons of personal illness, to borrow, in advance, sick leave not yet accumulated, not to exceed the number of days in the member's contract. The leave bank may only be used if long-term disability is not available.

6.5 When an individual who has borrowed from the sick bank returns to work in the System, he/she will repay the sick bank at a rate of fifty percent (50%) of sick days that the individual is accumulating after returning to work.

6.6 In the event that a member leaves the System owing time to the sick bank, such time will be repaid in cash (days times the rate per day paid to the individual when the time was borrowed) over a period not to exceed three (3) years. This may be expanded with School Board approval.

6.7 The School Board will purchase term life insurance for each member in an amount equal to two (2) times the annual income of the member. The member's beneficiary and the School System will be co-beneficiaries of this insurance. In the event that a member dies while under contract to the School System, any sick leave borrowed from the sick leave bank will be repaid to the School System from the proceeds of the insurance. The balance of the proceeds will be turned over to the beneficiary named by the member. Additional life insurance may be purchased by the member. The member will pay for this insurance on a monthly basis.

6.8 The School Board shall purchase income protection insurance for each member to begin on the thirty-first (31st) day of disability in an amount equal to sixty-six and two-thirds percent ($66\frac{2}{3}\%$) of the monthly salary of the member at the date of disability and will continue through the age of sixty-five (65) and shall be coordinated with social security benefits. It is understood that a member shall not accept benefits under the income protection plan and simultaneously borrow time from the sick bank. The member and the School System shall be joint beneficiaries of this insurance. Should a disabled member owe days to the sick bank at the time they accept payment under the income protection plan, it is agreed that these days will be repaid from the insurance proceeds over five (5) years.

6.9 Any member receiving sick bank or income protection benefits under Article VI shall be entitled to sick leave, life insurance, retirement, disability insurance, and health insurance for a period of two (2) years. If a disabled member returns to work under this provision, they will be paid a salary upon return commensurate with the rate they would have received if they had not become disabled. After two (2) years the member will have the option of continuing these benefits at his/her own expense while the member is on disability they will be deemed to be under contract to the School System. Supplemental sick leave requests should be made for only emergent, serious, or life-threatening illnesses, impairments, or mental or physical conditions that have caused, or are likely to cause the employee to take leave without pay, provided appropriate medical information is provided. Requests for supplemental sick leave shall be made to the Human Resources Department after all accrued sick leave is exhausted. An employee is on active status when on supplemental sick leave. Members of this unit may voluntarily donate up to 5 days of accrued sick leave annually, by September 30th of each year of this contract. The use of this time is administered by the conditions described above. The sick bank will be capped at 100 days and may be rolled over annually. The withdrawal of supplemental sick leave is capped at 60 days per individual, per year.

6.10 Association members shall receive ninety percent (90%) of all accumulated sick days (in cash payment at the per diem rate which the administrator last earned) upon retiring from the Portsmouth School System (with a maximum of 250 days as set forth in Section 6.1 above) or upon an Administrator's voluntary resignation so long as the Administrator has ten (10) or more years in the system. (The exception to this voluntary resignation provision is that an Administrator resigning in the face of dismissal or non-renewal based upon charges of serious criminal misconduct will not be paid for accumulated sick leave under this contract even if the employee voluntarily resigns.) Employees hired by the School Department after January 1, 1996 who become school administrators shall be allowed to accumulate sick leave up to one hundred fifty (150) days based on the provisions in Section 6.1 but shall not be entitled to any payout upon retirement or death or resignation. It is understood that employees hired by the School Department prior to January 1, 1996 who become School Administrators after January 1, 1996 will receive payouts upon retirement, death, or resignation based upon their previous maximum allowance under the Collective Bargaining Agreement that applied to them prior to their promotion. For the purpose of this Section, employees hired prior to January 1, 1996 who are RIFFED and recalled shall be considered hired as of their initial date of hire. For an administrator entitled to a payout, the retiring administrator may elect the option of accepting this payment as extra compensation during the last three years of service prior to retirement. This article applies to those employees eligible to enter the New Hampshire Retirement System. This payment will be adjusted to reflect the contract in effect at the time of retirement. Further should an administrator covered by this contract die while in the employ of the Portsmouth School System, their heirs shall be entitled to be paid for the administrators' accumulated (unused) sick leave at one hundred percent (100%).

6.11 Any person covered under this Agreement shall be granted sick leave for the purpose of maternity. The duration of sick leave will be dependent upon the person's health as determined by their doctor. Upon receipt of such notification from the physician, the Superintendent will assign the member to their former position or an appropriate alternate position.

6.12 Members retiring must notify the Superintendent by September 1 of their retirement year in order to receive their severance pay at retirement. If the member does not notify the Superintendent, they will receive severance pay not later than the fiscal year following their

retirement. Notice of retirement shall be kept confidential within the Central Office until one year prior to official retirement.

ARTICLE VII PERSONAL LEAVE

Personal leave will be credited on July 1st of each calendar year. Each member shall be entitled to three (3) non-accumulative personal leave days per year to attend to matters that cannot be transacted at any other time. Personal leave does not accumulate.

ARTICLE VIII COURSE REIMBURSEMENT

Each member shall be entitled to course reimbursement up to the cost of one four (4) credit course at the University of New Hampshire. With prior approval of the Superintendent, monies may be transferable among members to meet the full cost of that course and any additional courses.

ARTICLE IX MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Each person who wishes to become a member of the State and National Association shall have full cost of their dues reimbursed up to five hundred dollars (\$500) for each school year by the School System. This provision is for membership in professional associations of the member's choice. Monies may be transferable among members of the Association.

ARTICLE X TRAVEL/CELL REIMBURSEMENT

Upon submission of appropriate documentation, the K-12 Athletic Director will be compensated at the IRS rate for miles submitted related to the fulfillment of his/her professional duties. All other members of the Association shall receive the following:

JULY 1, 2025

RJLA PROGRAM DIRECTOR	\$672
PRINCIPALS	\$672
TECH/CAREER DIRECTOR	\$672
ASSISTANT PRINCIPALS	\$594
HIGH SCHOOL DIRECTOR OF CURRICULUM/INSTRUCTION	\$594
SCHOOL NUTRITION DIRECTOR	\$1,132
DIRECTOR OF PUPIL SUPPORT AND INSTRUCTION	\$1,132

The District will reimburse as follows for cell phones used for business purposes - \$50.00 per month with first page of invoice submitted to document expense.

ARTICLE XI ASSIGNMENTS AND REASSIGNMENTS

In the event of a reassignment during a contract year, no member shall incur a loss of pay resulting from such reassignment for the balance of that contract year. However, if the Association member initiates a request for such reassignment, their individual contract can be appropriately adjusted. The administrator transferred or reassigned involuntarily will continue to receive the daily rate of pay for the position from which they were transferred or the position to which they are being transferred, whichever is greater. The number of work days for the transferred administrator shall be established by mutual agreement.

Should any Association position (or portion of a position) be considered for elimination, the Superintendent shall discuss the matter with the chairperson of the Association negotiation team prior to making a decision regarding the elimination of the position or a portion of a position See Section XII below regarding the School Board's obligations with respect to position elimination. The date for notification to Administrators of contract non-renewal shall be April 1.

ARTICLE XII POSITION ELIMINATION

A. Entire Position Elimination:

If the Board decides to eliminate a position, the administrator affected may apply for any administrative opening in the system. Openings in the system will be filled by the most qualified applicant, including outside applicants.

If the affected administrator is not awarded another position as an administrator in the system, they will be offered a teaching position so long as the administrator has the seniority under the APT's Collective Bargaining Agreement to get a full-time teaching contract in the next school year. If the administrator losing a position due to a job elimination would not have seniority to hold a teacher's full-time position and has ten (10) or more years of service with the Portsmouth School Department, the School Board will give the administrator one year's notice prior to the elimination of the administrator's position or one-half (1/2) of their annual salary in lieu of notice. The decision as to whether to give notice or pay in lieu of notice shall be at the discretion of the Superintendent. "One year's notice" shall mean notice by June 1, for a school year commencing July 1 and running through June 30 of the next year.

In the event an administrator whose position is eliminated is unable to find a full-time teaching or administrator's position starting by the school year next following the notice year and said administrator has five (5) years' of service with the Portsmouth School Department, then the Department will pay said administrator 90% of accumulated sick leave not to exceed 150 workdays unless the administrator is entitled to a greater payout of sick leave under Section VI of the Contract based on voluntary termination payout for employees with ten (10) or more years of service. Sick leave payout shall not be applicable to employees hired after January 1, 1996.

B. Positions Reduced to Half-Time:

If an administrator's position is going to be reduced to half-time and the administrator affected has ten (10) or more years of service with the Portsmouth School Department, the Administrator will be given one year's notice prior to the reduction to half-time or payment in lieu of notice of 25% of the current full-time salary. The decision as to whether to give the notice or pay in lieu of notice shall be mutually agreed between the administrator and the School Board.

ARTICLE XIII
GENERAL

If any provision of this contract or any application of this contract to any Association employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

This contract constitutes School Board policy for the term of said contract and the School Board and the Superintendent shall carry out the commitments contained herein and give them full force and effect as School Board policy. The Association shall also carry out all of the terms and conditions contained herein, in the laws and according to regulations of governing boards.

ARTICLE XIV
EVALUATION

Evaluations shall be conducted according to the policies adopted by the School Board. It is understood that administrator evaluations will be conducted with due consideration for the Strategic Planning Process. It is the aim of the School Board that administrators will establish goals in coordination with the Strategic Plan and in the furtherance of the Continuous Improvement Process. The Superintendent and the administrator shall jointly establish yearly goals and objectives which will provide the framework for the annual evaluation.

ARTICLE XV
PER DIEM RATE

Any Association member employed by the School System beyond their contracted days will be paid on a per diem rate based on the current salary of the fiscal year in which the work is performed. Any member who requests, in writing, to be employed beyond their contracted days shall submit a request to their supervisor who, through the Superintendent, will communicate their decision as soon as possible. Members who are required to work non-school days will submit these days as contracted days.

ARTICLE XVI
REQUEST FOR REASSIGNMENT TO A TEACHING POSITION

The following guideline shall be adhered to when a request for reassignment, by an individual administrator (member of the Association) is submitted to the Superintendent of Schools,

Portsmouth School System.

The administrator requesting reassignment, upon approval by the School Board, shall be granted salary and seniority commensurate with the total number of years invested with the Portsmouth School Department from the date of original hire.

ARTICLE XVII
SALARIES

17.1 A person appointed to an acting position in the Association shall have their salary set in the same manner as a new person hired to fill a management position. (Note: New positions will be made known to the Association members prior to public announcement).

17.2 Each administrator will be paid twenty-six (26) payments, biweekly, starting with the first pay period in July. Longevity, advanced degrees, and travel will be paid in a lump sum on the first pay day in December.

COLA Adjustment

Effective July 1, 2025, a COLA of 2.84%, resulting in the following wage schedule:

<u>POSITION</u>	<u>DAYS</u>	<u>ANNUAL SALARY</u>
CTE Director	210	\$112,765
RJLA Program Director	217	\$113,964
High School Director of Curriculum/Instruction	210	\$112,765
Large Elementary Principals	230	\$129,061
High School Assistant Principals	210	\$112,765
Middle School Principal	230	\$134,768
High School Principal	230	\$145,586
Middle School Assistant Principal	210	\$112,765
Director of School Nutrition	211	\$106,956
Elementary Assistant Principal	210	\$112,765
Director of Pupil Support and Instruction	230	\$127,594
K-12 Athletic Director	230	\$112,765

On July 1, 2026, July 1, 2027, and July 1, 2028, a COLA percentage increase will be applied to base wages. The COLA percentage increase will be the ten-year rolling average of the annual CPI-U for the Boston-Cambridge-Newton—all items index as computed by the Bureau of Labor Statistics of the U.S. Department of Labor for November to November. The reference base is 1982-1984 equals 100 until BLS updates the reference base at which time the parties agree to adopt the official reference based as used by BLS. Further, the July 1, 2026 and July 1, 2027 COLA percentage increases will have a floor of 3.0% and a cap of 5.0%; and the July 1, 2028 COLA percentage increase will have a floor of 2.0% and a cap of 5.0%.

Applicability After Contract Expires: It is clearly understood that in the event that the four-year Working Agreement expires without a successor Working Agreement being settled prior to July 1, 2029 that no further COLA adjustments after July 1, 2028 will be generated under the Working Agreement even though the Working Agreement has an evergreen clause. It is further agreed that continuation of COLA adjustments are not to be deemed "status quo" as the term has been used by the PELRB in the event that a successor agreement has not been settled by July 1, 2029.

ARTICLE XVIII HEALTH INSURANCE

The School Department will offer unit members the Consumer Driven Health Plan (CDHP) issued only by Cigna Insurance under its "SchoolCare" plan of the New Hampshire School Health Care Coalition as administered in accordance with its Articles of Agreement and By-Laws or equal and comparable coverage. The City shall enroll all Administrators in the SchoolCare - Plan 2 1500 Max (DPO2C) for individual, two-person or family dental coverage or equal and comparable coverage. The premium cost sharing arrangement will be as follows:

	<u>SCHOOL DEPARTMENT SHARE</u>	<u>EMPLOYEE SHARE</u>
Effective July 1, 2025	93%	7%
Effective July 1, 2026	92%	8%
Effective July 1, 2027	91%	9%
Effective July 1, 2028	91%	9%

The School Department may change health insurance plans if SchoolCare ends its coverage and/or services. The Union further understands and agrees that the School Department is providing health insurance coverage subject to all contractual limitations and exclusions imposed on either the School Department or individual subscribers by the insurance carrier or SchoolCare, including any contractual right of the carrier or SchoolCare to modify coverage, including prescription drug coverage, during the term of this Agreement.

ARTICLE XIX NON-DISCRIMINATION

The parties will not discriminate on the basis of race, creed, color, gender (including transgender), sexual orientation, physical or mental disability, Association activity, marital status, age, national origin, military service, religion, protective hairstyle, or any other status or characteristic protected by Federal, State or local law. Unlawful harassment based on any status or characteristic protected by Federal, State or local law is also unacceptable conduct that will not be condoned by the either party.

ARTICLE XX
WORKERS' COMPENSATION

In case of accidental personal injury to any employee arising out of any accident in the course of their employment, the School District will pay to the employee the difference between the amount received from the insurance carrier and the employee's regular pay. Employees will see the deduction of payment on their paystub as 'Worker's Compensation.' In no event will such payment by the School District exceed twenty-six (26) weeks.

ARTICLE XXI
FAMILY AND MEDICAL LEAVE

Employees will be eligible for leave under the terms, and in accordance with the Family and Medical Leave Act (FMLA), as outlined in the City's written FMLA policy.

ARTICLE XXII
DURATION

This contract shall be effective as of the date of its approval by the City Council and shall continue and remain in full force and effect until June 30, 2029. A retroactive payment will be made to account for the July 1, 2025 COLA and additional wage adjustment. If no contract is signed upon the expiration of the old contract, then the old contract will be enforced.

Dated: 9/2/25

Nancy Clayburgh
Portsmouth School Board

Dated: 8/27/25

IRG
Association of Portsmouth School Administrators

Approved by the Portsmouth City Council July 14th, 2025