

**GILFORD SCHOOL DISTRICT  
ADMINISTRATORS CONTRACT**

ARTICLE OF AGREEMENT made this June 10, 2011, by and between the Gilford School Board, party of the first part, and Scott Isabelle party of the second part, witnesseth:

- 4yr
1. The SAU agrees to continue to employ the Professional Employee as the Assistant Superintendent for Business for the Gilford School District commencing July 1, 2011 through June 20, 2015, at an annual salary rate of \$103,173.00 payable in equal bi-weekly installments.

In addition and thereafter the SAU agrees to continue to employ the Professional Employee as the Assistant Superintendent for Business for the Gilford School with an annual increase in salary to be renegotiated annually plus a performance bonus as recommended to the Gilford School Board by the Superintendent for each remaining in the contract.

2. Said party of the second part declares that Scott Isabelle holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education, and agrees to conform to and carry out all lawful regulations which may be prescribed relative to the conduct of the school
3. It is mutually agreed:
  - a. That the party of the first part may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire statues governing suspension, dismissal or renewal.
  - b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.
  - c. That the party of the second part will receive 25 vacation days annually. For each year worked beyond ten years and additional vacation day will be added up to a maximum of 30 days. No more than 50 vacation days may be accrued.
4. In addition to the salary stated above, the Administrator shall receive the following benefits during the term of this contract:
  - a. Administrators are entitled to the following leaves:
    - Sick leave – fifteen (15) days annually
    - Twenty (120) days.

Military leave in accordance with state and federal statutes.

Jury Duty- Administrators will be paid the difference between their full salary and the remuneration received in recognition of their outside services performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School Board will be paid to them during the next payroll period.

Twelve (12) paid holidays.

It is understood that administrators will be entitled to personal time as needed for items such as emergencies and funerals.

- b. Disability Insurance – The same as that provided teachers will be available to administrators.

In the case of work connected illness or accident where eligibility for Workers Compensation, the administrator will receive the difference between compensation payment and their full salary.

- c. Full cost coverage of plan Blue Choice (single, 2-person or family) Blue Cross/Blue-Shield and the cost to provide the so-called “million dollar major medical rider.” If the administrator chooses not to take health benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.
- d. Full cost of the family coverage for Delta Dental Insurance Plan IV. If the administrator chooses not to take dental benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.
- e. Indemnify modification up to “one million” dollars as stipulated by the New Hampshire Administrative Rules.
- f. Life Insurance equal to one and one-half times the annual salary of the party of the second part.
- g. Professional Development funds in the amount of Two Thousand Dollars (2,000).
- h. TSA: Matching \$1,000 annuity to increase by the percent of salary increase per year to maximum of \$2,500.
- i. Retirement Incentive:
- Minimum experience required: At least ten years as an administrator in the district or eighteen years as a teacher/administrator in the district
  - Notice of Intent: At least one year prior to the last full year of employment. The administrator can only withdraw his/her intent to retire

within two weeks of notification of acceptance of the intent to retire by the school board.

- Eligibility: At least 55 years of age at time of notification and eligible for early or normal retirement under the New Hampshire Retirement System.
- Amount to be Paid: \$1,500 for each year as an administrator in the district and \$750 for each year as a teacher in the district. Total paid will not exceed 35% of last salary paid.
- Number Limitation: The limit of the number of eligible administrators will be one per year. In the event that more than one administrator applies, the most senior administrator would become eligible. Seniority shall be determined first by age, then by years of service in the Gilford School District.
- The School Board may at its discretion, approve additional applications for the retirement incentive.

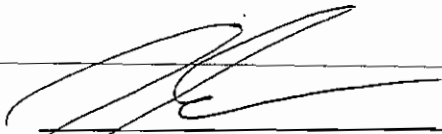
j. The Gilford School Board will pay dues to State and National Associations

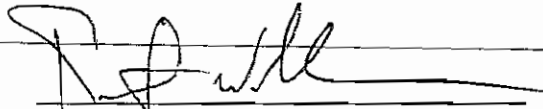
k. Mileage to be reimbursed at the current IRS rate.

l. Longevity in the current position at the rate of \$1,000 beginning 4-6 years; \$2,000 7-10 years; and \$3,000 11+ years. The stipend for longevity is not transferable from one administrator position to another.

m. The SAU/District will extend to the Administrator any and all benefits provided to any non-administrator of the SAU/District, that exceeds the benefits provided to the Administrator as contained in the Contract.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

  
\_\_\_\_\_  
ADMINISTRATOR

  
\_\_\_\_\_  
CHAIRPERSON

**GILFORD SCHOOL DISTRICT  
ADMINISTRATORS CONTRACT**

ARTICLE OF AGREEMENT made this May 18, 2011, by and between the Gilford School Board, party of the first part, and **Dave Pinkham** party of the second part, witnesseth:

1. That the party of the first part agrees to and does hereby employ said party of the second part for the period July 1, 2011 and ending June 30, 2012 (261 days – year round, each year) at an annual salary rate of \$78,739.00 payable in equal biweekly installments in the position of **Athletic Director**.

2. Said party of the second part declares that **Dave Pinkham** holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education, and agrees to conform to and carry out all lawful regulations which may be prescribed relative to the conduct of the school.

3. It is mutually agreed:

a. That the party of the first part may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire statutes governing suspension, dismissal or renewal.

b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.

c. That the party of the second part will receive 25 vacation days annually. For each year worked beyond ten years an additional vacation day will be added up to a maximum of 30 days. It is expected that vacation days will be used when school is not in session. Any exception will require board approval. No more than 50 vacation days may be accrued.

4. In addition to the salary stated above, the Administrator shall receive the following benefits during the term of this contract:

a. Administrators are entitled to the following leaves:

Sick leave - fifteen (15) days annually accumulated to one hundred Twenty (120) days.

Military leave in accordance with state and federal statutes.

Jury Duty - Administrators will be paid the difference between their full salary and the remuneration received in recognition of their outside services performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School Board will be paid to them during the next payroll period.

Twelve (12) paid holidays.

It is understood that administrators will be entitled to personal time as needed for items such as emergencies and funerals.

- b. Disability Insurance - The same as that provided teachers will be available to administrators

In the case of work connected illness or accident where eligibility for Workers Compensation, the administrator will receive the difference between compensation payment and their full salary.

c. Health insurance premium costs are at the rate of : Single coverage \$468.00 per year, 2 person \$936.00 per year, and family \$1,352.00 per year – deducted over 20 pay periods. If the administrator chooses not to take health benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

d. Full cost of the family coverage for Delta Dental Insurance Plan IV. If the administrator chooses not to take dental benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

e. Indemnify modification up to “one million” dollars as stipulated by the New Hampshire Administrative Rules.

f. Life Insurance equal to one and one-half times the annual salary of the party of the second part.

g. Professional Development funds in the amount of Two Thousand Dollars (\$2,000).

h. TSA: Matching \$1,000 annuity to increase by the percent of salary increase per year to a maximum of \$2,500.

i. Retirement Incentive:

- ❖ Minimum experience required: At least ten years as an administrator in the district or eighteen years as a teacher/administrator in the district
- ❖ Notice of Intent: At least one year prior to the last full year of employment. The administrator can only withdraw his/her intent to retire within two weeks of notification of acceptance of the intent to retire by the school board.
- ❖ Eligibility: At least 55 years of age at the time of notification and eligible for early or normal retirement under the New Hampshire Retirement System.
- ❖ Amount to be paid: \$1,500 for each year as an administrator in the district and \$750 for each year as a teacher in the district. Total paid will not exceed 35% of last salary paid.

- ❖ Number Limitation: The limit of the number of eligible administrators will be one per year. In the event that more than one administrator applies, the most senior administrator would become eligible. Seniority shall be determined first by age, then by years of service in the Gilford School District.
- ❖ The School Board may at its discretion, approve additional applications for the retirement incentive.

j. The Gilford School Board will pay dues to State and National Associations.

k. Mileage to be reimbursed at the current IRS rate.

l. Longevity in the current position at the rate of \$1,000 beginning 4-6 years-  
~~\$2,000 7-10 years, and \$3,000 11+ years.~~ The stipend for longevity is not transferable from one administrative position to another.

m. The SAU/District will extend to the Administrator any and all benefits provided to any non-administrator of the SAU/District that exceeds the benefits provided to the Administrator as contained in the Contract

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

  
 \_\_\_\_\_  
 ADMINISTRATOR

GILFORD SCHOOL BOARD

  
 \_\_\_\_\_  
 CHAIRPERSON

6/7/11  
 \_\_\_\_\_  
 Date

5/24/2011  
 \_\_\_\_\_  
 Date

## GILFORD SCHOOL DISTRICT

AGREEMENT made this June 16, 2011 by and between the Gilford School Board and Lori Jewett hereinafter called the Director.

1. The District agrees to employ the Director for the ensuing school year beginning on July 1, 2011, and ending June 30, 2012, at an annual salary of \$ 70,000.00 payable in equal biweekly installments, less any deductions mutually agreed to by the parties and authorized in writing by the Director.
2. This contract is void unless the Director holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education and agrees to conform to and carry out all lawful regulations which may be prescribed relative to conduct of the school.
3. The school year shall consist of a 210-day period between July 1 and June 30. Work schedules will be reviewed with the building principal on an annual basis.
4. It is mutually agreed:
  - a. That the Gilford School Board may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire Statutes governing suspension, dismissal or renewal.
  - b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.
5. The Director is assigned to the position of High School Guidance Director. The District reserves the right to make such changes in the Director's assignments as it regards to be in the best interest of the School District. However, in no event will a Director be assigned to a position the Director is not qualified or certified for by the State Department of Education. The salary herein quoted is the entire compensation for the Director for all services required under this contract.
6. In addition to the salary stated above, the Director shall receive the following benefits during the term of this contract:
  - a. The Director is entitled to the following leaves:
    - Professional Leave – May apply for up to three (3) days annually for professional leave when recommended by the principal and approved by the superintendent.
    - Jury Duty and Tours in the Army Forces Reserve – Director will be paid the difference between their full salary and the remuneration received in recognition of their outside service performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School board will be paid to the during the next payroll period.
    - Leave for Illness or Death in Family – May be allowed up to five (5) aggregate days non-accumulative leave per year, with pay, to be deducted from the Director's sick leave, in cases of serious illness, major surgery, serious accident, or death involving a member of the immediate family. In unusual circumstances, if the Director has an extended emergency or a series of emergencies, which require absence beyond five (5) days, requests for additional paid leave may be considered by the Board upon the recommendation of the Superintendent. Additional requests for leave, if granted, will be deducted from the Director's accumulated sick leave.
    - Sick Leave – Fifteen (15) days annually accumulated to a total of ninety (90) days.
    - Personal Leave – Shall be able to use three-(3) days leave from scheduled work, without loss of pay or other benefits. Leave days shall consist of increments of not less than one-half (1/2) day, shall be deducted from sick leave and shall not carry over to any other school year.

- b. Life Insurance – Provide benefits equal to, but not to exceed \$50,000, the Director's Salary.
- c. Professional Development Funds in the amount of One Thousand Six Hundred Dollars (\$1,600)
- d. Workers Compensation – In case of work connected illness or accident where eligibility for Workers Compensation, the Director will receive the difference between the compensation payment and their full salary.
- e. Health Insurance Coverage (single, 2-person, family) - Cost of coverage of Plan JWMC is 70%, BlueChoice is 85%, and Matthew Thornton is 95%. If the Director chooses not to take health benefits, the Director will be eligible to receive Two Thousand Dollars (\$2,000), which is taxable income, and will be paid in twenty (20) equal payments.
- f. Dental Coverage – Full cost of family coverage for Delta Dental Insurance Plan IV.

7. Retirement Incentive

Directors with at least twenty-five (25) years of experience, who have at least eighteen (18) years of service to the Gilford School District, who are at least 55 years of age and who are eligible for early or normal retirement under the New Hampshire Retirement System shall be eligible for the following retirement incentive program.

Notice of Intent:

Notice of one's intention to retire under this plan must be submitted in writing to the Superintendent of Schools no later than September 1 of the last full year of employment.

Formula for Implementation:

The incentive payment shall be determined by the following formula:

Age	Percentage of Last Salary
55 and older	35%

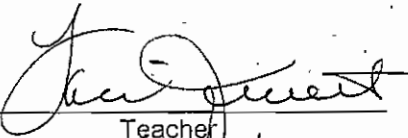
Insurance Benefits: The School District shall pay eighty-five percent (85%) towards a single health premium (current plan) at the same rate as current active Directors. This benefit shall continue to age 65. The retired Director may choose two-person or family coverage but the School District shall only pay a maximum of 85% of the cost of a single health premium.


Survivor's Clause: If death should occur during the disbursement of monies, all and any remaining monies shall be allocated to the retiree's beneficiary.

Number Limitation: The limit of the number of eligible Directors for early retirement in any single year shall be one (1). In the event that more than one (1) apply, the plan shall be limited to the one (1) most senior applicants. Seniority shall be determined first by age, then by years of service in the Gilford School District, then by birth date. The School Board may, at its discretion, approve additional applications for the plan.

8. It is understood that this is a one-year agreement.

GILFORD SCHOOL DISTRICT

By:   
 Teacher  
 Date: 6/22/11

By:   
 Chairperson  
 Date: 6/27/11

Please sign and return both copies to the Office of the Superintendent of Schools within ten (10) days of receipt. Please note: Be sure to circle installments desired under #1 of the agreement.

## GILFORD SCHOOL DISTRICT

AGREEMENT made this June 14, 2011 by and between the Gilford School Board and Sally Sessler hereinafter called the Director.

1. The District agrees to employ the Director for the ensuing school year beginning on July 1, 2011, and ending June 30, 2012, at an annual salary of \$ 69,324.00 payable in biweekly installments, less any deductions mutually agreed to by the parties and authorized in writing by the Director. (Installments desired - circle one: 21 20-1)
2. This contract is void unless the Director holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education and agrees to conform to and carry out all lawful regulations which may be prescribed relative to conduct of the school.
3. The school year shall consist of a 196-day period between July 1 and June 30. Work schedules will be reviewed with the building principal on an annual basis.
4. It is mutually agreed:
  - a. That the Gilford School Board may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire Statutes governing suspension, dismissal or renewal.
  - b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.
5. The Director is assigned to the position of Director of Media Services. The District reserves the right to make such changes in the Director's assignments as it regards to be in the best interest of the School District. However, in no event will a Director be assigned to a position the Director is not qualified or certified for by the State Department of Education. The salary herein quoted is the entire compensation for the Director for all services required under this contract.
6. In addition to the salary stated above, the Director shall receive the following benefits during the term of this contract:
  - a. The Director is entitled to the following leaves:
    - Professional Leave – May apply for up to three (3) days annually for professional leave when recommended by the principal and approved by the superintendent.
    - Jury Duty and Tours in the Army Forces Reserve – Director will be paid the difference between their full salary and the remuneration received in recognition of their outside service performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School board will be paid to the during the next payroll period.
    - Leave for Illness or Death in Family – May be allowed up to five (5) aggregate days non-accumulative leave per year, with pay, to be deducted from the Director's sick leave, in cases of serious illness, major surgery, serious accident, or death involving a member of the immediate family. In unusual circumstances, if the Director has an extended emergency or a series of emergencies, which require absence beyond five (5) days, requests for additional paid leave may be considered by the Board upon the recommendation of the Superintendent. Additional requests for leave, if granted, will be deducted from the Director's accumulated sick leave.
    - Sick Leave – Fifteen (15) days annually accumulated to a total of ninety (90) days.
    - Personal Leave – Shall be able to use three-(3) days leave from scheduled work, without loss of pay or other benefits. Leave days shall consist of increments of not less than one-half (1/2) day, shall be deducted from sick leave, and shall not carry over to any other school year.

- b. Life Insurance – Provide benefits equal to, but not to exceed \$50,000, the Director's Salary.
- c. Professional Development Funds in the amount of One Thousand Six Hundred Dollars (\$1,600)
- d. Workers Compensation – In case of work connected illness or accident where eligibility for Workers Compensation, the Director will receive the difference between the compensation payment and their full salary.
- e. Health Insurance Coverage (single, 2-person, family) - Cost of coverage of Plan JWMC is 70%, BlueChoice is 85%, and Matthew Thornton is 95%. If the Director chooses not to take health benefits, the Director will be eligible to receive Two Thousand Dollars (\$2,000), which is taxable income, and will be paid in twenty (20) equal payments.
- f. Dental Coverage – Full cost of family coverage for Delta Dental Insurance Plan IV.

7. Retirement Incentive

Directors with at least twenty-five (25) years of experience, who have at least eighteen (18) years of service to the Gilford School District, who are at least 55 years of age and who are eligible for early or normal retirement under the New Hampshire Retirement System shall be eligible for the following retirement incentive program.

Notice of Intent:

Notice of one's intention to retire under this plan must be submitted in writing to the Superintendent of Schools no later than September 1 of the last full year of employment.

Formula for Implementation:

The incentive payment shall be determined by the following formula:

Age	Percentage of Last Salary
55 and older	35%

Insurance Benefits: The School District shall pay eighty-five percent (85%) towards a single health premium (current plan) at the same rate as current active Directors. This benefit shall continue to age 65. The retired Director may choose two-person or family coverage but the School District shall only pay a maximum of 85% of the cost of a single health premium.

Survivor's Clause: If death should occur during the disbursement of monies, all and any remaining monies shall be allocated to the retiree's beneficiary.

Number Limitation: The limit of the number of eligible Directors for early retirement in any single year shall be one (1). In the event that more than one (1) apply, the plan shall be limited to the one (1) most senior applicants. Seniority shall be determined first by age, then by years of service in the Gilford School District, then by birth date. The School Board may, at its discretion, approve additional applications for the plan.

8. It is understood that this is a one-year agreement.

GILFORD SCHOOL DISTRICT

By: *Jacqui Desjardis*  
Teacher

By: *[Signature]*  
Chairperson

Date: 6/24/11

Date: 6/27/11

Please sign and return both copies to the Office of the Superintendent of Schools within ten (10) days of receipt. Please note: Be sure to circle installments desired under #1 of the agreement.

## GILFORD SCHOOL DISTRICT

AGREEMENT made this June 16, 2011 by and between the Gilford School Board and **Erica Wilson** hereinafter called the Specialist.

1. The District agrees to employ the Specialist for the ensuing school year beginning on July 1, 2011, and ending June 30, 2012, at an annual salary of \$ 56,650.00 payable in biweekly instalments, less any deductions mutually agreed to by the parties and authorized in writing by the Specialist. (Installments desired - circle one: 21, (20-1))
2. This contract is void unless the Specialist holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education and agrees to conform to and carry out all lawful regulations which may be prescribed relative to conduct of the school.
3. The school year shall consist of a 210-day period between July 1 and June 30. Work schedules will be reviewed with the building principal on an annual basis.
4. It is mutually agreed:
  - a. That the Gilford School Board may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire Statutes governing suspension, dismissal or renewal.
  - b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.
5. The Specialist is assigned to the position of High School Technology Integration Specialist. The District reserves the right to make such changes in the Specialist's assignments as it regards to be in the best interest of the School District. However, in no event will a Specialist be assigned to a position the Specialist is not qualified or certified for by the State Department of Education. The salary herein quoted is the entire compensation for the Specialist for all services required under this contract.
6. In addition to the salary stated above, the Specialist shall receive the following benefits during the term of this contract:
  - a. The Specialist is entitled to the following leaves:

Professional Leave – May apply for up to three (3) days annually for professional leave when recommended by the principal and approved by the superintendent.

Jury Duty and Tours in the Army Forces Reserve – Specialist will be paid the difference between their full salary and the remuneration received in recognition of their outside service performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School board will be paid to the during the next payroll period.

Leave for Illness or Death in Family – May be allowed up to five (5) aggregate days non-accumulative leave per year, with pay, to be deducted from the Specialist's sick leave, in cases of serious illness, major surgery, serious accident, or death involving a member of the immediate family. In unusual circumstances, if the Specialist has an extended emergency or a series of emergencies, which require absence beyond five (5) days, requests for additional paid leave may be considered by the Board upon the recommendation of the Superintendent. Additional requests for leave, if granted, will be deducted from the Specialist's accumulated sick leave.

Sick Leave – Fifteen (15) days annually accumulated to a total of ninety (90) days.

Personal Leave – Shall be able to use three-(3) days leave from scheduled work, without loss of pay or other benefits. Leave days shall consist of increments of not less than one-half (1/2) day, shall be deducted from sick leave, and shall not carry over to any other school year.

- b. Life Insurance – Provide benefits equal to, but not to exceed \$50,000, the Specialist's Salary.
- c. Professional Development Funds in the amount of One Thousand Six Hundred Dollars (\$1,600)
- d. Workers Compensation – In case of work connected illness or accident where eligibility for Workers Compensation, the Specialist will receive the difference between the compensation payment and their full salary.
- e. Health Insurance Coverage (single, 2-person, family) - Cost of coverage of Plan BlueChoice is 85%, and Matthew Thornton is 95%. If the Specialist chooses not to take health benefits, the Specialist will be eligible to receive Two Thousand Dollars (\$2,000), which is taxable income, and will be paid in twenty (20) equal payments.
- f. Dental Coverage – Full cost of family coverage for Delta Dental Insurance Plan IV.

7. Retirement Incentive

Specialists with at least twenty-five (25) years of experience, who have at least eighteen (18) years of service to the Gilford School District, who are at least 55 years of age and who are eligible for early or normal retirement under the New Hampshire Retirement System shall be eligible for the following retirement incentive program.

Notice of Intent:

Notice of one's intention to retire under this plan must be submitted in writing to the Superintendent of Schools no later than September 1 of the last full year of employment.

Formula for Implementation:

The incentive payment shall be determined by the following formula:

Age	Percentage of Last Salary
55 and older	25%

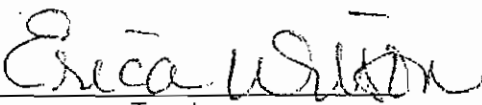
Insurance Benefits: The School District shall pay eighty-five percent (85%) towards a single health premium (current plan) at the same rate as current active Specialists. This benefit shall continue to age 65. The retired Specialist may choose two-person or family coverage but the School District shall only pay a maximum of 85% of the cost of a single health premium.

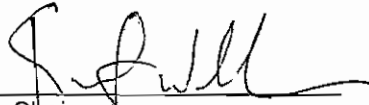
Survivor's Clause: If death should occur during the disbursement of monies, all and any remaining monies shall be allocated to the retiree's beneficiary.

Number Limitation: The limit of the number of eligible Specialists for early retirement in any single year shall be one (1). In the event that more than one (1) apply, the plan shall be limited to the one (1) most senior applicant. Seniority shall be determined first by age, then by years of service in the Gilford School District, then by birth date. The School Board may, at its discretion, approve additional applications for the plan.

8. It is understood that this is a one-year agreement.

GILFORD SCHOOL DISTRICT

By:   
Teacher

By:   
Chairperson

Date: 6/17/2011

Date: 6/21/11

Please sign and return both copies to the Office of the Superintendent of Schools within ten (10) days of receipt. Please note: Be sure to circle installments desired under #1 of the agreement.

SCHOOL ADMINISTRATIVE UNIT # 73  
Agreement

AGREEMENT made this 16th day of June 2011 by and between the Gilford School District SAU #73 and Timothy Bartlett for the fiscal year July 1, 2011 to June 30, 2012. You have been elected to the position of Supervisor of Buildings and Grounds at an annual salary of \$72,297.

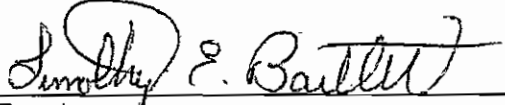
The Gilford School Board and the employee agree to abide by the policies adopted by the Gilford School Board.

Other conditions of employment:

- 1) Health Insurance      100% paid Mathew Thornton Blue or Blue Choice health insurance – family, two person, or single coverage
- 2) Dental Insurance      100 % paid dental insurance – family, 2 person, or single coverage
- 3) Personal Leave      3 days (charged to sick leave)
- 4) Vacation      25 days per year
- 5) Holiday Leave      12 days per year
- 6) Sick Leave      15 sick days per year accumulative to 120 days
- 7) Family Illness Leave      3 days (charged to sick leave)
- 8) Mileage      Reimbursement for out-of-town usage at current IRS rate
- 9) TSA      Matching \$1,000 annuity to increase by the percent of salary increase per year to a maximum of \$2,500
- 10) Retirement Incentive      Minimum experience required: At least ten years as an administrator in the district  
Notice of Intent: At least one year prior to the last full year of employment. The employee can only withdraw his/her intent to retire within two weeks if notification of acceptance of the intent to retire by the school board  
Eligibility: At least 55 years of age at the time of notification and eligible for early or normal retirement under the New Hampshire Retirement System  
Amount to be paid: \$1000 for each year in the district. Total paid will not exceed 35% of last salary paid  
Number Limitation: The limit of the number of eligible administrators will be one per year. In the event that more

than one administrator applies, the most senior administrator would become eligible. Seniority shall be first by age, then by years of service in the Gilford School District

Either party may terminate this agreement without reason by giving sixty days notice.

  
Employee

June 16, 2011  
Date

Paul DeMinico

June 16, 2011  
Date

SCHOOL ADMINISTRATIVE UNIT # 73  
Agreement

AGREEMENT made this 16th day of June 2011 by and between the Gilford School District SAU #73 and Debora Wheeler for the fiscal year July 1, 2011 to June 30, 2012. You have been elected to the position of Business and Personnel Manager at an hourly wage of \$27.05.

The Gilford School Board and the employee agree to abide by the policies adopted by the Gilford School Board.

Other conditions of employment:

- 1) Health Insurance      100% paid Mathew Thornton Blue or Blue Choice health Insurance – family, two person, or single coverage
- 2) Dental Insurance      100 % paid dental insurance – family, 2 person, or single coverage
- 3) Personal Leave      3 days (charged to sick leave)
- 4) Vacation      25 days per year
- 5) Holiday Leave      12 days per year
- 6) Sick Leave      15 sick days per year accumulative to 120 days
- 7) Family Illness Leave      3 days (charged to sick leave)
- 8) Mileage      Reimbursement for out-of-town usage at current IRS rate
- 9) TSA      Matching \$1,000 annuity to increase by the percent of salary increase per year to a maximum of \$2,500
- 10) Retirement Incentive      Minimum experience required: At least ten years as an employee in the district. Notice of Intent: At least one year prior to the last full year of employment. The employee can only withdraw his/her intent to retire within two weeks if notification of acceptance of the intent to retire by the school board. Eligibility: At least 55 years of age at the time of notification and eligible for early or normal retirement under the New Hampshire Retirement System Amount to be paid: \$1000 for each year in the district. Total paid will not exceed 35% of last salary paid. Insurance Benefits: The School District shall pay eighty-five percent (85%) towards a single health premium (current plan) at the same rate as current active employees. This benefit shall continue to age 65. The retired employee may choose two-person or family coverage but the School District shall only pay a maximum

of 85% of the cost of a single health premium. Survivor's Clause: If death should occur during the disbursement of monies, all and any remaining monies shall be allocated to the retiree's beneficiary. Number Limitation: The limit of the number of eligible employees will be one per year. In the event that more than one employee applies, the most senior employee would become eligible. Seniority shall be first by age, then by years of service in the Gilford School District

Either party may terminate this agreement without reason by giving sixty days notice.

*Michael J. Miller*

Employee

6-16-11

Date

Paul DeMinico

June 16, 2011

Date

GILFORD SCHOOL DISTRICT SAU #73  
Agreement

44 days May 1 – June 30, 2011  
210 days July 1, 2011 – June 30 2012

ARTICLE OF AGREEMENT made this 29<sup>th</sup> day of January 2011 by and between the Gilford School District SAU #73 and John Lash from May 1, 2011 to June 30, 2012.

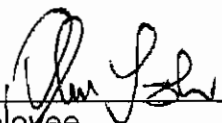
The Gilford School District agrees to employ John Lash as the Food Service Director for the Gilford School District commencing May 1, 2011 through June 30, 2011, at an annual salary rate of \$12,467. The Gilford School District also agrees to employ John Lash commencing July 1, 2011 through June 30, 2012 at an annual salary rate of \$59,500. Salary is payable in equal bi-weekly installments.

For the purpose of clarity, the salary amount is based on 180 days while schools are in session, plus an additional 30 days.

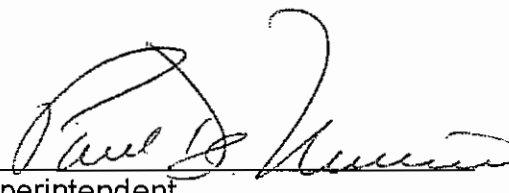
The Gilford School Board and the employee agree to abide by the policies adopted by the Gilford School Board.

Other conditions of employment:

- 1) Health Insurance      100% paid Mathew Thornton Blue or Blue Choice health insurance – family, two person, or single coverage
- 2) Dental Insurance      100 % paid dental insurance – family, two person, or single coverage
- 3) Personal Leave      3 days (charged to sick leave)
- 4) Holiday Leave      10 days per year
- 5) Sick Leave      15 sick days per year accumulative to 120 days
- 6) Family Illness Leave      3 days (charged to sick leave)
- 7) Mileage      Reimbursement for out-of-town usage at current IRS rate
- 8) Life Insurance      100% paid
- 9) Long Term Disability Insurance      100% paid

  
\_\_\_\_\_  
Employee

2/17/11  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Superintendent

1/31/11  
\_\_\_\_\_  
Date

Contract of Employment, Superintendent of Schools

The Gilford School District, School Administrative Unit # 73  
and  
Kent W. Hemingway

1.  
PREAMBLE. This Agreement is entered into this 7<sup>th</sup> day of March, 2011 between the Board of School Administrative Unit # 73, Gilford School District, 2 Belknap Mountain Road, Gilford, New Hampshire 03249, hereinafter referenced as "SAU" and Kent W. Hemingway, hereinafter referenced as "Superintendent".

2.  
EMPLOYMENT AND TERM. The SAU agrees to employ the Superintendent, and the Superintendent agrees to accept employment in the position of Superintendent of Schools for a term commencing the 1st day of July, 2011, and expiring on the 30th day of June, 2013

3.  
SALARY. The Superintendent shall receive a salary during the first year of this Agreement of \$112,500 per annum, payable in no fewer than 26 equal payments and subject to such deductions as may be authorized or as may be required by law. The SAU hereby retains the right to adjust the annual salary of the Superintendent for 2012-13. When an adjustment is made in salary, it shall be upon vote of the SAU at a duly constituted meeting.

4.  
AUTHORITY, RESPONSIBILITY, AND ACCOUNTABILITY. The Superintendent shall administer, supervise, and be held accountable by the SAU, to properly administer the SAU, and all school districts within the SAU, in accordance with the laws of the State of New Hampshire, with the rules and regulations of the State Board of Education, and of the policies and regulations of the SAU.

5.  
CERTIFICATION. The Superintendent shall be required to hold for the life of this Agreement, as a condition of employment, a valid certificate for Superintendent of Schools, properly registered and issued by the State of New Hampshire, and agrees to conform and carry out all lawful regulations, policies and statutes which may be prescribed relative to professional conduct and the operations of the SAU.

6.  
RENEWAL OF CONTRACT. If the SAU does not intend to renew this Agreement, it will notify the Superintendent in writing no later than January 31, 2013. If the SAU does not give such notice, this Agreement shall extend for a period not to exceed one (1) additional year, upon the same terms and conditions set forth herein. In the event the SAU does not renew this Agreement, the Superintendent may make a formal presentation to the SAU Board.

If the Superintendent does not intend to seek renewal of this Agreement, he shall provide the SAU written notice no later than January 31, 2013.

7.  
TERMINATION FOR CAUSE. This Agreement may be terminated by the SAU at any time for immorality, incompetence, insubordination, or failure on the part of the Superintendent to conform to, abide by, and/or properly implement the laws of the State of New Hampshire, the rules and regulations of the State Board of Education, and the policies and regulations of the SAU and/or the Gilford School Board.

Termination of the Agreement for one or more of these reasons shall take place only following written notification to the Superintendent. Unless the Superintendent submits to the SAU, within twenty (20) days of receipt of such notification, a written request for a hearing before the Board, the Agreement is considered terminated as of the date which falls thirty (30) days after the

Superintendent's receipt of notification. If the Superintendent requests such a hearing, the SAU shall hold this hearing within thirty (30) days of receipt of the request. The SAU shall render a written decision to the Superintendent within ten (10) days following the hearing.

8.

**TERMINATION WITH PAYMENT.** The SAU may relieve the Superintendent of his duties under the Agreement at any time, provided that the SAU continues to pay for the duration of the Agreement, or any extension thereof, full salary accorded the Superintendent under the provisions of the Agreement reduced by any compensation or benefits earned by the Superintendent following termination which he was not earning prior to termination.

9.

**TERMINATION BY MUTUAL CONSENT.** This Agreement may be terminated at any time by mutual consent of the SAU and the Superintendent.

10.

#### LEAVES:

**Vacation Leave.** During the duration of this Agreement, the Superintendent is entitled to 25 days of vacation leave per year. The Superintendent is required to take at least 20 vacation leave days on an annual basis between July and August, a 14 month time span. A maximum of 50 vacation leave days is allowed to accumulate over time and be paid upon the Superintendent's leaving the SAU.

**Sick Leave.** Sick leave with full pay shall be granted at a rate of 15 days per year cumulative to 120 days. In the case of absence for sickness or injury beyond five (5) working days the SAU may at its discretion and its cost, require the Superintendent to submit medical evidence substantiating the need for the extended absence.

**Jury Duty.** The Superintendent will be paid the difference between his full salary and remuneration received in recognition of his jury services performed on contracted work days. The calculation will be made after he has received payment for jury services. The reduced SAU salary will be paid during the next payroll period.

**Paid Holidays.** The Superintendent is granted 12 paid holidays per year in accordance with applicable Gilford School District policies.

11.

**BENEFITS.** As determined by the SAU, the Superintendent may be extended benefits such as medical insurance, dental insurance, life insurance, and disability insurance.

Health Insurance. District will provide 90% premium payment of single or two-person coverage in a plan adopted by the Gilford School District, with the Superintendent responsible for payment of 10% of the premium.

Dental Insurance. District will provide 90% premium payment of single or two-person coverage in a plan adopted by the Gilford School District, with the Superintendent responsible for payment of 10% of the premium.

**Life Insurance.** Term life insurance for 1 and one-half times annual salary in a policy adopted by the Gilford School District.

**Disability Insurance.** The Superintendent will receive the same disability insurance provided to teachers. For work-related accident or illness which is eligible and approved for workers' compensation, the benefit shall be the difference between the compensation payment and his full salary, for a period not to exceed 12 months beginning with the initial date workers' compensation is paid.

Insurance Buy-Out. Should the Superintendent opt not to take health and/or dental coverage from the District, he will be eligible for 50% of the District's cost of a single plan for either or both in additional salary.

Section 125 Program. The Superintendent may choose to participate in a Section 125 Program sponsored by the district in accordance with applicable local, state and federal regulations.

12.

REIMBURSEMENTS:

Travel and Expense Reimbursement. The Superintendent shall be reimbursed for all SAU-approved travel and other expenses for the business of the SAU, inside or outside the geographic boundaries of the SAU, at the current IRS mileage rate. All such reimbursement shall conform to all applicable SAU and Gilford School District policies.

Professional Development. The Superintendent may be reimbursed up to \$2000 per annum for professional development activities/materials of the Superintendent's choice. Additional funds for professional activities may be allocated as deemed necessary upon approval of the Gilford School Board. Professional development expenses may include, but are not limited to, meeting expenses, professional expenses, national conferences and related costs.

Professional Associations. The SAU shall pay an annual membership to one local civic organization, one state professional organization and one national professional organization.

13.

PHYSICAL EXAMINATION. The SAU may require the Superintendent to have a physical examination by a physician selected by mutual agreement once each year with the cost of such examination to be borne by the SAU unless covered under the Superintendent's medical insurance policy. Any report of the medical examination shall be given directly and exclusively by the examining physician to the Superintendent. The physician shall advise the SAU Board in writing if the Superintendent has a physical or mental impairment which would substantially interfere with his ability to perform the required duties. Such report shall be confidential.

14.

TRANSMITTAL OF CONTRACT TO SAU. By October 30 of each year of this agreement the Superintendent shall transmit a copy of this agreement to each member of the Gilford School Board with a written reminder regarding the annual performance evaluation provisions of Paragraph 15 and the renewal provisions contained in Paragraph 6 herein.

15.

PERFORMANCE EVALUATION. The SAU shall provide the Superintendent with at least one written evaluation of his performance prior to January 31 each year.

16.

PROFESSIONAL ACTIVITIES. Upon prior written approval of the Gilford School Board, the Superintendent may engage in activities such as teaching, lecturing, or consulting, in addition to employment with the SAU.

17.

SAVINGS CLAUSE. This Agreement is subject to all applicable laws, rules, and regulations of the State of New Hampshire. Invalidity of any portion of this Agreement under the Laws of the State of New Hampshire or of the United States shall not affect the validity of the remainder of the Agreement.

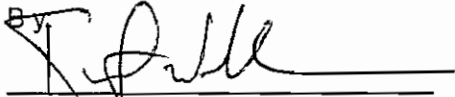
18.

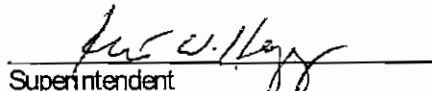
CRIMINAL RECORDS CHECK. The Superintendent's initial employment, and

continuation of employment during the term of this Agreement, is conditioned upon providing the SAU a criminal records check which is satisfactory to the Gilford School Board and which is in accord with the provisions of RSA 189:13-a and RSA 189:14-d.

In witness whereof, the parties have executed this Agreement this 7 day of March, 2011.

School Administrative Unit # 73

By   
\_\_\_\_\_  
Chairperson, SAU # 73

  
\_\_\_\_\_  
Superintendent

CC: Each member of the SAU #73 Board

**GILFORD SCHOOL DISTRICT  
ADMINISTRATORS CONTRACT**

ARTICLE OF AGREEMENT made this June 15, 2011, by and between the Gilford School Board, party of the first part, and **Kara Lamontagne** party of the second part, witnesseth:

1. That the party of the first part agrees to and does hereby employ said party of the second part for the period July 1, 2011 and ending June 30, 2012 (261 days – year round, each year) at an annual salary rate of \$ 88,621.00 payable in equal biweekly installments in the position of Interim Gilford Elementary School Principal.

2. Said party of the second part declares that **Kara Lamontagne** holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education, and agrees to conform to and carry out all lawful regulations which may be prescribed relative to the conduct of the school.

3. It is mutually agreed:

a. That the party of the first part may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire statutes governing suspension, dismissal or renewal.

b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.

c. That the party of the second part will receive 25 vacation days annually. For each year worked beyond ten years an additional vacation day will be added up to a maximum of 30 days. It is expected that vacation days will be used when school is not in session. Any exception will require board approval. No more than 50 vacation days may be accrued.

4. In addition to the salary stated above, the Administrator shall receive the following benefits during the term of this contract:

a. Administrators are entitled to the following leaves:

Sick leave - fifteen (15) days annually accumulated to one hundred Twenty (120) days.

Military leave in accordance with state and federal statutes.

Jury Duty - Administrators will be paid the difference between their full salary and the remuneration received in recognition of their outside services performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School Board will be paid to them during the next payroll period.

Twelve (12) paid holidays.

It is understood that administrators will be entitled to personal time as needed for items such as emergencies and funerals.

- b. Disability Insurance - The same as that provided teachers will be available to administrators

In the case of work connected illness or accident where eligibility for Workers Compensation, the administrator will receive the difference between compensation payment and their full salary.

c. Health insurance premium costs are at the rate of : Single coverage \$468.00 per year, 2 person \$936.00 per year, and family \$1,352.00 per year – deducted over 20 pay periods. If the administrator chooses not to take health benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

d. Full cost of the family coverage for Delta Dental Insurance Plan IV. If the administrator chooses not to take dental benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

- e. Indemnify modification up to “one million” dollars as stipulated by the New Hampshire Administrative Rules.
- f. Life Insurance equal to one and one-half times the annual salary of the party of the second part.
- g. Professional Development funds in the amount of Two Thousand Dollars (\$2,000).
- h. TSA: Matching \$1,000 annuity to increase by the percent of salary increase per year to a maximum of \$2,500.
- i. Retirement Incentive:
- ❖ Minimum experience required: At least ten years as an administrator in the district or eighteen years as a teacher/administrator in the district
  - ❖ Notice of Intent: At least one year prior to the last full year of employment. The administrator can only withdraw his/her intent to retire within two weeks of notification of acceptance of the intent to retire by the school board.
  - ❖ Eligibility: At least 55 years of age at the time of notification and eligible for early or normal retirement under the New Hampshire Retirement System.
  - ❖ Amount to be paid: \$1,500 for each year as an administrator in the district and \$750 for each year as a teacher in the district. Total paid will not exceed 35% of last salary paid.

- ❖ Number Limitation: The limit of the number of eligible administrators will be one per year. In the event that more than one administrator applies, the most senior administrator would become eligible. Seniority shall be determined first by age, then by years of service in the Gilford School District.
- ❖ The School Board may at its discretion, approve additional applications for the retirement incentive.

- j. The Gilford School Board will pay dues to State and National Associations.
- k. Mileage to be reimbursed at the current IRS rate.
- l. Longevity in the current position at the rate of \$1,000 beginning 4-6 years- \$2,000 7-10 years, and \$3,000 11+ years. The stipend for longevity is not transferable from one administrative position to another.
- m. The SAU/District will extend to the Administrator any and all benefits provided to any non-administrator of the SAU/District that exceeds the benefits provided to the Administrator as contained in the Contract

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

Karen R. Lamontagne  
ADMINISTRATOR

GILFORD SCHOOL BOARD  
[Signature]  
CHAIRPERSON

6/15/11  
Date

6/15/11  
Date

**GILFORD SCHOOL DISTRICT  
ADMINISTRATORS CONTRACT**

ARTICLE OF AGREEMENT made this May 18, 2011, by and between the Gilford School Board, party of the first part, and **Marcia W. Ross** party of the second part, witnesseth:

1. That the party of the first part agrees to and does hereby employ said party of the second part for the period July 1, 2011 and ending June 30, 2012 (261 days – year round, each year) at an annual salary rate of \$ 92,820.00 payable in equal biweekly installments in the position of Gilford Middle School Principal.

2. Said party of the second part declares that **Marcia W. Ross** holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education, and agrees to conform to and carry out all lawful regulations which may be prescribed relative to the conduct of the school.

3. It is mutually agreed:

a. That the party of the first part may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire statutes governing suspension, dismissal or renewal.

b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.

c. That the party of the second part will receive 25 vacation days annually. For each year worked beyond ten years an additional vacation day will be added up to a maximum of 30 days. It is expected that vacation days will be used when school is not in session. Any exception will require board approval. No more than 50 vacation days may be accrued.

4. In addition to the salary stated above, the Administrator shall receive the following benefits during the term of this contract:

a. Administrators are entitled to the following leaves:

Sick leave - fifteen (15) days annually accumulated to one hundred Twenty (120) days.

Military leave in accordance with state and federal statutes.

Jury Duty - Administrators will be paid the difference between their full salary and the remuneration received in recognition of their outside services performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School Board will be paid to them during the next payroll period.

Twelve (12) paid holidays.

It is understood that administrators will be entitled to personal time as needed for items such as emergencies and funerals.

- b. Disability Insurance - The same as that provided teachers will be available to administrators

In the case of work connected illness or accident where eligibility for Workers Compensation, the administrator will receive the difference between compensation payment and their full salary.

c. Health insurance premium costs are at the rate of : Single coverage \$468.00 per year, 2 person \$936.00 per year, and family \$1,352.00 per year – deducted over 20 pay periods. If the administrator chooses not to take health benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

d. Full cost of the family coverage for Delta Dental Insurance Plan IV. If the administrator chooses not to take dental benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

- e. Indemnify modification up to “one million” dollars as stipulated by the New Hampshire Administrative Rules.
- f. Life Insurance equal to one and one-half times the annual salary of the party of the second part.
- g. Professional Development funds in the amount of Two Thousand Dollars (\$2,000).
- h. TSA: Matching \$1,000 annuity to increase by the percent of salary increase per year to a maximum of \$2,500.
- i. Retirement Incentive:
- ❖ Minimum experience required: At least ten years as an administrator in the district or eighteen years as a teacher/administrator in the district
  - ❖ Notice of Intent: At least one year prior to the last full year of employment. The administrator can only withdraw his/her intent to retire within two weeks of notification of acceptance of the intent to retire by the school board.
  - ❖ Eligibility: At least 55 years of age at the time of notification and eligible for early or normal retirement under the New Hampshire Retirement System.
  - ❖ Amount to be paid: \$1,500 for each year as an administrator in the district and \$750 for each year as a teacher in the district. Total paid will not exceed 35% of last salary paid.

- ❖ Number Limitation: The limit of the number of eligible administrators will be one per year. In the event that more than one administrator applies, the most senior administrator would become eligible. Seniority shall be determined first by age, then by years of service in the Gilford School District.
- ❖ The School Board may at its discretion, approve additional applications for the retirement incentive.

- j. The Gilford School Board will pay dues to State and National Associations.
- k. Mileage to be reimbursed at the current IRS rate.
- l. Longevity in the current position at the rate of \$1,000 beginning 4-6 years- \$2,000 7-10 years, and \$3,000 11+ years. The stipend for longevity is not transferable from one administrative position to another.
- m. The SAU/District will extend to the Administrator any and all benefits provided to any non-administrator of the SAU/District that exceeds the benefits provided to the Administrator as contained in the Contract

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

Marcia W. Rowe  
ADMINISTRATOR

GILFORD SCHOOL BOARD  
[Signature]  
CHAIRPERSON

6/10/11  
Date

5/24/2011  
Date

**GILFORD SCHOOL DISTRICT  
ADMINISTRATORS CONTRACT**

ARTICLE OF AGREEMENT made this June 21, 2011, by and between the Gilford School Board, party of the first part, and **Anthony Sperazzo** party of the second part, witnesseth:

1. That the party of the first part agrees to and does hereby employ said party of the second part for the period July 1, 2011 and ending June 30, 2012 (230 days – year round, each year) at an annual salary rate of \$58,000.00 payable in equal biweekly installments in the position of **Gilford Middle School Interim Assistant Principal.**

2. Said party of the second part declares that **Anthony Sperazzo** holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education, and agrees to conform to and carry out all lawful regulations which may be prescribed relative to the conduct of the school.

3. It is mutually agreed:

a. That the party of the first part may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire statutes governing suspension, dismissal or renewal.

b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.

c. That the party of the second part will receive 25 vacation days annually. For each year worked beyond ten years an additional vacation day will be added up to a maximum of 30 days. It is expected that vacation days will be used when school is not in session. Any exception will require board approval. No more than 50 vacation days may be accrued.

4. In addition to the salary stated above, the Administrator shall receive the following benefits during the term of this contract:

a. Administrators are entitled to the following leaves:

Sick leave - fifteen (15) days annually accumulated to one hundred Twenty (120) days.

Military leave in accordance with state and federal statutes.

Jury Duty - Administrators will be paid the difference between their full salary and the remuneration received in recognition of their outside services performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School Board will be paid to them during the next payroll period.

Twelve (12) paid holidays.

It is understood that administrators will be entitled to personal time as needed for items such as emergencies and funerals.

- b. Disability Insurance - The same as that provided teachers will be available to administrators

In the case of work connected illness or accident where eligibility for Workers Compensation, the administrator will receive the difference between compensation payment and their full salary.

c. Health insurance premium costs are at the rate of : Single coverage \$468.00 per year, 2 person \$936.00 per year, and family \$1,352.00 per year – deducted over 20 pay periods. If the administrator chooses not to take health benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

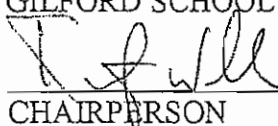
d. Full cost of the family coverage for Delta Dental Insurance Plan IV. If the administrator chooses not to take dental benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

- e. Indemnify modification up to “one million” dollars as stipulated by the New Hampshire Administrative Rules.
- f. Life Insurance equal to one and one-half times the annual salary of the party of the second part.
- g. Professional Development funds in the amount of Two Thousand Dollars (\$2,000).
- h. TSA: Matching \$1,000 annuity to increase by the percent of salary increase per year to a maximum of \$2,500.
- i. Retirement Incentive:
  - ❖ Minimum experience required: At least ten years as an administrator in the district or eighteen years as a teacher/administrator in the district
  - ❖ Notice of Intent: At least one year prior to the last full year of employment. The administrator can only withdraw his/her intent to retire within two weeks of notification of acceptance of the intent to retire by the school board.
  - ❖ Eligibility: At least 55 years of age at the time of notification and eligible for early or normal retirement under the New Hampshire Retirement System.
  - ❖ Amount to be paid: \$1,500 for each year as an administrator in the district and \$750 for each year as a teacher in the district. Total paid will not exceed 35% of last salary paid.

- ❖ Number Limitation: The limit of the number of eligible administrators will be one per year. In the event that more than one administrator applies, the most senior administrator would become eligible. Seniority shall be determined first by age, then by years of service in the Gilford School District.
  - ❖ The School Board may at its discretion, approve additional applications for the retirement incentive.
- j. The Gilford School Board will pay dues to State and National Associations.
- k. Mileage to be reimbursed at the current IRS rate.
- l. Longevity in the current position at the rate of \$1,000 beginning 4-6 years- \$2,000 7-10 years, and \$3,000 11+ years. The stipend for longevity is not transferable from one administrative position to another.
- m. The SAU/District will extend to the Administrator any and all benefits provided to any non-administrator of the SAU/District that exceeds the benefits provided to the Administrator as contained in the Contract
- n. The Gilford School District will pay for 1 graduate level course at PSU.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

  
 \_\_\_\_\_  
 ADMINISTRATOR

GILFORD SCHOOL BOARD  
  
 \_\_\_\_\_  
 CHAIRPERSON

6/21/11  
 \_\_\_\_\_  
 Date

6/21/11  
 \_\_\_\_\_  
 Date

**GILFORD SCHOOL DISTRICT  
ADMINISTRATORS CONTRACT**

ARTICLE OF AGREEMENT made this May 18, 2011, by and between the Gilford School Board, party of the first part, and **Peter Sawyer** party of the second part, witnesseth:

1. That the party of the first part agrees to and does hereby employ said party of the second part for the period July 1, 2011 and ending June 30, 2012 (261 days – year round, each year) at an annual salary rate of \$83,661.00 payable in equal biweekly installments in the position of Gilford High School Assistant Principal.

2. Said party of the second part declares that **Peter Sawyer** holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education, and agrees to conform to and carry out all lawful regulations which may be prescribed relative to the conduct of the school.

3. It is mutually agreed:

a. That the party of the first part may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire statutes governing suspension, dismissal or renewal.

b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.

c. That the party of the second part will receive 25 vacation days annually. For each year worked beyond ten years an additional vacation day will be added up to a maximum of 30 days. It is expected that vacation days will be used when school is not in session. Any exception will require board approval. No more than 50 vacation days may be accrued.

4. In addition to the salary stated above, the Administrator shall receive the following benefits during the term of this contract:

a. Administrators are entitled to the following leaves:

Sick leave - fifteen (15) days annually accumulated to one hundred Twenty (120) days.

Military leave in accordance with state and federal statutes.

Jury Duty - Administrators will be paid the difference between their full salary and the remuneration received in recognition of their outside services performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School Board will be paid to them during the next payroll period.

Twelve (12) paid holidays.

It is understood that administrators will be entitled to personal time as needed for items such as emergencies and funerals.

- b. Disability Insurance - The same as that provided teachers will be available to administrators

In the case of work connected illness or accident where eligibility for Workers Compensation, the administrator will receive the difference between compensation payment and their full salary.

c. Health insurance premium costs are at the rate of : Single coverage \$468.00 per year, 2 person \$936.00 per year, and family \$1,352.00 per year – deducted over 20 pay periods. If the administrator chooses not to take health benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

d. Full cost of the family coverage for Delta Dental Insurance Plan IV. If the administrator chooses not to take dental benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

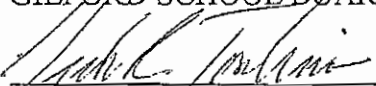
- e. Indemnify modification up to “one million” dollars as stipulated by the New Hampshire Administrative Rules.
- f. Life Insurance equal to one and one-half times the annual salary of the party of the second part.
- g. Professional Development funds in the amount of Two Thousand Dollars (\$2,000).
- h. TSA: Matching \$1,000 annuity to increase by the percent of salary increase per year to a maximum of \$2,500.
- i. Retirement Incentive:
- ❖ Minimum experience required: At least ten years as an administrator in the district or eighteen years as a teacher/administrator in the district
  - ❖ Notice of Intent: At least one year prior to the last full year of employment. The administrator can only withdraw his/her intent to retire within two weeks of notification of acceptance of the intent to retire by the school board.
  - ❖ Eligibility: At least 55 years of age at the time of notification and eligible for early or normal retirement under the New Hampshire Retirement System.
  - ❖ Amount to be paid: \$1,500 for each year as an administrator in the district and \$750 for each year as a teacher in the district. Total paid will not exceed 35% of last salary paid.

- ❖ Number Limitation: The limit of the number of eligible administrators will be one per year. In the event that more than one administrator applies, the most senior administrator would become eligible. Seniority shall be determined first by age, then by years of service in the Gilford School District.
- ❖ The School Board may at its discretion, approve additional applications for the retirement incentive.

- j. The Gilford School Board will pay dues to State and National Associations.
- k. Mileage to be reimbursed at the current IRS rate.
- l. Longevity in the current position at the rate of \$1,000 beginning 4-6 years- \$2,000 7-10 years, and \$3,000 11+ years. The stipend for longevity is not transferable from one administrative position to another.
- m. The SAU/District will extend to the Administrator any and all benefits provided to any non-administrator of the SAU/District that exceeds the benefits provided to the Administrator as contained in the Contract

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

  
 \_\_\_\_\_  
 ADMINISTRATOR

GILFORD SCHOOL BOARD  
  
 \_\_\_\_\_  
 CHAIRPERSON

6/3/11  
 \_\_\_\_\_  
 Date

5/24/2011  
 \_\_\_\_\_  
 Date

**GILFORD SCHOOL DISTRICT  
ADMINISTRATORS CONTRACT**

ARTICLE OF AGREEMENT made this May 18, 2011, by and between the Gilford School Board, party of the first part, and **Brenda McGee** party of the second part, witnesseth:

1. That the party of the first part agrees to and does hereby employ said party of the second part for the period July 1, 2011 and ending June 30, 2012 (261 days – year round, each year) at an annual salary rate of \$92,132.00 payable in equal biweekly installments in the position of Technology Coordinator.

2. Said party of the second part declares that **Brenda McGee** holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education, and agrees to conform to and carry out all lawful regulations which may be prescribed relative to the conduct of the school.

3. It is mutually agreed:

a. That the party of the first part may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire statutes governing suspension, dismissal or renewal.

b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.

c. That the party of the second part will receive 25 vacation days annually. For each year worked beyond ten years an additional vacation day will be added up to a maximum of 30 days. It is expected that vacation days will be used when school is not in session. Any exception will require board approval. No more than 50 vacation days may be accrued.

4. In addition to the salary stated above, the Administrator shall receive the following benefits during the term of this contract:

a. Administrators are entitled to the following leaves:

Sick leave - fifteen (15) days annually accumulated to one hundred Twenty (120) days.

Military leave in accordance with state and federal statutes.

Jury Duty - Administrators will be paid the difference between their full salary and the remuneration received in recognition of their outside services performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School Board will be paid to them during the next payroll period.

Twelve (12) paid holidays.

It is understood that administrators will be entitled to personal time as needed for items such as emergencies and funerals.

- b. Disability Insurance - The same as that provided teachers will be available to administrators

In the case of work connected illness or accident where eligibility for Workers Compensation, the administrator will receive the difference between compensation payment and their full salary.

c. Health insurance premium costs are at the rate of : Single coverage \$468.00 per year, 2 person \$936.00 per year, and family \$1,352.00 per year – deducted over 20 pay periods. If the administrator chooses not to take health benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

d. Full cost of the family coverage for Delta Dental Insurance Plan IV. If the administrator chooses not to take dental benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

- e. Indemnify modification up to “one million” dollars as stipulated by the New Hampshire Administrative Rules.
- f. Life Insurance equal to one and one-half times the annual salary of the party of the second part.
- g. Professional Development funds in the amount of Two Thousand Dollars (\$2,000).
- h. TSA: Matching \$1,000 annuity to increase by the percent of salary increase per year to a maximum of \$2,500.
- i. Retirement Incentive:
- ❖ Minimum experience required: At least ten years as an administrator in the district or eighteen years as a teacher/administrator in the district
  - ❖ Notice of Intent: At least one year prior to the last full year of employment. The administrator can only withdraw his/her intent to retire within two weeks of notification of acceptance of the intent to retire by the school board.
  - ❖ Eligibility: At least 55 years of age at the time of notification and eligible for early or normal retirement under the New Hampshire Retirement System.
  - ❖ Amount to be paid: \$1,500 for each year as an administrator in the district and \$750 for each year as a teacher in the district. Total paid will not exceed 35% of last salary paid.

- ❖ Number Limitation: The limit of the number of eligible administrators will be one per year. In the event that more than one administrator applies, the most senior administrator would become eligible. Seniority shall be determined first by age, then by years of service in the Gilford School District.
- ❖ The School Board may at its discretion, approve additional applications for the retirement incentive.

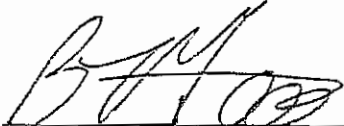
j. The Gilford School Board will pay dues to State and National Associations.

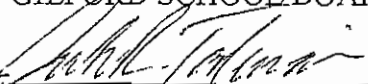
k. Mileage to be reimbursed at the current IRS rate.

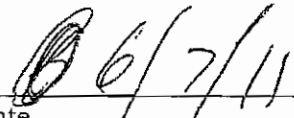
l. Longevity in the current position at the rate of \$1,000 beginning 4-6 years- \$2,000 7-10 years, and \$3,000 11+ years. The stipend for longevity is not transferable from one administrative position to another.

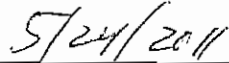
m. The SAU/District will extend to the Administrator any and all benefits provided to any non-administrator of the SAU/District that exceeds the benefits provided to the Administrator as contained in the Contract .

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

  
\_\_\_\_\_  
ADMINISTRATOR

GILFORD SCHOOL BOARD  
  
\_\_\_\_\_  
CHAIRPERSON

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date

**GILFORD SCHOOL DISTRICT  
ADMINISTRATORS CONTRACT**

ARTICLE OF AGREEMENT made this May 18, 2011 by and between the Gilford School Board, party of the first part, and **Saundra MacDonald** party of the second part, witnesseth:

1. That the party of the first part agrees to and does hereby employ said party of the second part for the period July 1, 2011 and ending June 30, 2012 (261 days – year round, each year) at an annual salary rate of \$ 83,159.00 payable in equal biweekly installments in the position of Director of Curriculum, Student Learning, and Professional Development.

2. Said party of the second part declares that **Saundra MacDonald** holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education, and agrees to conform to and carry out all lawful regulations which may be prescribed relative to the conduct of the school.

3. It is mutually agreed:

a. That the party of the first part may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire statutes governing suspension, dismissal or renewal.

b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.

c. That the party of the second part will receive 25 vacation days annually. For each year worked beyond ten years an additional vacation day will be added up to a maximum of 30 days. It is expected that vacation days will be used when school is not in session. Any exception will require board approval. No more than 50 vacation days may be accrued.

4. In addition to the salary stated above, the Administrator shall receive the following benefits during the term of this contract:

a. Administrators are entitled to the following leaves:

Sick leave - fifteen (15) days annually accumulated to one hundred Twenty (120) days.

Military leave in accordance with state and federal statutes.

Jury Duty - Administrators will be paid the difference between their full salary and the remuneration received in recognition of their outside services performed on school days. The calculation will be made when

they receive payment for these services and the reduced salary from the School Board will be paid to them during the next payroll period.

Twelve (12) paid holidays.

It is understood that administrators will be entitled to personal time as needed for items such as emergencies and funerals.

- b. Disability Insurance - The same as that provided teachers will be available to administrators

In the case of work connected illness or accident where eligibility for Workers Compensation, the administrator will receive the difference between compensation payment and their full salary.

c. Health insurance premium costs are at the rate of: Single coverage \$468.00 per year, 2 person \$936.00 per year, and family \$1,352.00 per year – deducted over 20 pay periods. If the administrator chooses not to take health benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

d. Full cost of the family coverage for Delta Dental Insurance Plan IV. If the administrator chooses not to take dental benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

- e. Indemnify modification up to “one million” dollars as stipulated by the New Hampshire Administrative Rules.
- f. Life Insurance equal to one and one-half times the annual salary of the party of the second part.
- g. Professional Development funds in the amount of Two Thousand Dollars (\$2,000).
- h. TSA: Matching \$1,000 annuity to increase by the percent of salary increase per year to a maximum of \$2,500.
- i. Retirement Incentive:
  - ❖ Minimum experience required: At least ten years as an administrator in the district or eighteen years as a teacher/administrator in the district
  - ❖ Notice of Intent: At least one year prior to the last full year of employment. The administrator can only withdraw his/her intent to retire within two weeks of notification of acceptance of the intent to retire by the school board.
  - ❖ Eligibility: At least 55 years of age at the time of notification and eligible for early or normal retirement under the New Hampshire Retirement System.

- ❖ Amount to be paid: \$1,500 for each year as an administrator in the district and \$750 for each year as a teacher in the district. Total paid will not exceed 35% of last salary paid.
- ❖ Number Limitation: The limit of the number of eligible administrators will be one per year. In the event that more than one administrator applies, the most senior administrator would become eligible. Seniority shall be determined first by age, then by years of service in the Gilford School District.
- ❖ The School Board may at its discretion, approve additional applications for the retirement incentive.

j. The Gilford School Board will pay dues to State and National Associations.

k. Mileage to be reimbursed at the current IRS rate.

l. Longevity in the current position at the rate of \$1,000 beginning 4-6 years- \$2,000 7-10 years, and \$3,000 11+ years. The stipend for longevity is not transferable from one administrative position to another.

m. The SAU/District will extend to the Administrator any and all benefits provided to any non-administrator of the SAU/District that exceeds the benefits provided to the Administrator as contained in the Contract

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

*Handwritten Signature*  
ADMINISTRATOR

GILFORD SCHOOL BOARD  
*Handwritten Signature*  
CHAIRPERSON

Date June 15, 2011

Date 5/24/2011

**GILFORD SCHOOL DISTRICT  
ADMINISTRATORS CONTRACT**

ARTICLE OF AGREEMENT made this May 18, 2011, by and between the Gilford School Board, party of the first part, and **Esther Kennedy** party of the second part, witnesseth:

1. That the party of the first part agrees to and does hereby employ said party of the second part for the period July 1, 2011 and ending June 30, 2012 (261 days – year round, each year) at an annual salary rate of \$96,163.00 payable in equal biweekly installments in the position of Director of Student Services.

2. Said party of the second part declares that **Esther Kennedy** holds a valid New Hampshire certificate, license, or permit for their assigned position from the Commissioner of Education, and agrees to conform to and carry out all lawful regulations which may be prescribed relative to the conduct of the school.

3. It is mutually agreed:

a. That the party of the first part may, without liability to itself or the District, terminate this contract in accordance with the New Hampshire statutes governing suspension, dismissal or renewal.

b. That, except as given in (a), this contract may not be terminated at any time prior to its expiration without the mutual consent of both parties, and any request for its termination, except for urgent personal need, shall be by written notice of at least sixty (60) days.

c. That the party of the second part will receive 25 vacation days annually. For each year worked beyond ten years an additional vacation day will be added up to a maximum of 30 days. ~~It is expected that vacation days will be used when school is not in session.~~ Any exception will require board approval. No more than 50 vacation days may be accrued.

4. In addition to the salary stated above, the Administrator shall receive the following benefits during the term of this contract:

a. Administrators are entitled to the following leaves:

Sick leave - fifteen (15) days annually accumulated to one hundred Twenty (120) days.

Military leave in accordance with state and federal statutes.

Jury Duty - Administrators will be paid the difference between their full salary and the remuneration received in recognition of their outside services performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School Board will be paid to them during the next payroll period.

Twelve (12) paid holidays.

It is understood that administrators will be entitled to personal time as needed for items such as emergencies and funerals.

- b. Disability Insurance - The same as that provided teachers will be available to administrators

In the case of work connected illness or accident where eligibility for Workers Compensation, the administrator will receive the difference between compensation payment and their full salary.


c. Health insurance premium costs are at the rate of : Single coverage \$468.00 per year, 2 person \$936.00 per year, and family \$1,352.00 per year – deducted over 20 pay periods. If the administrator chooses not to take health benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

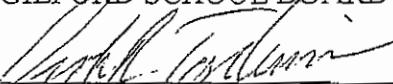
d. Full cost of the family coverage for Delta Dental Insurance Plan IV. If the administrator chooses not to take dental benefits, the administrator will be eligible to receive 50% of the cost of the insurance in salary.

- e. Indemnify modification up to “one million” dollars as stipulated by the New Hampshire Administrative Rules.
- f. Life Insurance equal to one and one-half times the annual salary of the party of the second part.
- g. Professional Development funds in the amount of Two Thousand Dollars (\$2,000).
- h. TSA: Matching \$1,000 annuity to increase by the percent of salary increase per year to a maximum of \$2,500.
- i. Retirement Incentive:
- ❖ Minimum experience required: At least ten years as an administrator in the district or eighteen years as a teacher/administrator in the district
  - ❖ Notice of Intent: At least one year prior to the last full year of employment. The administrator can only withdraw his/her intent to retire within two weeks of notification of acceptance of the intent to retire by the school board.
  - ❖ Eligibility: At least 55 years of age at the time of notification and eligible for early or normal retirement under the New Hampshire Retirement System.
  - ❖ Amount to be paid: \$1,500 for each year as an administrator in the district and \$750 for each year as a teacher in the district. Total paid will not exceed 35% of last salary paid.

- ❖ Number Limitation: The limit of the number of eligible administrators will be one per year. In the event that more than one administrator applies, the most senior administrator would become eligible. Seniority shall be determined first by age, then by years of service in the Gilford School District.
  - ❖ The School Board may at its discretion, approve additional applications for the retirement incentive.
- j. The Gilford School Board will pay dues to State and National Associations.
- k. Mileage to be reimbursed at the current IRS rate.
- l. Longevity in the current position at the rate of \$1,000 beginning 4-6 years-  
\$2,000 7-10 years, and \$3,000 11+ years. The stipend for longevity is not transferable from one administrative position to another.
- m. The SAU/District will extend to the Administrator any and all benefits provided to any non-administrator of the SAU/District that exceeds the benefits provided to the Administrator as contained in the Contract

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

  
 \_\_\_\_\_  
 ADMINISTRATOR

GILFORD SCHOOL BOARD  
  
 \_\_\_\_\_  
 CHAIRPERSON

6/7/11  
 \_\_\_\_\_  
 Date

5/24/2011  
 \_\_\_\_\_  
 Date

GILFORD SCHOOL DISTRICT  
SCHOOL NURSE CONTRACT

Agreement made this **June 21, 2011** by and between the Gilford School District, hereinafter called the District and **Rosanne Sheridan**, hereinafter called the nurse. The District agrees to employ the nurse for the ensuing year at an annual salary of \$ 68,979.00. (Please circle installments desired: 21, 20-1).

It is mutually agreed:

1. That the school year shall fall within the time period of one week prior to Labor day and June 30 of the following year, but shall, in no event, be more than 180 working days and 5 administrative days:
2. That the salary payments stated shall be subject to such revisions as the District may determine, provided that a proportionate revision is made in the salary of every other nurse employed by the District in and for the identical period of time;
3. That the nurse may be assigned only to such position as the nurse is qualified and licensed by the State of New Hampshire, Board of Nursing and/or certified by the State Department of Education (if applicable) to occupy;
4. That the contract is void unless the nurse holds a valid credential to work in the position for which she has been employed; and
5. This contract may not be terminated at any time prior to its expiration without the consent of both parties.

Effective  
Salary is  
1,2127 times  
higher due  
to 185/235  
working days  
\$ 83,650,83.

This contract is subject to the statues of the State of New Hampshire and the rules and regulations of the District.

(Circle) Grades: K-4 5-8 9-12

In witness Whereof, the parties hereto have hereunto set their hands.

By: Rosanne Sheridan  
Nurse

GILFORD SCHOOL DISTRICT  
By: [Signature]  
Chairperson, School Board

Date: June 21, 2011

Date: 6/27/11

GILFORD SCHOOL DISTRICT  
SCHOOL NURSE CONTRACT

Agreement made this **June 21, 2011** by and between the Gilford School District, hereinafter called the District and **Jennifer McGonagle**, hereinafter called the nurse. The District agrees to employ the nurse for the ensuing year at an annual salary of \$ 43,598.00. (Please circle installments desired: 21, 20-1).

It is mutually agreed:

1. That the school year shall fall within the time period of one week prior to Labor day and June 30 of the following year, but shall, in no event, be more than 180 working days and 5 administrative days:
2. That the salary payments stated shall be subject to such revisions as the District may determine, provided that a proportionate revision is made in the salary of every other nurse employed by the District in and for the identical period of time;
3. That the nurse may be assigned only to such position as the nurse is qualified and licensed by the State of New Hampshire, Board of Nursing and/or certified by the State Department of Education (if applicable) to occupy;
4. That the contract is void unless the nurse holds a valid credential to work in the position for which she has been employed; and
5. This contract may not be terminated at any time prior to its expiration without the consent of both parties.

Effective  
Salary is  
1,2127 times  
higher due to  
185/235  
working days  
\$ 52,871,29

This contract is subject to the statues of the State of New Hampshire and the rules and regulations of the District.

(Circle) Grades: K-4 5-8 9-12

In witness Whereof, the parties hereto have hereunto set their hands.

By: Jennifer McGonagle RN  
Nurse

GILFORD SCHOOL DISTRICT  
By: [Signature]  
Chairperson, School Board

Date: 6-22-2011

Date: 6/27/11

**GILFORD SCHOOL DISTRICT  
SCHOOL NURSE CONTRACT**

Agreement made this **June 21, 2011** by and between the Gilford School District, hereinafter called the District and **Margaret Jenkins**, hereinafter called the nurse. The District agrees to employ the nurse for the ensuing year at an annual salary of **\$ 61,584.00**. (Please circle installments desired: 21, 20-1)

It is mutually agreed:

1. That the school year shall fall within the time period of one week prior to Labor day and June 30 of the following year, but shall, in no event, be more than 180 working days and 5 administrative days;
2. That the salary payments stated shall be subject to such revisions as the District may determine, provided that a proportionate revision is made in the salary of every other nurse employed by the District in and for the identical period of time;
3. That the nurse may be assigned only to such position as the nurse is qualified and licensed by the State of New Hampshire, Board of Nursing and/or certified by the State Department of Education (if applicable) to occupy;
4. That the contract is void unless the nurse holds a valid credential to work in the position for which she has been employed; and
5. This contract may not be terminated at any time prior to its expiration without the consent of both parties.

This contract is subject to the statues of the State of New Hampshire and the rules and regulations of the District.

(Circle) Grades: K-4      5-8      9-12

In witness Whereof, the parties hereto have hereunto set their hands.

By: Margaret A Jenkins By: [Signature]  
Nurse      MS, BSN, RN      Chairperson, School Board

Date: 6-20-2011

Date: 6/27/11

260 working days  
- 10 holi. days  
- 15 vacation  
235 working days  
 $\frac{185}{235} = 78.7\%$   
21.27% less  
working days  
so effective  
Salary is  
 $1.2127 * 61584 =$   
\$ 74,682.91