

***2020 – 2021  
Collective Bargaining Agreement  
Covered Professional, Administrative, Technical, and  
Operating Staff  
(Staff Bargaining Unit)***

CCSNH Board of Trustees  
&  
State Employees' Association  
of New Hampshire  
Service Employees International Union  
Local 1984

February 7, 2020 – September 30, 2021

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**PREAMBLE**  
**COLLECTIVE BARGAINING AGREEMENT**

This Agreement is between the Board of Trustees of the Community College System of New Hampshire, hereinafter referred to as the "CCSNH", and the State Employees' Association of New Hampshire, Inc., SEIU Local 1984, CTW, CLC, hereinafter referred to as the "Association", collectively referred to hereinafter as the "Parties".

It is the intent of the Parties to encourage harmonious relationships between the Employees and the Administration to promote the welfare of the student body and to improve the quality and effectiveness of the CCSNH by expecting the highest standards of excellence in instruction, services, and operations. It is recognized by the Parties that mutual benefits are to be derived from continual improvement as institutions of higher learning and the fair and equitable treatment of all members of the educational community. The CCSNH and the Association recognize and affirm their commitment not to discriminate against anyone because of race, color, religion, national origin, age, sex, disability, genetic information, veteran's status, marital status, sexual orientation, gender identity or expression, political affiliation, lawful political activity, or membership or non-membership in, or lawful activities on behalf of the Association.

It is the intent and purpose of the Parties to this Agreement as made and entered into this [date] to set forth agreements reached between the CCSNH and the Association with respect to wages, hours, benefits, and other terms and conditions of employment for the employees in the bargaining unit described by the NH PELRB and to provide a means of amicable discussion and adjustment of matters of mutual interest.

## **Article 1**

### ***DEFINITIONS***

1.1 Association: The term “Association” as used in this Agreement refers to the State Employees’ Association of New Hampshire, Inc., SEIU Local 1984, CTW, CLC (“SEA”) as the exclusive representative of the employees, as appropriate under the authority of RSA 273-A, and the Employer shall have no obligation to bargain with and shall not bargain or enter into agreements with any committee, chapter or district organization of the Association in matters covered by this Agreement, unless such persons or bodies are specifically designated by the Association as authorized representative for such purposes. Further references to the Association in this Agreement means the State Employees’ Association of New Hampshire, SEIU Local 1984, as appropriate under the authority of RSA 273-A.

1.2 Association Representative: A member of the Association, who has been designated as a representative by the Association or a staff person of the Association.

1.3 Chancellor: The Chancellor of the Community College System of New Hampshire or an individual acting in that capacity as duly appointed by the Board of Trustees in accordance with RSA 188-F, as amended.

1.4 College President: The President of a Community College or an individual acting in that capacity as duly appointed by the Board of Trustees in accordance with RSA 188-F, as amended.

1.5 College: The term “College” as used in this Agreement refers to the administration and all facilities and properties now or hereafter established by the Community College System of NH. The colleges within the CCSNH currently include White Mountains Community College (“WMCC”), River Valley Community College (“RVCC”), NHTI, Concord’s Community College (“NHTI”), Lakes Region Community College (“LRCC”), Manchester Community College (“MCC”), Nashua Community College (“NCC”), and Great Bay Community College (“GBCC”).

1.6 CCSNH: The term “CCSNH” as used in this Agreement refers to the Community College System of New Hampshire, as established pursuant to RSA 188-F, as amended, and the Board of Trustees and/or the administration of the Community College System of New Hampshire. The CCSNH currently comprises seven independently accredited colleges and a System Office encompassing the Office of the Chancellor.

1.7 Common Academic Year Calendar: The CCSNH Common Academic Year Calendar shall designate the common semester start and end dates for professional, administrative and technical staff assigned to an A180 or A216 work schedule, start and end date for classes, holidays and time periods for semester breaks.

1.8 Covered Employee: The term “Covered Employee” as used in this Agreement refers to a staff employee appointed to a bargaining unit position whose wages, hours, and work conditions are negotiated through the collective bargaining agreement between the Association and the CCSNH, except where otherwise limited.

1.9 Covered Position: The term “Covered Position” as used in this Agreement refers to a staff bargaining unit position.

1.10 Professional, Administrative, and Technical Staff: The term “The Professional, Administrative, and Technical Staff” as used in this Agreement refers to full-time, regular employees whose academic preparation and work experience qualify them as salaried professionals within the structure of the CCSNH. These positions are salaried appointments and are exempt under the Fair Labor Standards Act.

1.11 Operating Staff: The term “Operating Staff” as used in this Agreement refers to full-time, regular appointments that include clerical, trade, custodial, maintenance, security, and certain technical employees, who are paid by the hour and are considered non-exempt under the Fair Labor Standards Act.

1.12 Regular Part-Time Employee: The term “Regular Part-Time Employee” as used in the Agreement refers to any employee in a staff position who is regularly scheduled to work for a ten (10) month academic year or for a twelve (12) month calendar work year at a minimum of 50% of the full-time work hours assigned to the position classification. Regular part-time appointments offer no assurance, promise, or intent of continuous employment. The benefits for regular part-time employees shall be limited by law or this Agreement.

1.13 System Office: The term “System Office” shall refer to the Office of the Chancellor which provides centralized administration and oversight.

1.14 Paid Status- Paid Status includes time worked and paid leave such as compensatory time, holidays, personal leave, annual leave, sick leave, military leave, civil leave/jury duty, and administrative leave with pay.

1.15 Position Classification – Position classification is a process for objectively defining and evaluating the elements of a job, which determine the classification specifications, title, and salary grade. Classification is based upon the objective elements of a job, which include the scope of work, level of duties and responsibilities; work traits; education and experience required to perform the job; relationship of the position to other positions within the department, college, or CCSNH; and other distinguishing components (knowledge, skill, supervision given/received, independent action, and complexity).

1.16 Position Description – A job description is a written document that identifies the duties, responsibilities, reporting structure, qualification, and working conditions required of a specific job.

1.17 Position Reclassification (formerly referred to as “desk audit”) – Position reclassification is a process of reviewing and evaluating the scope of work, duties, responsibilities, qualifications, and work traits of the position that may result in a change in the classification and/or salary grade of the position. A filled position is eligible for a reclassification review when there has been a significant change in the position’s scope of work, duties, responsibilities, complexity, and accountability. Determining factors in a position reclassification do not include the employee’s education and/or certification level, work performance, length of service, or volume of work.

## **Article 2** ***RECOGNITION***

2.1 The CCSNH recognizes the Association which shall serve as the exclusive representative of all employees in the bargaining unit with the exception of those employees excluded from the definition of public employee under the provisions of RSA 273-A:1, IX. The Association recognizes the responsibility of representing the interest of all employees in the bargaining unit-without discrimination for the purpose as set forth in this Agreement.

2.2 The CCSNH shall not enter into any agreements, regarding employment relations matters with any other organization or individual purporting to represent any group of employees in the bargaining unit, and shall not furnish any facilities or engage in any type of conduct, which would imply recognition of any group other than the Association as a representative of the employees in the bargaining unit.

2.3 Nothing in this section shall prevent the CCSNH from discussing matters of mutual concern with its employees.

2.4 The provisions of this Agreement shall be applied equally to all covered employees in the bargaining unit in accordance with state and federal law.

**Article 3**  
**MANAGEMENT RIGHTS**

3.0 All rights and responsibilities of the CCSNH Board of Trustees which have not been specifically provided for or limited by this Agreement or limited by law shall be retained at the sole discretion of the CCSNH Board of Trustees, or as may be delegated. Except as modified by this Agreement, such rights and responsibilities shall include but are not limited to the following:

3.1 The right to manage, direct and control its programs, services, and operations in all particulars and to take such action as is necessary to maintain the efficiency and effectiveness of the CCSNH operations;

3.2 The right to direct, supervise, and train employees; to appoint, assign, schedule, transfer, evaluate, promote, and retain employees in positions; to determine qualifications, hiring criteria and standards of work; to establish standards of productivity and performance; to grant educational and other leaves; and to suspend, demote, discharge, or take other disciplinary actions against an employee;

3.3 The right to lay off employees due to lack of work, for budgetary reasons, organizational changes, or for other like considerations;

3.4 The right to determine the means, methods, budgetary and financial procedures, and personnel by which the CCSNH's programs, services, and operations are to be conducted;

3.5 The right to determine the organizational structure of the CCSNH and its colleges;

3.6 The right to take whatever actions as may be necessary to carry out the mission of the CCSNH and its colleges in situations of emergency, the determination of such situations to be the prerogative of the CCSNH, provided that the CCSNH shall subsequently and in timely fashion negotiate the effects of such action on the terms and conditions of employment of members of the bargaining unit. For the purposes of this section "emergency" is defined as any condition or situation out of the ordinary which requires immediate action to avoid danger to life, property, or to prevent losses affecting the CCSNH and its colleges, the employee(s), or the general public.

3.7 The right to make rules, regulations, and policies and to require compliance therewith. Such rules, regulations, and policies shall be consistent with the provisions of this Agreement, as well as applicable State and Federal law.

3.8 The right to privatize or contract out programs, services, and operations as deemed appropriate to maintain a well-coordinated and efficient system of community colleges. or the purposes of this section, the CCSNH agrees to provide the Association with forty five (45) calendar days prior notice and an opportunity to consult and offer alternatives prior to issuing a Request for Proposal (RFP) concerning contracting out or privatizing existing services that would result in the layoff of covered employees, a reduction in the base hours or wages of covered employees, or would result in a contract that would place covered employees under the supervision of a contractor. The CCSNH shall not prohibit any contractor from hiring unit employees unless law or ethics policies prohibit it.

**Article 4**  
**ASSOCIATION RIGHTS**

4.1 *CCSNH-Association Communication*

4.1.1 The Parties recognize their mutual obligation to meet and confer regarding problems arising out of the employment relationship between the employer and covered employees. It is agreed that the CCSNH Administration and Representatives of the Association shall endeavor to meet periodically to discuss and attempt to resolve matters of mutual interest. One such meeting may be called upon by request of the CCSNH Administration or the Association each semester

and during the summer, with additional meetings as mutually agreed upon. Such meetings shall be in addition to any meetings of the Labor Management Committee (LMC).

4.1.2 The CCSNH shall furnish reasonable locations and space on bulletin boards for the use of the Association. The Association shall use this board for posting of notices pertaining to recreational and social activities, Association elections, reports of the Association, or its committees, Association meetings notices, legislative enactments, decisions of the Public Employee Labor Relations Board (PELRB), and judicial decisions affecting public employee labor relations. The Association shall not post any materials which are obscene, defamatory, or impair the operation of the CCSNH or its colleges; or which constitute partisan, political campaign material. Where the CCSNH finds material posted on the bulletin board to be objectionable as violative of the Agreement, it will consult with the Association or any representative. If such consultation does not resolve the CCSNH's objections, the material in question shall be promptly removed from the bulletin board by the Association. The matter will then be immediately referred to the grievance procedure for resolution. Where the Association posts material on bulletin boards in violation of this Agreement, the CCSNH may require advance approval of all future material to be posted.

4.1.3 The CCSNH agrees to allow the Association, CCSNH Stewards, and Chapter Officers and the covered employees to utilize its messenger mail service and electronic mail system(s) for the duration of this Agreement for internal Association business, provided that said mailings are clearly identified as the business of the Association and that such use of the electronic mail system(s) is conducted in accordance with the CCSNH computer use policies and procedures.

4.1.4 Covered employees shall be provided a new employee orientation within twenty (20) calendar days of hire. The CCSNH shall inform covered employees that the Association is the exclusive representative of all covered employees and provide information on all benefit programs provided by the CCSNH. The Association shall be allowed to make a presentation at orientations offered by the CCSNH for new covered employees. The orientation may be presented in written form, by video, in person or by any combination of presentation methods, at the sole discretion of the Association. The presentation may be up to one hour in duration and shall be conducted by an Association staff person or such other representative, as may be designated by the Association. If an Association representative is unable to attend the orientation, an Association representative shall have access to all new covered employees for up to one hour at the convenience of the CCSNH within twenty (20) calendar days following the orientation. The CCSNH agrees to distribute informational packets provided by the Association to new covered employees.

4.1.5 The CCSNH agrees to provide payroll deduction information to the Association in an electronically agreed format at least biweekly for the administration of dues deductions and Association programs. In addition, the CCSNH shall notify the Association of all newly hired covered employees, the names and business addresses of all covered employees, and employees who have terminated employment at least monthly on a mutually agreed upon electronic format. These reports shall include, at least, the following:

- employee's name
- employee's home address for Association members only
- employee's work e-mail address, if applicable
- employee's CCSNH identification number
- employee's payroll number
- employee's labor grade and step
- employee's salary schedule
- employee's business address
- employee's job classification
- employee's date of employment

4.1.6 The Association shall provide a written notice to the CCSNH that is suitable for inclusion in the "check message" on employee paychecks/advice that informs covered employees that the

Association is the exclusive bargaining representative and therefore requires access to the covered employee for Association correspondence. The CCSNH agrees to place the message on employee paychecks/advices quarterly at the request of the Association.

4.1.7 CCSNH shall permit the Association to post meeting notices on the College's weekly or monthly calendars.

4.1.8 Access to CCSNH Intranet Website: The CCSNH agrees to provide the Association access to the CCSNH intranet website, on a read-only basis. Such access shall be provided to the Association in a manner that preserves the security and integrity of the CCSNH system.

#### 4.2 *Association Business*

4.2.1 The internal business of the Association shall be conducted by covered employees during their non- duty hours.

4.2.2 Covered employees as individuals and employee representatives of the Association shall be permitted to participate in conferences or meetings with a representative of the CCSNH regarding grievance step meetings or consultation meetings under this Article or Article VII with adequate release time and no loss of pay or other penalties. Such meetings shall be scheduled at times which shall not unreasonably interfere with the operations of the CCSNH or its colleges.

4.2.3 Association staff persons shall be allowed to visit work areas of employees during working hours and confer on conditions of employment to the extent that such visitations do not disrupt the work activities of the area being visited. Prior to entering the work area, the representative shall receive permission from the Chancellor or appropriate College President or designee(s) stating the reason(s) for such visitations. Permission shall not be unreasonably denied.

4.2.4 The CCSNH shall grant such covered employees as may be designated by the Association a cumulative total of twelve (12) days off per contract year without loss of time or pay for the purpose of attending meetings, conventions, conferences, or training sessions relative to labor relations or Association affiliations. Time off shall be limited to two (2) days per Association designee for each such request. All requests shall be submitted to, and approved by, the CCSNH Director of Human Resources for timely notification to the appropriate college that the leave has been approved and shall be awarded.

4.2.5 The CCSNH shall grant five (5) working days of union leave for two (2) duly elected representatives of the Association to attend the quadrennial convention of the Service Employees International Union. The Association shall provide the CCSNH with not less than sixty (60) days' notice of the dates for this leave and the name of the selected representative. The CCSNH shall not be responsible for any travel or other costs and shall bear no liability, including workers' compensation, for any covered employee associated with participation in this event.

4.2.6 The CCSNH shall approve reasonable preparation time for negotiations, not to exceed one day per week until a new collective bargaining agreement is tentatively agreed upon, for up to eight (8) members of the Association's CCSNH bargaining team. All preparation time and negotiation time shall be without loss of accrued leave time or regular pay to any covered employee. Preparation sessions shall not commence more than nine (9) months prior to the expiration of this Agreement. Reasonable accommodations to staff work schedules shall be made for each of the members of the Association bargaining team.

4.2.7 Board of Director's Leave: The CCSNH shall authorize up to forty-eight (48) hours per year for one person without loss of time or regular pay for a director and/or officer of the Board of Directors for the State Employees' Association of New Hampshire, Inc., SEIU Local 1984, for the



purpose of attending meetings of the Board of Directors. The employee shall give a seven (7) calendar days' notice for use of such leave.

4.2.8 President's Leave: The CCSNH shall authorize a leave of absence with pay for the President of the State Employees' Association of New Hampshire, Inc., SEIU Local 1984. The leave of absence with pay shall be taken for a two-year period beginning two (2) weeks after written notice by the Association to the Chancellor and the Director of Human Resources.

During such leave of absence with pay, the President shall continue to receive and retain all of his/her wages, rights, benefits, and seniority as a CCSNH employee except that all leave accumulation shall be frozen for the duration of the leave of absence. Upon returning from the leave of absence, the President shall resume earning leave at the rates appropriate to his/her service at the time of return. The CCSNH agrees that there shall be no action taken with respect to the President or the President's CCSNH position prior to or following his/her return from the leave of absence because of his/her legal union activities.

The Association agrees to reimburse the CCSNH for the full cost of the wages and benefits for the President, and to indemnify the CCSNH against any and all liabilities associated with the leave of absence, including but not limited to workers' compensation.

#### 4.3 *Use of Facilities*

4.3.1 The Association shall be allowed the reasonable use of the CCSNH facilities for meetings, functions, or activities directly related to its position as the recognized representative for CCSNH covered employees without charge. The use of CCSNH facilities shall be subject to the following conditions:

- a. Such CCSNH facilities are available and their use for such meetings would not conflict with the CCSNH's business.
- b. Such approval is granted in advance and shall be subject to such other reasonable conditions as may be imposed by the CCSNH.
- c. Such approval, if given, will be limited to CCSNH covered employees, and Association staff members and guests.
- d. Nothing in this provision shall be construed as a limitation of the rights of the Association, its chapters or committees to utilize the CCSNH's facilities that are otherwise available for public use.
- e. Such approval by the CCSNH will not be unreasonably withheld.

4.3.2 The Association may request use of CCSNH facilities for meetings and functions associated with broader Association activities, not directly related to the CCSNH. Such requests shall be processed in accordance with institutional policies and procedures related to public facility usage by a non-profit and/or tax exempt organization.

#### 4.4 *Association Dues*

4.4.1 Membership in the Association is optional and shall be made at the discretion of each covered staff member within the bargaining unit.

4.4.2 The CCSNH agrees to deduct, in equal installments, the regular annual membership dues of the Association from the pay of each full-time covered employee of the bargaining unit, who indicates in writing that he/she wishes such deductions to be made. The CCSNH agrees to deduct in equal installments, the regular annual membership dues from each regular part-time covered

employee of the bargaining unit who indicates that he/she wishes such deduction to be made. The Association will provide the CCSNH with the completed payroll deduction authorization form as authorized by the covered employee. Such payroll deductions shall be put into effect as soon as practicable.

4.4.3 The amount to be deducted shall be certified by the Association to the CCSNH. Remittance to the Association shall be made in accordance with the established payroll procedures of the CCSNH. When Association members vote for a change in Association dues which necessitates a modification of payroll deductions and the Association wishes to implement such modification, it shall furnish a certificate evidencing the authorizing vote to the Chancellor, together with a written request for the modification in payroll deductions. The certificate shall be signed and sworn to by the Secretary of the Association with Corporate Seal.

4.4.4 Membership in the Association shall be continuous. Any change from dues paying membership may be made by the covered employee at any time. Such requests must be made in writing and may be emailed to [admindepartment@seiu1984.org](mailto:admindepartment@seiu1984.org) or may be mailed to the Association and shall be addressed to:

*The State Employees' Association of NH, Inc.  
SEIU Local 1984  
207 North Main Street  
Concord, NH 03301*

4.4.5 The Association shall be allowed the use of such payroll deductions as may be necessary for any group program(s) in addition to a dues deduction.

4.4.6 The Association shall hold the CCSNH harmless should any dispute arise between the Association and the CCSNH as a result of the administration of this section.

#### 4.5 *Association Representation*

4.5.1 The CCSNH agrees to recognize eight (8) bargaining unit stewards, which shall consist of one (1) steward at each CCSNH college and the System Office, as duly authorized by the Association to perform duties on behalf of the Association. Recognized stewards shall serve to represent members within their appointed bargaining unit.

4.5.2 Each steward shall be assigned to a CCSNH institution [college or System Office]. In the absence of a CCSNH institution's assigned bargaining unit steward and Association representative, a bargaining unit steward may represent members at another CCSNH institution. Additionally, upon mutual agreement between the CCSNH Director of Human Resources and the Association, a bargaining unit steward may represent a bargaining unit member at another CCSNH institution when such representation is deemed necessary due to reasonable extenuating circumstances.

4.5.3 The Association shall furnish the CCSNH Director of Human Resources with a list of the Stewards representing the CCSNH covered employees by September 1 each year. Updated information pertaining to Steward appointments shall be provided as applicable. The CCSNH agrees there shall be no discrimination against any Steward because of his or her duties as an Association official or member.

4.5.4 The CCSNH shall authorize a reasonable amount of time during the regular working hours without loss of time or pay, and make reasonable adjustments to the Steward's workload, to permit the Steward to carry out his/her responsibilities in accordance with the provisions of this Agreement. The Association agrees that it shall guard against the use of excessive time in handling such responsibilities. Each Steward, before carrying out his/her responsibilities in accordance with the provisions of this Agreement, shall first obtain the consent of his/her immediate supervisor, which shall not be unreasonably withheld. Upon entering a work area other than his/her own, the

Steward shall first advise the appropriate supervisor of his/her presence and specify the name(s) of the employee(s) to be contacted.

4.5.5 The CCSNH will not bear any expense, other than with respect to the Steward's time involved during regular duty hours, for the functions of any Steward. The Association shall reimburse the CCSNH for any other expense to the CCSNH incurred as a result of the Steward's function.

4.5.6 The CCSNH shall authorize up to three (3) days off in each contract year, without loss of time or pay for each CCSNH Steward to attend Association training program(s). The Association shall notify the CCSNH not less than twenty-one (21) calendar days in advance of such proposed training program(s).

4.5.7 A covered employee shall be entitled to Association representation at an investigative interview or meeting if requested by the employee when that employee reasonably believes that the interview or meeting may result in disciplinary action against him/her, as set forth in Article 15. The Association representative's role at an investigative interview or meeting is to consult with the employee. The CCSNH is free to insist upon hearing the employee's own account of the matter(s) under investigation. The Parties agree that in all cases the principles of "Weingarten", "Garrity", and "Loudermill" and other applicable case law shall be observed.

4.5.8 Whenever a Steward reasonably believes that he/she is a witness or material participant in a grievance procedure, another bargaining unit Steward shall perform the duties of the Steward in that particular grievance.

4.6. The CCSNH shall make available to the Association information needed for collective bargaining with the following stipulations:

4.6.1 All requests will be made in writing to the CCSNH Director of Human Resources.

4.6.2 Such information will be made available within reasonable time frames, normally within fifteen calendar days of said request. Requests requiring special programming or summary work may exceed the fifteen (15) calendar day standard.

4.6.3 The CCSNH will not be responsible for reformatting data already publicly available.

4.6.4 The Association shall pay for copying costs when requested by the CCSNH.

4.6.5 This process is to be used only for requests for information needed for collective bargaining and is not intended to abrogate the right of the Association or the covered employees to make requests for information pursuant the RSA 91-A, the NH Right to Know Law.

## **Article 5**

### ***CONSULTATION and LABOR MANAGEMENT COMMITTEE***

5.1 It is agreed and understood that policies and procedures related to terms or conditions of employment are appropriate matters for consultation between the Parties, providing however, that neither Party waives or relinquishes their right to negotiate mandatory subjects of collective bargaining, and providing further that the Parties may mutually agree to discuss any subject matter not otherwise addressed by a Labor Management Committee as described in subsection 5.3 below.

5.2 A request for consultation may be submitted by either Party in writing, stating the reason for the meeting and the agenda or topic of consultation. Consultation requests by the Association shall be made to the Chancellor or to the appropriate College President by either the President or designee of the Association. Consultation requests by the CCSNH shall be made to the President of the Association.

5.2.1 A mutually agreeable meeting date shall be established providing that such date shall be within twenty-one (21) calendar days of receipt of the written notice. The time limit may be extended by mutual agreement.

5.2.2 An Association staff member or steward shall represent the bargaining unit alone, or with not more than eight (8) employees of the bargaining unit. The Association will state the names and work areas of the covered employees, if any, who are to attend the meeting. Representatives of the CCSNH shall meet with the Association representatives. The CCSNH Director of Human Resources will attend such consultations whenever feasible providing that his/her attendance may be specifically requested and complied with by notice of either the Association or the CCSNH.

5.3 The Parties agree to establish a CCSNH Labor Management Committee consisting of not more than nine (9) representatives of the CCSNH management team, one of whom shall be the Director of Human Resources, and not more than nine (9) representatives as designated by the Association, one of whom shall be a SEA staff member. The purpose of the Committee shall be to ensure the application, clarification, and administration of this Agreement. The CCSNH and the Association shall mutually maintain a mechanism that allows employees to submit meeting agenda topics to both the Association and the CCSNH. The Committee shall meet as frequently as may be necessary, but not less than once per semester for the Fall and Spring semesters to carry out its purpose and responsibilities as set forth in this Agreement. The Committee shall have the authority to issue interpretive bulletins to that end.

5.4 The Parties agree that fostering open communication about workplace matters relating to the employment relationship is desirable. Therefore, notwithstanding Article 3.1 of this agreement, the Chancellor and each College President through an appropriate administrative structure shall effectively manage his/her institution so as to fulfill its purposes and objectives and establish the means to assess and promote institutional effectiveness. Each college and the System Office shall establish and maintain institutional mechanisms and procedures that include consultation with faculty, staff, and administrators, and are appropriately responsive to their concerns, needs, and initiatives.

## **Article 6**

### ***ACADEMIC FREEDOM & PROFESSIONAL RESPONSIBILITY***

6.1 The CCSNH and the Association endorse the principles and standards of academic freedom and academic responsibilities, professionalism, and freedom of expression generally and traditionally accepted in public institutions of higher education. Therefore, as an academic community committed to teaching and service excellence, the CCSNH fosters a professional atmosphere that promotes the highest standards of professional conduct and integrity. To ensure students within the CCSNH are provided with a quality education and services, it is expected that staff are aware of and comply with their professional duties and responsibilities to demonstrate the highest standards of professional behavior; to exercise professional judgment; to perform official duties effectively, efficiently, and with honesty, integrity, and fairness; to be conscious of the need for the equitable treatment of all students; and to use institutional resources economically.

#### ***6.2 Freedom of Expression***

6.2.1 Progress on addressing matters of concern within an academic community requires the free and open exchange of ideas, approaches, and points of view. Accordingly, the CCSNH is committed to an environment in which free expression is the right of every member of the college community. It is likewise essential that such expressions of points of view be conducted in a climate of mutual respect, with due regard for the rights of others and in a responsible manner that prevents disruption and permits the efficient and effective operations of the CCSNH.

6.2.2 In his/her role as a citizen, every member of the CCSNH community has the same freedoms as other citizens. However, in his/her external communications he/she has an obligation to make

every effort to indicate that he/she is not an institutional spokesperson. Nothing herein shall be construed as an abridgement of the rights guaranteed to every member of the CCSNH community by the constitutions of the United States, or the State of New Hampshire.

### 6.3 *Academic Freedom*

6.3.1 The Parties agree to promote public understanding and support of academic freedom. Institutions of higher education are conducted for the common good and not to further the interest of either the individual covered employee or the institution as a whole. The common good depends upon the free search for truth and its free exposition. Academic freedom is essential to these purposes and applies to both teaching and research.

6.3.2 Academic freedom is the right of scholars and teachers in institutions of higher education to freely to study, discuss, investigate, teach, exhibit, perform and publish. Freedom in research is for the protection of the rights of the teacher in teaching and of the student to freedom in learning.

6.3.3 The covered employee is entitled to full freedom in research and in the exhibition, performance and publication of the results of the employee's research, to full freedom in the classroom in discussing the employee's subject, and, most specifically, in the selection of the employee's classroom materials including the selection of texts (unless the text is prescribed by mutual agreement of the faculty of a department). The employee is entitled to discuss controversial issues. As both an employee and scholar, the employee recognizes the professional obligation to present various scholarly opinions and to avoid presenting totally unrelated materials, that being fundamental to the advancement of truth.

6.3.4 A covered employee has the right to pursue work or other activities outside the College, provided such work or activities do not interfere with the discharge of the employee's duties and responsibilities.

### 6.4 *Academic Responsibilities*

6.4.1 Academic freedom carries with it correlative responsibilities. The covered employee has the responsibility to the employee's colleagues and the College community to preserve intellectual honesty in the employee's teaching and research. The employee respects the free inquiry of the employee's associates and avoids interference in their work.

## **Article 7**

### ***GRIEVANCE AND ARBITRATION PROCEDURES***

7.1 The parties agree that the orderly process hereafter set forth shall be the method for resolving grievances and disputes arising with respect to the interpretation or application of any provision of this Agreement and deliberations regarding employee discipline shall be pursued in a confidential manner. It is the objective of the parties to encourage and facilitate the prompt and equitable resolution of grievances and to attempt to do so at the lowest possible level. No member of the bargaining unit shall be subject to reprisal for using the Grievance Procedure or for participating in the resolution of a grievance.

### 7.2 *General Provisions*

7.2.1 A "grievance" is any dispute or difference concerning the interpretation, application, or alleged violation of an Article of this Agreement.

7.2.2 A grievance shall be filed within twenty-one (21) calendar days from the time the grievant knew or should have known of the alleged violation. A grievance is considered to be formally filed when it is submitted to Step One, or other appropriate Step, of this procedure.

7.2.3 A grievance may be initiated by a covered employee or a group of covered employees of the bargaining unit, by the Association, or by the CCSNH.

7.2.4 The Association shall have the right to file a grievance involving a management action which affects Association members and is alleged to be a violation of the Agreement. A grievance initiated by the Association shall be filed directly with the Chancellor and shall be considered a Step III appeal.

7.2.5 A grievance initiated by the CCSNH against the Association or its members shall be served directly upon the President of the Association and shall be considered a Step III appeal.

7.2.6 Failure of the Grievant at any step of this procedure to appeal the grievance to the next step of the procedure within the time limits specified shall be considered acceptance by the Grievant of the decision rendered at the preceding step.

7.2.7 Failure on the part of the CCSNH to comply with the time limit requirements of this Article shall elevate a grievance to the next step unless the Parties have agreed to extend the time limit requirement.

7.2.8 The time limits prescribed in this article may be extended by mutual agreement between the grievant and the CCSNH. In the event that a time limit expires on a Saturday, Sunday, or holiday, such time limit shall be extended to the next regular business day.

7.2.9 A Grievant may withdraw his or her grievance at any point in this procedure.

7.2.10 A Steward may assist a grievant in processing a grievance. In so doing, the Steward shall be given the opportunity to discuss the matter with the grievant and such other employees who may have information bearing on the matter, prior to presenting the grievance. A staff person or representative of the Association may substitute in the place of or participate in addition to any Steward in this procedure.

7.2.11 Grievances shall be investigated and handled to minimize interference with the regular work schedule(s) and institutional operations.

7.2.12 Any resolution of a grievance shall not be inconsistent with the terms of the Agreement.

7.2.13 No grievance resolved through the informal process shall constitute a precedent for any purpose unless agreed to in writing by the CCSNH and the Association.

7.2.14 Nothing in this Article shall be construed as an abrogation of the right of any covered employee to present a grievance without the intervention of the exclusive representative in accordance with RSA 273-A:11(a).

### 7.3 *Grievance Procedure - Informal Stage*

7.3.1 It is expected that a covered employee shall attempt to resolve the concern expeditiously by discussing the disputed matter in an informed and informal manner with the parties directly involved.

### 7.4 *Grievance Procedure Formal Stage*

#### 7.4.1 Step One – Grievant and Intermediate Supervisor

- a. If the problem is not resolved during the informal stage and the employee and/or the Association feels further review is justified, a formal written grievance may be submitted to the intermediate supervisor having administrative responsibility for the Grievant. The

written submission shall include a statement of all the facts pertaining to the problem, specifying the Article(s) and Section(s) which have been allegedly violated and the remedy sought. It shall also include any documents supporting the complaint.

- b. The formal grievance shall be filed within twenty-one (21) calendar days from the time the Grievant knew or should have known of the alleged violation.
- c. The intermediate supervisor shall schedule a meeting with those concerned as soon as practicable after receipt of the written notification of appeal. Such meeting shall be scheduled within twenty- one (21) calendar days from the date of filing of the Step One grievance.
- d. The intermediate supervisor shall notify the grievant or his/her representative and his/her immediate supervisor in writing of the decision reached within twenty-one (21) calendar days after the meeting.
- e. If the parties are able to resolve the grievance, then the terms of the resolution, including any remedy agreed upon, will be implemented promptly and in good faith by all parties.

#### 7.4.2 Step Two – Grievant and College President/System Office Administrator or Designee

- a. If, subsequent to the receipt of the intermediate supervisor’s decision, the Grievant and/or the Association feels further review is justified, a formal written grievance may be submitted to the College President or System Office Administrator, or his/her designee, within twenty-one (21) calendar days from the date of the written decision rendered in Step One. The written submission shall include a statement of all the facts pertaining to the problem, specifying the Article(s) and Section(s) which have been allegedly violated and the remedy sought. It shall also include any documents supporting the complaint and the decision(s) rendered through the grievance proceedings.
- b. The Designated Administrator shall schedule a meeting with those concerned as soon as practicable after receipt of the written notification of appeal. Such meeting shall be scheduled within twenty-one (21) calendar days from the date of filing of the Step Two grievance.
- c. The Designated Administrator shall notify the employee or his/her representative and his/her immediate supervisor in writing of the decision reached within twenty-one (21) calendar days after the meeting,
- d. If the parties are able to resolve the grievance, then the terms of the resolution, including any remedy agreed upon, will be implemented promptly and in good faith by all parties.

#### 7.4.3 Step Three – Grievant and Chancellor or Designee

- a. If, subsequent to the receipt of the decision rendered in Step Two, the Grievant and/or the Association feels that further review is justified, a formal written grievance may be submitted to the CCSNH Chancellor or his/her designee within twenty-one (21) calendar days from the date of the written decision. The written submission shall include a statement of all the facts pertaining to the problem, specifying the Article(s) and Section(s) which have been allegedly violated and the remedy sought. It shall also include any documents supporting the complaint and the decision(s) rendered through the grievance proceedings.
- b. The Chancellor or his/her designee shall schedule a meeting with those concerned as soon as practicable after receipt of the written notification of appeal. Absent exigent circumstances, such meeting shall be scheduled within twenty-one (21) calendar days from the date of filing of the Step Three grievance.

- c. The Chancellor or his/her designee shall notify the Association, the Grievant and the designated administrator in writing of the decision reached and reasons therefore within twenty-one (21) calendar days after the meeting.

## 7.5 Arbitration Procedure

7.5.1 Any grievance arising out of the interpretation, application, or alleged violation of this Agreement which has not been satisfactorily adjusted under the grievance procedure may be submitted for arbitration by the Association within forty-five (45) calendar days of the Chancellor's/designee's decision.

7.5.2 Arbitration shall be conducted by an external, qualified arbitrator, mutually agreed to by the CCSNH and the Association, pursuant to the rules of the American Arbitration Association (AAA). The procedure for the selection of the arbitrator will be as follows:

- a. The CCSNH and Association shall communicate promptly to choose the arbitrator no later than twenty-one (21) calendar days from the date of the demand for arbitration. If a mutually agreed upon selection cannot be made within such twenty-one (21) day period, then either party may request a list from the American Arbitration Association and selection shall be made in accordance with the rules of the American Arbitration Association.
- b. The Arbitrator shall have no power to add to, subtract from, modify, or disregard any of the provisions of this Agreement. The arbitrator shall have the authority to frame the question(s) submitted for arbitration, to make an award, and to fashion the appropriate remedy. In the event the question before the Arbitrator is the arbitrability of the asserted grievance, the arbitrator shall first decide that issue and determine whether to hear the substance of the case. The arbitrator shall not be automatically disqualified from hearing the substance of the case by reason of determining arbitrability.
- c. Each party shall bear the expense of its witnesses and for preparing and presenting its own case. The compensation and expenses of the arbitration and the arbitrator shall be assessed by the AAA and the arbitrator and shall be shared equally by the CCSNH and Association.

7.5.3 The CCSNH, the Association, and the grievant agree to abide by the decision of the arbitrator, which is final and binding on all parties. The CCSNH and the Association, however, retain rights to challenge the decision of the arbitrator, as provided for by law. Such appeals shall be filed to the Superior Court within forty-five (45) calendar days from the date of the written notice of the arbitrator's decision. In the event that an appeal is made to the Superior Court, the provisions of RSA 542, as amended, shall apply. The Parties agree to work expeditiously and in good faith throughout any appeal process.

7.5.4 Unless otherwise mutually agreed, each arbitration hearing shall deal with not more than one grievance.

## **Article 8** **WORK YEAR AND SCHEDULES**

The work periods defined below designate the time span within which the obligations of the positions covered by this Agreement are to be carried out to provide services that meet the CCSNH's mission and objectives.

### 8.1 *Professional, Administrative, and Technical Staff*



8.1.1 Professional, Administrative, and Technical Staff, assigned to 12-month appointments shall work year-round with due allowances for authorized holidays and use of accrued leave.

8.1.2 Professional, Administrative, and Technical Staff assigned to 10-month appointments shall work 180 days within a designated work period as determined by management based on institutional needs, with due allowance for authorized holidays and use of accrued leave.

8.1.3 During the terms of this Agreement, the normal workweek for Professional, Administrative, and Technical Staff shall be 37 ½ hours per week. The Professional, Administrative and Technical Staff work week shall normally consist of Monday through Friday, but in no case shall a Professional, Administrative and Technical Staff member be required to work more than five (5) days in any seven (7) consecutive day period.

## 8.2 *Operating Staff*

8.2.1 Operating Staff are assigned to work year-round, with due allowance for authorized holidays and use of accrued leave. The basic workweek for full-time Operating Staff, shall be either thirty-seven and one half (37 ½) hours per week or forty (40) hours per week. Work hours beyond the basic workweek for Operating Staff shall be compensated in accordance with Article 17 of this Agreement.

8.3 Breaks: No reduction shall be made from the basic workday for rest periods of fifteen (15) minutes in every four (4) hours working time or major fraction thereof; such rest period to be taken insofar as practicable in the middle of such working time. Such rest periods are to be taken in such a manner that the normal delivery of services will not be interrupted.

8.4 Lunch Periods: Every covered employee, who is scheduled to work five (5) or more consecutive hours during a workday, shall receive a lunch period of not less than one half hour nor more than one hour. Such lunch periods shall not be considered working time. However, exceptions to this provision may be made upon mutual agreement of the employee and management.

8.5 Union Meetings: Once during each semester [Fall & Spring], a covered employee may be allowed to combine his/her break and lunch periods in order to attend a Union meeting, provided that the employee's work schedule adjustment does not interfere with business operations and is arranged in advance by the employee and is approved by the employee's supervisor. Such approval will not be unreasonably denied.

8.6 Shifts: Non-Exempt covered employees who are assigned to work on a regular recurring or rotating basis during either the evening (2<sup>nd</sup>) or night (3<sup>rd</sup>) shift are eligible to receive shift differential pay. The following shifts shall apply to covered non-exempt employees.

8.6.1 First Shift: Work commencing any time at or after 6:00 a.m. or before 2:00 p.m. Consecutive hours worked before, during, and/or after the employee's regular first shift work period shall not be eligible for a shift pay differential.

8.6.2 Second shift: Work commencing any time at or after 2:00 p.m. or before 10:00 p.m. Consecutive hours worked before, during, and/or after the employee's regular second shift work period shall be eligible for the second shift pay differential.

8.6.3 Third shift: Work commencing any time at or after 10:00 p.m. or before 6:00 a.m. Consecutive hours worked before, during, and/or after the employee's regular third shift work period shall be eligible for the third shift pay differential.

8.6.4 Rotating Shifts: Work performed on those schedules, which require an employee to perform work on different shifts on a set, predictable and repetitive schedule over given periods of time.

8.6.5 Compensation for designated work shifts shall be paid as set forth in Article 16 of this Agreement.

8.7 Flexible or Alternative Scheduling: Nothing in this Agreement shall prevent the CCSNH, with at least fifteen (15) calendar days prior notice, from arranging flexible or alternative work schedules. Covered employees shall have the right to request a flexible or alternative schedule and to receive a timely response from management regarding such requests. Such approval shall not be unreasonably withheld.

8.8 Should business necessitate an adjustment to work schedules, the CCSNH agrees to provide fifteen (15) calendar days written notice to the employee. The CCSNH agrees to provide the Association with notice of any proposed work schedule changes that impacts three (3) or more employees in an operational unit at a CCSNH institution and upon request, shall meet with the Association prior to the scheduled date of implementation to discuss alternatives.

## **Article 9**

### ***PROBATIONARY PERIOD***

9.1 The probationary period shall be considered an integral part of the process of appointment for full-time professional, administrative, technical, and operating staff. The probationary period will be utilized to train and evaluate the employee's effective adjustment to professional responsibilities, work tasks, conduct, observance of rules, and attendance.

9.2 Any full-time employee hired into the bargaining unit on or after the signing of this Agreement must successfully complete a probationary period as indicated in this Article. The probationary periods for new hires, rehires, promotions, and voluntary transfers are established as follows:

9.2.1 All full-time professional, administrative, technical, and operating staff shall be subject to a twelve (12) month probationary period commencing upon the date of hire.

9.2.2 A full-time probationary employee who voluntarily applies for a vacant position prior to the completion of his/her probationary period shall be required to begin a new probationary period for the new position.

9.2.3 A full-time probationary employee who is involuntarily transferred to a vacant position within his/her current institution shall be not required to begin a new probationary period.

9.3 Any interruption of employment during the probationary period shall not be counted toward accumulation of required time of the probationary period unless otherwise required by law.

9.4 At any time during the probationary period an employee may resign without prejudice or an employee may be discharged without cause. An employee who is disciplined or discharged during the probationary period shall not have recourse through the grievance or arbitration provisions of this Agreement.

## **Article 10**

### ***PROFESSIONAL, ADMINISTRATIVE, AND TECHNICAL and OPERATING STAFF WORKLOAD***

#### ***Professional, Administrative, and Technical Staff Workload Preamble***

Professional, Administrative and Technical Staff workload is a balance of professional responsibilities. The intent of this Article is to establish workload boundaries and guidelines and to ensure equitable treatment

of Professional, Administrative and Technical Staff across all CCSNH colleges. Workload is calculated over the appointment period to allow Professional, Administrative and Technical Staff and the CCSNH maximum flexibility.

10.1 Professional, Administrative and Technical Staff workload shall consist of:

- a. Duties as contained in a letter of appointment and in the job description and supplemental job description;
- b. Student advisement, if assigned;
- c. Service to the Department, College or System, which may include:
  1. Serving as an advisor to college approved student activities;
  2. Serving on governance, ad hoc, college standing committees, system-wide task forces or committees and/or labor management committees;
  3. Preparing grant proposals;
  4. Participating in college, division, department or other related college meetings or activities as deemed appropriate by the College President or his/her designee;
  5. Participating in the improvement and development of academic programs and resources, including recruitment;
- d. Such other activities as may be selected by the Professional, Administrative and Technical Staff member and approved by the College President or his/her designee.

#### *Operating Staff Workload Preamble*

The intent of this Section is to establish workload boundaries and guidelines and to ensure equitable treatment of the Operating Staff across all CCSNH colleges. Workload is calculated over a calendar year to allow Operating Staff and the CCSNH maximum flexibility.

10.2 The Operating Staff workload shall consist of:

- a. Operating Staff duties as contained in a letter of appointment, the job description and supplemental job description;
- b. Performing overtime as authorized pursuant to Article 17;
- c. Such other activities as may be determined by the Operating Staff member and approved by the College President or his/her designee.

10.3 It is recognized that job requirements and functions may change. In the event of a significant change in job duties and/or responsibilities, CCSNH shall provide a revised supplemental job description that accurately reflects the duties and responsibilities of the position to the covered employee.

### **Article 11**

#### ***PERFORMANCE EVALUATIONS***

The evaluation of all Professional/Administrative/Technical Staff (PAT) and Operational Staff in an institution of higher education is essential for the maintenance of academic, professional and operational excellence. The purpose of the evaluation process is to assess the job performance of covered employees and to provide the basis for professional development, improvement, retention, promotion and other personnel decisions.

11.1 *Annual Performance Evaluation of Professional, Administrative, and Technical Staff*

11.1.1 The performance evaluation of Professional, Administrative, and Technical employees shall be aligned and linked to the mission and vision of the CCSNH and shall include an assessment of the employee's job duties and responsibilities, and specific performance objectives. A PAT evaluation form shall be used to evaluate professional, administrative, and technical employees. In

addition to general performance observations and assessments, PAT evaluations may include a self-assessment and professional development plan. Such performance evaluations shall be conducted by the employee's supervisor, in consultation with the intermediate supervisor. The CCSNH shall provide the necessary resources and funding to support required professional development activities.

11.1.2 A performance evaluation for full-time probationary PAT's will be completed upon completion of six (6) months of service, and at eleven months (11) of service by the employee's supervisor, in consultation with the intermediate supervisor. The performance review shall be documented on an evaluation form.

11.1.3 Performance evaluations for full-time and part-time professional, administrative, and technical employees shall be conducted at least once annually.

## 11.2 *Annual Performance Evaluation of Operating Staff*

11.2.1 The performance evaluation of Operating Staff shall be aligned and linked to the mission and vision of the CCSNH and shall include an assessment of the employee's job duties and responsibilities and performance objectives. An operating staff evaluation form shall be used to evaluate operating staff. In addition to general performance observations and assessments, evaluations may include a self-assessment and development plan. Such performance evaluations shall be conducted by the employee's supervisor, in consultation with the intermediate supervisor. The CCSNH shall provide the necessary resources and funding to support required professional development activities.

11.2.2 A performance evaluation for full-time probationary Operating Staff will be completed upon completion of six (6) months of service, and at eleven months (11) of service by the employee's supervisor, in consultation with the intermediate supervisor. The performance review shall be documented on an evaluation form.

11.2.3 Performance evaluations for full-time and part-time operating staff shall be conducted at least once annually.

## 11.3 *Requirements for All Performance Evaluations*

11.3.1 Each evaluation shall measure the employee's performance in relation to the assigned job duties and performance expectations of the position and shall be assessed by the employee's immediate supervisor, in consultation with the designated intermediate supervisor.

11.3.2 Each evaluation shall contain an evaluation of the individual categories of performance as specified on the evaluation form and a section summarizing the overall performance of the employee. This section shall also contain a narrative summary by the supervisor explaining the basis for the overall performance rating. If the employee's performance is determined to be below expectations, the supervisor shall include comments and recommendations for improvement or professional development, unless the employee is a probationary employee being dismissed.

11.3.3 The supervisor shall conduct a performance review meeting with the employee and shall record the date of the meeting on the form.

11.3.4 The employee shall have the opportunity to comment in writing on the evaluation. If the employee does not concur with the evaluation's findings, the employee shall include an explanation of the reasons for non-concurrence. Such comments shall be included with the performance review and be included in the employee's permanent record.

11.3.5 Each evaluation shall be signed and dated by the supervisor who prepared the evaluation, the System Office or College manager approving the evaluation, and the employee. An employee

refusal to sign the evaluation after being given the opportunity to do so, shall be noted in writing on the evaluation and the evaluation shall be valid for all purposes.

11.3.6 All documents referenced above will be placed in the employee's personnel file.

#### 11.4 *Supplemental Performance Evaluation*

11.4.1 A covered employee has the right to request, in writing, and receive a supplemental performance evaluation at any time using the evaluation guidelines and procedures set forth in the applicable sections above. Likewise, the CCSNH reserves its right to conduct more frequent performance evaluations as deemed necessary to address performance issues, using the evaluation guidelines and procedures set forth in the applicable sections above.

11.5 The contents of a performance evaluation are not subject to the grievance process under Article 7, Grievance and Arbitration Procedures. Disciplinary action, including denial of a salary increment, administered in accordance with Article 15 of this Agreement due to unsatisfactory performance, may be processed through the grievance process outlined in Article 7 of this Agreement.

11.6 The evaluation forms for each group shall be developed by the CCSNH in consultation with SEA appointed representatives of the affected group. Such forms shall be available on the CCSNH intranet/internet site. Evaluation forms shall be uniform across all the CCSNH.

### **Article 12 SENIORITY**

12.1 Seniority shall be based on the length of full-time continuous employment with the CCSNH from the most recent date of hire. Employees shall attain seniority upon completion of their initial probationary period retroactive to the date of initial hire.

12.2 For the purpose of this Article "CCSNH service" shall include periods of continuous prior State service performed by full-time employees transferred to the CCSNH pursuant to Chapter 188-F (NH Public Law 2007) on July 17, 2007.

12.3 Full-time employment shall be calculated based on years, months, and days of service, except that any days, months, or years of uncompensated absences for personal or educational purposes shall not be counted toward seniority.

12.4 In accordance with federal law, a full-time employee who is called to active military duty, who has exhausted all paid military leave and is not in a paid leave status, shall retain his/her original seniority date throughout the military leave of absences as required by law, even though the employee is on a leave without pay status.

12.5 A full-time covered employee who is absent due to a compensable work injury shall retain his/her seniority and such time shall be counted toward seniority.

12.6 Seniority shall not apply for grant-funded or other externally funded positions for the purposes of layoff and its procedures, unless the appointments to such positions are the result of a reassignment or transfer requested by management and accepted by the employee.

### **Article 13 JOB VACANCIES, TRANSFERS, and POSITION RECLASSIFICATION**

13.1 Information regarding all vacant covered positions will be disseminated internally to all CCSNH institutions. Job announcement information shall be accessible to all covered employees.

13.2 Job announcements shall include the full particulars of the covered position, including, position title; grade level; employment status (exempt/nonexempt); position location; number of days and hours per week; pay rate; job description; required qualifications; requirements for applying; and the application processing period. Job announcements shall indicate the name and job title of the person to whom applications shall be addressed and the location that applications should be submitted. An employee wishing to be considered for a vacant position shall file a written, dated application and any supporting documentation, if applicable, within the established application processing period.

13.3 Job announcements for covered positions shall be posted internally within the CCSNH for a period of seven calendar days. An extension of the seven (7) calendar day job announcement period may be granted for those covered employees who missed the application submission deadline set in the job announcement due to an absence from work. Covered employees who meet the educational and experience requirements of a vacant position within a CCSNH faculty and/or staff bargaining unit shall be considered and acted upon for such vacancy before non-covered employees or individuals not currently employed within the CCSNH are considered.

13.4 If a covered employee is not selected after applying for a vacant position within a CCSNH faculty and/or staff bargaining unit, the CCSNH hiring authority shall provide written notice to the employee applicant regarding the final action taken and the rationale for such non-selection.

13.5 It is expressly understood by both parties that the CCSNH retains the right to determine the general requirements for all covered positions and to appoint those candidates who best match the qualifications and job requirements of the position.

13.6 The CCSNH reserves the right to fill a vacant covered position through the transfer of a qualified employee assigned to the same class title as the vacant position. Such determination shall be made when it is in the best interest of the CCSNH, as authorized by the Chancellor. The CCSNH shall provide at least thirty (30) calendar days written notice to any employee who is being transferred to a vacant position.

13.7 The CCSNH reserves the right to relocate a covered employee within his/her current position when it is in the best interest of the CCSNH. Such relocations shall be authorized by the Chancellor. The CCSNH shall provide at least sixty (60) calendar days written notice to any employee who is being relocated to a work location fifty (50) miles or more from the employee's present work location.

13.8 No covered employee shall be reduced in classification, lose time in service, or suffer a reduction in rate of pay/salary for the same or similar duties or work schedule as a result of a transfer under Section 13.6 and 13.7.

13.9 In lieu of transfer, a covered employee shall have the right to request consideration for appointment to a vacant position having an equal or lower salary grade provided the covered employee meets the educational and experience requirements of the vacant position. Such a request shall not be unreasonably denied. Refusal to accept a transfer under Section 13.6 or 13.7 above shall be deemed a layoff.

13.10 Reclassification of an Existing Position (formerly referred to as "desk audit"): The CCSNH shall maintain a classification system whereby either CCSNH management and/or a full-time bargaining unit member may request a classification review when the duties and responsibilities of a position significantly change. Requests for a position classification review shall be submitted in accordance with CCSNH policies and procedures. Upon receipt of the employee's completed portion of the position reclassification application, the Human Resources Officer of the CCSNH institution shall complete and submit the position reclassification application to the CCSNH Director of Human Resources within thirty (30) calendar days from the date of receipt of the employee's submission. The CCSNH Director of Human Resources retains the final authority concerning the determination of a position classification.

13.10.1 A classification review may result in a change in the position classification to a higher or lower salary grade/pay range. Salary decisions will be made in accordance with the following:

- a. If the position is reclassified into a classification with a higher salary grade, the employee's salary shall be increased by assigning the lowest step in the salary range of the new classification which is at least the equivalent of a one salary increment increase in the salary range of the former classification.
- b. If the position is reclassified into a classification with a lower salary grade, the employee shall be placed at the new salary grade and step closest to, but not exceeding, the employee's salary prior to the position reclassification.
- c. An employee whose position is reclassified to a higher or lower salary grade as a result of a reclassification decision by the CCSNH Director of Human Resources shall be entitled to the appropriate pay at the new rate on:
  1. The first day of the pay period following written notification by the CCSNH Director of Human Resources or his/her designee of the decision if less than 60 days from the submission of a complete reclassification request; or
  2. Retroactively to the first day of the pay period following the 61<sup>st</sup> day from the submission of a complete reclassification request if written notification of the decision by the Director or his/her designee exceeds 60 days.
- d. Nothing in Articles 13.10.1a and 13.10.1b above, shall prevent CCSNH management from requesting a higher step placement within the salary range of the new classification to the CCSNH Director of Human Resources for approval.

13.11 The CCSNH or the covered full-time employee may request a temporary reclassification of a full-time position when the duties and responsibilities of the position have significantly changed due to management's assignment of higher level job functions. The temporary reclassification of a position shall not exceed twelve (12) months.

13.11.1 Salary adjustments shall be calculated in accordance with Article 13.10 above.

13.12 If an employee disagrees with the classification decision of the Director of Human Resources, a Step III grievance may be filed pursuant to Article 7 of the Agreement. Such grievance must be filed within twenty-one (21) calendar days of the date of the decision of the Director of Human Resources. Classification decisions are not subject to arbitration.

## **Article 14**

### ***REDUCTION IN FORCE***

14.1 The CCSNH retains the sole and exclusive right to determine the extent and magnitude of any retrenchment including the areas of programs, services, departments, and positions to be affected. Retrenchment may occur as a result of budget reductions or financial considerations, program changes or curtailment, position elimination or consolidation, planned organizational changes, regulatory changes, or grant or external funding non-renewals or losses.

#### **14.2 *Grant or Externally Funded Positions***

14.2.1 Covered employees who are in positions funded, in whole or in part, by grants or other external funding sources may be subject to immediate layoff if such funding ceases. Seniority shall not apply for grant-funded or other externally funded positions for the purpose of layoff and its procedures, except as specified in Article 13.6 of this Agreement.

14.2.2 The CCSNH retains the right to decide at its discretion whether or not to seek the renewal

of any grant. The College President or designee shall make every reasonable effort to provide advance notice to the impacted employee(s) regarding the institution's decision not to seek renewal of the grant.

14.2.3 The CCSNH shall provide written notice of layoff due to the loss of grant or external funding at least thirty (30) calendar days before the expiration of the grant.

#### 14.3 *Reduction in Force Layoff*

14.3.1 A reduction in force may occur at any time. Whenever a reduction in force becomes necessary, each College and the System Office shall be considered separate and distinct institutions within the CCSNH. The Chancellor or College President shall determine the positions to be affected within his/her institution.

14.3.2 A CCSNH institution may lay off a covered employee when such layoff becomes necessary due to (a) position abolishment; (b) change in organization; (c) decline in workload; (d) insufficient funding; (e) regulatory changes; or other such reasons.

#### 14.4 *Procedure for Layoff:*

14.4.1 Where at least one (1) employee is to be laid off at a CCSNH institution and there are two or more full-time covered positions of the same position classification that are affected within the institution's academic department or operational unit, the following factors shall be considered in deciding which position(s) shall be retrenched:

- a. Education and Experience Qualifications, including licensures and certifications;
- b. Ability and Performance;
- c. Seniority
- d. When factors (a) and (b) above are relatively equal, seniority shall govern. Seniority under this article shall be defined pursuant to Article 12.

14.4.2 No full-time covered employee shall be laid off when the needs giving rise to the reduction in force can be met by the termination of temporary fill-in, part-time, or probationary employees serving in the same covered position within the affected academic department or operational unit within the CCSNH institution.

14.4.3 Prior to a CCSNH institution's layoff of a full-time covered employee, the institution shall attempt to reassign a full-time covered employee into a vacant covered position within the institution provided that the reassignment does not result in a promotion or higher salary grade; that the reassignment does not result in more than a four (4) labor/salary grade reduction; and that the employee being reassigned qualifies for the vacant position based on education, experience, ability, and performance. Refusal to accept such reassignment in lieu of layoff shall be deemed a voluntary layoff. Voluntary layoffs shall be deemed ineligible for bumping privileges due to the employee's refusal to accept the reassignment. An institution's inability to effectuate a reassignment in lieu of layoff based on the aforementioned provisions shall result in the layoff of a full-time covered employee pursuant to Article 14.4.4 of this Agreement.

14.4.4 Upon notification of layoff a full-time covered employee hired on or before December 31, 2010 with ten (10) or more years of continuous service may bump another covered employee within the same CCSNH institution from which the covered employee is being laid off as long as the employee exercising the bumping privileges has more seniority than the employee being bumped. Full-time covered employees hired on or after January 1, 2011 shall not be entitled to bumping privileges.



- a. The employee exercising the bumping privileges must meet the qualifications for the position and be able to perform the duties of the position that he/she has elected to bump into.
- b. The employee exercising his/her bumping privileges shall only be allowed to bump into a position having an equal or lower salary grade than the position from which he/she is being laid off.
- c. Upon notification of layoff an employee with bumping privileges pursuant to Article 14.4.4 above, will be provided with a list of full-time covered positions within his/her CCSNH institution into which he/she may be eligible to bump. Within seven (7) calendar days from the date of notice of layoff, the covered employee electing to bump another employee shall notify the College President or the CCSNH Director of Human Resources of the position within the institution into which he/she intends to bump.
- d. The covered employee electing to exercise his/her bumping privileges who fails to comply with the provisions of 14.4.4c above shall lose the right to bump.

#### 14.5 *Notice of layoff*

14.5.1 The CCSNH institution shall provide written notice of the proposed layoff and the reason(s) therefore to the affected full-time and regular part-time covered employee(s) at least fourteen (14) calendar days before the date of layoff becomes effective.

#### 14.6 *Requests for Chancellor's Review of Layoff.*

14.6.1 Requests for the Chancellor's review of layoff shall be limited to the correct determination of a full-time covered employee's seniority date. Requests for the Chancellor's review shall be filed with the CCSNH Director of Human Resources within seven (7) calendar days after the date of the notice of layoff.

14.6.2 Covered part-time employees shall not be entitled to request the Chancellor's review of any layoff determination.

#### 14.7 *Recall*

14.7.1 If the reason(s) for layoff no longer apply, full-time covered employees shall be recalled to their former CCSNH institution according to the same seniority order which was applied at layoff, provided such recall occurs within one (1) year from the original date of layoff.

14.7.2 Recall shall apply only to laid off full-time covered employees who return to the same position within their former CCSNH institution. Any such offer of recall must be accepted within ten (10) calendar days from the date of the written notice. Employees who refuse recall shall abdicate all future rights to recall.

14.7.3 Whenever a former employee who has been laid off from CCSNH service is recalled within one (1) year from the date of his/her lay off, the employee's previously accumulated and unused balance of sick leave allowance shall be restored and credited to the employee.

14.7.4 A full-time covered employee who is reinstated under this Section, shall not lose any of his/her previous seniority, however, s/he shall not accumulate seniority while laid off. The employee's seniority date shall be adjusted by adding each year, month, and day of prior seniority credit to the effective date of return to service.

14.7.5 When an employee is recalled, the employee's new increment date shall be established by the CCSNH by determining the total number of calendar days of the layoff and then adding such

total number of days to the employee's original increment date. The new effective date of the employee's annual increment shall be the adjusted date as calculated herein.

14.7.6 A full-time covered employee, who is laid off, shall notify the CCSNH Department of Human Resources of any changes in his/her address or phone number(s) in order to provide a contact point for recall during the one year period following the date of his/her layoff.

14.8 Employee's Personnel Record: When a CCSNH institution lays off a covered employee, the CCSNH shall note in the employee's permanent record or file 1) that the employee left CCSNH service because of a layoff; and, 2) that the reason for leaving reflects no discredit on the service of the employee.

## **Article 15** ***DISCIPLINE***

15.1 Except for those covered employees who may be terminated during their probationary period, no covered employee shall be disciplined except for just cause. The just cause provision shall not apply to the separation of covered employees due to the cessation of funding from a grant or external source, or layoffs due to retrenchment.

15.2 Disciplinary measures may include a progression of discipline including written warning; withholding of a salary increment; disciplinary suspension without pay; demotion; and discharge. Examples of when discipline may be invoked against an employee are for failure to comply with managerial directives, rules, regulations, and policies of the College(s), misconduct, or unsatisfactory job performance, or other offenses. Oral counseling, letters of counsel, and contents of performance evaluations are not considered disciplinary actions. Although discipline will normally be imposed in a progressive manner, the CCSNH may skip or repeat steps based upon the circumstances of any given case. All discipline shall be documented in writing and shall specifically cite the act or omission that supports the disciplinary action. The CCSNH shall make every reasonable attempt to administer disciplinary action in a timely fashion. Disciplinary actions shall normally take place in the presence the employee.

15.3 All disciplinary documentation shall be placed in the employee's personnel file at the time of issuance. An employee receiving discipline shall sign the disciplinary notice solely as an acknowledgement of receipt and such signature shall not be deemed to be acceptance of the rendered discipline or as a waiver of any right to which the employee may be entitled.

15.4 As set forth in Article 4.5.7, a covered employee shall be entitled to Association representation at a disciplinary meeting or an investigative interview or meeting, if requested by the employee when that employee reasonably believes that the interview or meeting may result in disciplinary action against him/her. The Association representative's role at an investigative interview or meeting is to consult with the employee. The CCSNH is free to insist upon hearing the employee's own account of the matter(s) under investigation. The Parties agree that in all cases, the principles of "Weingarten", "Garrity", "Loudermill" and all other applicable case law shall be observed. The provisions of this Article shall apply to both full-time and part-time covered employees.

15.5 A covered employee who is the subject of a disciplinary investigation shall be notified in writing within seven (7) calendar days of such investigation. Notification shall include the allegation of wrongdoing that requires investigation, the identity of the party or parties to perform the investigation, and the anticipated date of completion of the investigation. All investigations shall be completed within sixty (60) calendar days, unless exceptional circumstances justify an extension of time for completion of the investigation. Notice of an extension shall be in writing by the President or Chancellor, as applicable, to the employee before the expiration of the sixty (60) day period and shall set forth the exceptional circumstances and the date of anticipated completion. The employee shall be informed in writing when the investigation is complete and of the determination of the investigation. Investigations shall normally be conducted in a confidential manner. During any investigation the employee shall retain his/her current

position, status, schedule, assignment and rate of pay, except as provided in Article 15.6, below or as otherwise determined based on the circumstances surrounding the matter under investigation.

#### 15.6 *Investigative Suspensions*

15.6.1 The CCSNH may suspend a covered employee with pay for a limited period of time when 1) allegations of misconduct made against the employee are related to the employee's duties and responsibilities and require an internal investigation; and 2) the nature of the allegations warrant the removal of the employee from the work site. In such cases, the employee shall be available at a location acceptable and accessible to the appointing authority and investigators for the duration of the investigation.

15.6.2 The CCSNH may suspend a covered employee without pay for a period of up to thirty (30) calendar days pending the outcome of either criminal charges or an investigation of alleged criminal wrongdoing when 1) the nature of the charges brought or the allegations made conflict with the duties and responsibilities of the employee's position, and (2) the charges or allegations warrant the removal of the employee from the worksite.

- a) An extension of a suspension without pay for one or more additional periods not exceeding 30 days each may be granted with the approval of the CCSNH Director of Human Resources, provided that at the end of the initial a period of suspension without pay, the 1) the conditions set forth in 15.6.2 above continue to exist; and/or (2) the investigation has not been completed or the charges are still pending.
- b) If, at the conclusion of the investigation or criminal proceedings, the CCSNH determines that no disciplinary action is warranted, the covered employee shall be returned to paid status and shall be entitled to any loss of compensation for his/her regular appointment, less the amount of any wages the employee earned during the period of suspension, that the employee would not have otherwise earned.

15.6.3 At the time of the suspension, the CCSNH shall issue a written notice of the investigative suspension to the employee describing 1) the cause of the suspension; 2) the location, if any, to which the employee shall report during the period of suspension; and 3) the anticipated duration of the suspension, if known.

15.6.4 The CCSNH may extend the suspension if the investigation is not concluded within the time frame, if any, indicated in the notice and shall so notify the employee. At the conclusion of an investigation, the appointing authority shall provide the employee who has been suspended with written notice indicating what action, if any, will be taken.

15.6.5 A suspension without pay under this Section may be subject to review pursuant to the grievance procedure at the discretion of the suspended employee.

15.7 The CCSNH reserves all rights to itself and/or third parties to initiate civil actions or criminal prosecutions for conduct that is believed to constitute a violation of law, provided any such action is not contrary to the terms and conditions of this Agreement.

15.8 All such records of discipline and supporting documentation shall be retained permanently in the employee's official personnel file, however disciplinary action that is greater than three (3) years old shall not be used for further progressive discipline action.

15.9 If the entirety of a disciplinary action is reversed at any step of the grievance procedure, the grievance and all supporting documentation attached or relating to the original disciplinary action shall be permanently removed from the employee's personnel file and destroyed.

15.10 Privacy: The CCSNH shall make every reasonable effort to counsel, reprimand, and/or discipline

all covered employees in private and shall limit the discussion by supervisors of personnel issues of any covered employee to essential parties.

## **Article 16**

### ***COMPENSATION AND BENEFITS***

#### ***16.1 Compensation***

16.1.1 *PAT and Operating Staff Salary Schedules:* Effective January 3, 2020, the hourly rates within each CCSNH salary schedules (A000, A130, A180, A216, and A234) for covered PAT and Operating Staff classifications shall be increased by two and one-half percent (2.5%). Effective July 31, 2020, the CCSNH salary schedules (A000, A130, A180, A216 and A234) for covered PAT and Operating Staff classifications shall be increased by two and one-half percent (2.5%). CCSNH PAT and Operating Staff salary schedules are contained in Appendix B of this Agreement and shall be recalculated to reflect this wage adjustment. Each covered PAT and Operating Staff employee shall be paid in accordance with the salary schedules contained in Appendix B of this Agreement.

16.1.2 The CCSNH shall process salary increments (step increases) for eligible covered employees within their established salary grade, provided satisfactory work performance is documented by the annual performance evaluation process as set forth in Article 11 of this Agreement. Salary increments shall be processed as follows:

- a. The effective date of a salary increment for any full-time covered employee shall be the anniversary date of appointment or re-appointment with the CCSNH, unless otherwise agreed upon by the Parties.
- b. A covered employee shall be eligible to move to from step one to two; step two to three; step three to four; step four to five; and step five to six, after successful completion of one year of full- time employment at the prior step. A covered employee shall be eligible to move to the seventh step after successful completion of two years of full-time employment at the sixth step. A covered employee shall be eligible to move to the eighth step after successful completion of two years of full-time employment at the seventh step. A covered employee shall be eligible to move to the ninth step after successful completion of three years of full-time employment at the eighth step. Pursuant to 16.1.2 above, successful completion means that the employee shall have received satisfactory annual performance evaluations for the period. The waiting periods specified herein shall not apply to, and an increment date shall not be adjusted for, promotions and reallocations resulting in a higher labor grade.
- c. A part-time covered employee shall be eligible for a salary increment after he/she has worked the aggregate total equivalent to a full year of employment as required to advance to the next step within the salary grade pursuant to 16.1.2.b above. Salary increments shall be calculated according to the following:
  - (1) Class titles(classifications) which are compensated on the basis of a 37 ½ hour work week shall require an aggregate total of 1950 hours worked to constitute a full year of employment; and
  - (2) Class titles (classifications) which are compensated on the basis of a 40 hour work week shall require an aggregate total of 2080 hours worked to constitute a full year of employment.

#### ***16.1.3 Payment in Lieu of Leave Accrual for Part-Time Employees***

- a. Employees working on a part-time basis shall not be eligible to accrue leave.

- b. At each anniversary date of employment, a part-time employee shall be eligible for an annual leave payment provided that employee's total working time during the preceding year is the equivalent of six (6) months full-time employment or more. For the purposes of this section, six (6) months of full-time employment shall be equivalent to the following:
- (1) 975 hours of work within an anniversary year for employees in positions which are compensated on a 37 ½ hour per week work schedule; and
  - (2) 1040 hours of work within an anniversary year for employees in positions which are compensated on a 40 hour per week work schedule.
- c. For the purposes of this section, part-time employees shall receive a payment in lieu of leave accrual based on the number of hours worked during the preceding year and years of employment with the CCSNH in accordance with the following schedule. Twelve (12) consecutive months from the anniversary date of employment shall equal one year of service.

Continuous Years Worked	Rate Earned Per Hour	Maximum Days Paid Per Year
0 thru 1	.0461	12 days
2 thru 8	.0577	15 days
9 thru 15	.0692	18 days
16 thru 20	.0807	21 days
21 +	.0923	24 days

- d. Effective January 1, 2020, part-time employees shall receive a payment in lieu of leave accrual based on the number of hours worked during the preceding year and years of employment with the CCSNH in accordance with the following schedule. Twelve (12) consecutive months from the anniversary date of employment shall equal one year of service.

Continuous Years Worked	Rate Earned Per Hour	Maximum Days Paid Per Year
0 thru 1	.0277	8 days
2 thru 8	.0347	11 days
9 thru 15	.0415	14 days
16 thru 20	.0484	17 days
21 +	.0554	20 days

- e. A part-time employee shall not be eligible for any payment if the employee separates from employment prior to the anniversary date or accepts full-time employment prior to the anniversary date.

16.1.4 Non-exempt covered employees shall be eligible for shift differentials in accordance with the following compensation schedule. There shall be no shift differential for work commencing any time at or after 6:00 a.m. or before 2:00 p.m.

- a. Second shift: Work commencing any time at or after 2:00 p.m. or before 10:00 p.m. – increase of eighty cents (\$0.80) per hour over base pay.
- b. Third shift: Work commencing any time at or after 10:00 p.m. or before 6:00 a.m. – increase of ninety-five cents (\$0.95) per hour over base pay.
- c. Rotating Shifts: Employees who work rotating shifts shall have eighty cents (\$0.80) per hour added over base pay in lieu of shift differential. Rotating shifts are defined as those

schedules which require an employee to perform work on different shifts on a set, predictable and repetitive schedule over given periods of time.

- d. Weekend Shifts: Employees who work weekend shifts shall have eighty cents (\$0.80) per hour added over base pay in lieu of shift differential. Weekend shifts are defined as work which commences on a Saturday or Sunday. The weekend differential shall not be compounded with any other pay, shift differentials, or a premium pay provision of the Agreement.

## 16.2 Benefits

### 16.2.1 Health Insurance:

- a. Effective January 1, 2020, the CCSNH shall make available to all full-time covered employees and their eligible dependents a CDHP Lumenos BlueChoice New England Health Plan; a CDHP Lumenos National PPO Health Plan; and an Access Blue New England Health Maintenance Organization Site of Service (HMO SOS) Plan.

For each medical plan, the prescription drug plan shall include four tiers (tier 1- generics; tier 2 – preferred brand name; tier 3 – non-preferred brand name drugs; and tier 4 – specialty drugs) with retail copayments set at \$10/\$35/\$50/30% coinsurance to a \$250 maximum. The CCSNH shall provide a health reimbursement arrangement (HRA) for the purpose of funding 50% of the general in-network annual deductible costs established for each plan. The Association acknowledges that the plan provider(s) shall be chosen by the CCSNH and that the election by any employee(s) to participate in a plan shall be in accordance with the enrollment conditions of the respective plans and as set forth in this Agreement. The employee cost sharing and CCSNH premium contributions of the health plans offered under this provision shall be in accordance with the following provisions. A draft summary of the level of benefits and plan design for each health plan shall be described in Appendix E of this Agreement. Health plan summaries shall be posted on the CCSNH Human Resources website.

1. Effective January 1, 2020, full-time covered employees who subscribe to the CDHP Lumenos BlueChoice New England Health Plan or the Access Blue New England Health Maintenance Organization Site of Service (HMO SOS) Plan shall pay \$30.00 per pay period for employee only coverage; \$50.00 per pay period for two-person coverage; or \$65.00 per pay period for family (three person or more) coverage. Employee premium contributions shall be calculated based on 26 pay periods.
2. Effective January 1, 2020, full-time covered employees who subscribe to the CDHP Lumenos National PPO Health Plan shall pay as follows. Employee contributions shall be calculated based on 26 pay periods.

Employee Only Coverage: \$30.00 per pay period plus the amount of the premium difference between the Lumenos National PPO Health Plan and the Lumenos BlueChoice New England Health Plan.

Two Person Coverage: \$50.00 per pay period plus the amount of the premium difference between the Lumenos National PPO Health Plan and the Lumenos BlueChoice New England Health Plan.

Family (three person or more) Coverage: \$65.00 per pay period plus the amount of the premium difference between the Lumenos National PPO Health Plan and the Lumenos BlueChoice New England Health Plan.

- b. Effective January 1, 2021, the CCSNH shall make available to all full-time covered employees and their eligible dependents a CDHP Lumenos BlueChoice New England Health Plan; a CDHP Lumenos National PPO Health Plan; and an Access Blue New England Health Maintenance Organization Site of Service (HMO SOS) Plan.

For each medical plan, the prescription drug plan shall include four tiers (tier 1- generics; tier 2 – preferred brand name; tier 3 – non-preferred brand name drugs; and tier 4 – specialty drugs) with retail copayments set at \$10/\$35/\$50/30% coinsurance to a \$250 maximum. The CCSNH shall provide a health reimbursement arrangement (HRA) for the purpose of funding 50% of the general in-network annual deductible costs established for each plan. The Association acknowledges that the plan provider(s) shall be chosen by the CCSNH and that the election by any employee(s) to participate in a plan shall be in accordance with the enrollment conditions of the respective plans and as set forth in this Agreement. The employee cost sharing and CCSNH premium contributions of the health plans offered under this provision shall be in accordance with the following provisions. A draft summary of the level of benefits and plan design for each health plan shall be described in Appendix E of this Agreement. Health plan summaries shall be posted on the CCSNH Human Resources website.

1. Effective January 1, 2021, full-time covered employees who subscribe to the CDHP Lumenos BlueChoice New England Health Plan or the Access Blue New England Health Maintenance Organization Site of Service (HMO SOS) Plan shall pay \$33.00 per pay period for employee only coverage; \$55.00 per pay period for two-person coverage; or \$71.50 per pay period for family (three person or more) coverage. Employee premium contributions shall be calculated based on 26 pay periods.
2. Effective January 1, 2021, full-time covered employees who subscribe to the CDHP Lumenos National PPO Health Plan shall pay as follows. Employee contributions shall be calculated based on 26 pay periods.

Employee Only Coverage: \$33.00 per pay period plus the amount of the premium difference between the Lumenos National PPO Health Plan and the Lumenos BlueChoice New England Health Plan.

Two Person Coverage: \$55.00 per pay period plus the amount of the premium difference between the Lumenos National PPO Health Plan and the Lumenos BlueChoice New England Health Plan.

Family (three person or more) Coverage: \$71.50 per pay period plus the amount of the premium difference between the Lumenos National PPO Health Plan and the Lumenos BlueChoice New England Health Plan.

- c. Utilization of Cost-Effective Health Care Providers: The CCSNH shall continue to make available a voluntary incentive program that offers taxable cash payments to employees who utilize cost-effective health care providers.

#### 16.2.2 Dental Insurance:

- a. The CCSNH shall make available to full-time covered employees and their dependents a dental benefit plan that provides each member with a calendar year maximum benefit amount of \$1800.00. The Association acknowledges that the Dental plan provider shall be chosen by the CCSNH. The level of benefits, cost sharing, and CCSNH contributions of the Dental plan shall be in accordance with the following provisions. The Dental plan design shall be described in Appendix D of this Agreement. Effective with the pay period beginning December 22, 2017, all full-time covered employees who subscribe to the dental plan shall contribute as follows:

Single (Employee Only) Coverage: \$3.00 per pay period for 26 pay periods  
Two Person Coverage: \$5.00 per pay period for 26 pay periods  
Family Coverage: \$8.00 per pay period for 26 pay periods

- b. Effective January 1, 2021, the CCSNH shall make available to full-time covered staff employees and their dependents a dental benefit plan that provides each member with a calendar year maximum benefit amount of \$2000.00. The Association acknowledges that the Dental plan provider shall be chosen by the CCSNH. The level of benefits, cost sharing, and CCSNH contributions of the Dental plan shall be in accordance with the following provisions. The Dental plan design shall be described in Appendix D of this Agreement. Effective with the pay period beginning December 18, 2020, all full-time covered employees who subscribe to the dental plan shall contribute as follows:

Single (Employee Only) Coverage: \$3.50 per pay period for 26 pay periods  
Two Person Coverage: \$6.00 per pay period for 26 pay periods  
Family Coverage: \$9.50 per pay period for 26 pay periods

16.2.3 Medical Insurance Buy-Out Program: The CCSNH shall offer an annual financial incentive, in the form of a cash payment, to full-time covered employees who elect to provide health insurance for themselves and their eligible dependents through a non-CCSNH source.

- a. A full-time covered employee, who qualifies for the CCSNH medical insurance program may participate in the health insurance buy-out program provided he/she has health insurance coverage from another source that is verified by documentation acceptable to the CCSNH.
- b. Eligible employees shall receive payments in accordance with the following buy-out payment schedule for the plan and type of coverage (single, 2 person, or family) that the employee is eligible to enroll in for the plan calendar year. Verification of dependents may be required to determine coverage eligibility.

Single (Employee Only) - \$2,000.00  
Two Person - \$3,000.00  
Family - \$4,000.00

- c. Payments for the medical insurance buy-out shall be paid bi-weekly in an employee's payroll check throughout the plan year and shall be subject to tax laws of the Internal Revenue Service as they apply to taxable fringe benefits. Such payments shall not be subject to retirement contributions.
- d. A full-time covered employee must enroll in the medical insurance buy-out program each calendar year in accordance with the policies and procedures set forth by the CCSNH.

#### 16.2.4 Long Term Disability Benefits:

- a. Full-time covered employees shall be provided with long term disability insurance coverage for all full-time covered employees, the cost of which shall be fully paid by the CCSNH. It is agreed by the parties that the CCSNH shall have the sole right to select the provider for long term disability benefit coverage. The long-term disability benefits shall be as follows:

Benefit Schedule:	60% of monthly earnings
Maximum Monthly Benefit:	\$6,000.00
Waiting Period:	180 calendar days (6 months)



#### 16.2.5 Basic Life and Accidental Death and Dismemberment Benefits:

- a. Full-time covered employees shall be provided with basic life and accidental death and dismemberment insurance benefit equal annual earnings, but no less than a \$25,000 minimum, the cost of which shall be fully paid for by the CCSNH. It is agreed by the parties that the CCSNH shall have the sole right to select the provider for life and accidental death and dismemberment benefit coverage.

#### 16.2.6 Retirement Benefits

- a. Effective July 1, 2020, the CCSNH shall make available a defined benefit plan and a defined contribution plan. Full-time covered staff hired on or after July 1, 2020 shall have the option of enrolling in the defined benefit plan or the defined contribution plan upon hire. Such plan election shall be irrevocable.
- b. Defined Benefit Plan: The CCSNH shall provide a defined benefit plan through the New Hampshire Retirement System. Such plan participation and administration shall be subject to the provisions of RSA 100-A and RSA 188-F, as amended.
- c. Defined Contribution Plan: The CCSNH shall provide a 403(b) retirement savings plan that shall include employer and employee contributions. The CCSNH (employer) contribution rate shall be set at 7% of gross wages and the employee rate shall be set at 5% of gross wages. Contributions to the retirement savings plan are tax deferred and made through automatic payroll deductions. The vesting of accrued benefits attributable to contributions made by the CCSNH shall be three (3) years from the date of enrollment. The Association acknowledges that the defined contribution retirement plan provider shall be chosen by CCSNH and shall be administered in accordance with qualified plan documents.
  1. Retirement Health Savings Plan – As a component to the 403(b) retirement savings plan, referenced in c. above, the CCSNH will maintain a retirement health savings account that shall include CCSNH (employer) contributions set at 1% of gross wages. The Association acknowledges that the retirement health savings plan provider shall be chosen by CCSNH and such plan participation will be subject to the provisions of the plan.
- d. At the time of hire new employees will be notified that CCSNH will provide an independent financial advisor for guidance in retirement plan selection. Said notice shall provide all relevant contact information for the financial advisor.

16.2.7 Longevity: Any full-time covered employee who has completed ten (10) years of continuous service shall be paid, in addition to his/her normal salary, the sum of \$500.00 annually and an additional \$375.00 for each additional five (5) years of continuous service. An employee shall be eligible to receive this payment if his/her anniversary date is on or before November 1. The longevity payment shall be paid in the employee's first paycheck received in November. An employee who retires, resigns, or is laid off prior to November 1, but after his/her anniversary date, which is on or after November 2, will be entitled to the appropriate longevity payment upon retirement or separation. Longevity payment shall be made in a separate check from the regular payroll check.

16.2.8 Residence Directors: Residence directors are professional staff, who are required to live on the college campus during their assigned work period to be able to perform their assigned job duties. Based on this condition of employment the following provisions shall apply.

- a. Residence directors assigned to a 12-month appointment shall reside in their assigned residence hall apartment on a year-round basis. Resident directors assigned to a ten (10) month appointment shall reside in their assigned residence hall apartment for a ten month

(10) month period generally from mid-August to late-May. Residence directors may have their spouse or domestic partner, their dependent children, and a domestic pet (dog or cat) live with them in their assigned apartment. This live-in privilege is not extended to other family members, friends, or other persons. Residence directors are prohibited from charging anyone to live in their apartment.

- b. Residence directors assigned to a ten (10) month appointment, who are continuing their employment with the College through the next academic year, may be permitted to reside in their assigned residence hall apartment during their non-working period. Such non-required lodging shall be subject to the terms and conditions set forth by the college and the tax laws of the Internal Revenue Services as they apply to taxable fringe benefits.
- c. During the appointment period of the residence director utilities (heat, electric, internet, and water/sewage) shall be included with the assigned residence hall apartment. Utility costs for residence directors who are permitted to reside in their assigned residence hall during their non-appointment period shall be subject to the terms and conditions set forth by the college and the tax laws of the Internal Revenue Service as they apply to taxable fringe benefits.

## **Article 17**

### ***OVERTIME***

17.1 For purposes of this article a distinction between employee types, exempt and non-exempt, applies. Professional, administrative, and technical staff are salaried appointments, and are exempt under the Fair Labor Standards Act from overtime compensation. Operating staff are paid by the hour and are considered non-exempt under the Fair Labor Standards Act. Non-exempt positions are eligible for overtime compensation as defined within this Article. Furthermore, the provisions of this Article shall apply to both full and regular part-time covered employees.

17.2. Overtime is authorized work performed in excess of the basic work week as defined in Article 8.

17.2.1 Work at a Higher Rate: If a non-exempt employee is required to work overtime, overtime will be computed at the employee's straight rate unless the rate of the position assigned is higher, in which case the employee receives the higher rate.

17.2.2 Work at a Lower Rate: If a non-exempt employee is required to work overtime in a position with a lower rate of pay, the employee's overtime is computed at the employee's straight rate unless the employee volunteers for overtime work in a position at a lower rate of pay then the overtime is computed at the lower rate.

17.2.3 Notices: Management shall give as much notice as is practicable when overtime will be worked and shall inform the employee whether the overtime is voluntary or mandatory. The supervisor shall give at least four (4) hours' notice to the employee(s) whenever possible for mandatory overtime.

17.3 Straight Time Rate: Where the basic work week for non-exempt personnel is 37½ hours, the first 2½ hours of overtime will be compensated at the employee's straight rate of pay.

17.4 Time and One-Half Rate: Where the basic workweek is 37 ½ hours, overtime in excess of 2 ½ hours, and where the basic workweek is forty (40) hours, all overtime shall be compensated as follows:

17.4.1 Non-exempt employees shall be entitled to overtime pay at the rate of time and one half. Shift differentials shall also be included where appropriate.

17.4.2 All hours that an employee is on pay status will constitute "time worked" for the purpose of

determining the workweek required to establish eligibility for overtime compensation.

17.4.3 There shall be no pyramiding or duplication of compensation by reason of overtime or holiday or other premium pay provisions of this Agreement.

17.4.4 A non-exempt employee who works an alternative or flexible work schedule shall be compensated for overtime after 40.0 hours of actual work in any workweek.

17.5 Compensatory Time: When authorized, payment for overtime is subject to the availability of appropriate funding. Whenever funds are not available, non-exempt employees who work authorized overtime shall receive compensatory time off at the rates specified in 17.3 and 17.4 above.

17.5.1 A non-exempt employee may not accrue compensatory time in an amount which exceeds the number of hours in that employee's basic workweek. If a non-exempt employee is required to work overtime beyond the limits set forth herein, the employee shall receive compensation for such overtime work.

17.5.2 Accrued compensatory time must be taken within one year from the date the compensatory time is earned. The employee shall utilize accrued and unused compensatory time prior to the use of other types of accrued and unused leave for pre-approved absences. Management shall grant the use of compensatory time off at a mutually agreeable time within the said year or the CCSNH shall make payment for the compensatory time.

17.5.3 When an employee is paid for compensatory time it shall be at the employee's rate of pay at the time of payment.

17.5.4 When overtime funds are available in any pay period, non-exempt employees who work authorized overtime shall have first refusal on the available funds to compensate for that overtime.

17.6 All overtime assignments are to be administered in accordance with the following provisions:

17.6.1 Overtime assignments are voluntary unless the number of volunteers is not sufficient to carry out the orderly transaction of business, in which case, the CCSNH may exercise its discretion to mandate such overtime assignments.

17.6.2 Overtime assignments, to the extent possible, shall be distributed equally among qualified non-exempt employees who customarily perform the kind of work required with preference given to those employees currently assigned to the work section in which the overtime is to be worked.

17.6.3 A non-exempt employee shall not be relieved of duty during the regular shift hours in his/her basic workweek in order to compensate for or offset overtime hours worked unless: (1) he/she agrees to be relieved of duty; (2) it is in the interest of the employee, the CCSNH, or the general public to relieve the employee of duty for reason of health or safety.

17.7 *Return to Work*

17.7.1 Call Back: Non-exempt employees called back to work without prior notice on the same day after once leaving work or before the next regular starting time, shall be compensated at one and one half time the hourly rate for the hours worked and shall be guaranteed a minimum of not less than three (3) hours of premium pay. Non-exempt employees who are called back to work again, but within a three (3) hour minimum premium pay period as provided above, shall not be entitled to an additional minimum of three (3) hours of premium pay. Call back hours shall not be considered a part of the basic workweek for overtime purposes.

17.7.1.a Non-exempt employees called back to work pursuant to 17.7.1 above shall have the "hours worked" computed from portal to portal.

17.7.2 On-Call: A full-time non-exempt employee, who is subject to being recalled to work, shall receive one (1) hour of pay for every four (4) hours on On-Call status. The employee shall be notified of when he/she is expected to be on On-Call status. The employee does not waive the right to minimum time allowed or the portal to portal pay.

17.7.3 Standby: A full-time non-exempt employee who is required by the CCSNH to be available for immediate return to duty, under conditions which do not allow the employee reasonable use of the time waiting to be called back to duty for his or her own purposes, shall be deemed to be in Standby status. Time in Standby status shall be considered time worked for regular compensation and overtime compensation purposes.

17.8 The CCSNH will endeavor to ensure payment for overtime work at the time the employee usually receives his/her paycheck for the period within which the overtime work was performed.

17.9 The Parties agree that it shall be the responsibility of the CCSNH Labor Management Committee to review, revise and determine which positions are exempt and non-exempt in the bargaining unit. The CCSNH Labor Management Committee shall, in making its determination, consider pertinent wage and hour law, equity, and the ability of employees to control their own work hours.

17.10 Professional, Administrative, and Technical Staff who are exempt from the wage and hour provisions of the FLSA do not receive additional compensation or time off from the CCSNH when they work more than their required hours in a work week. FLSA exempt employees are expected to work the hours needed to satisfactorily perform their duties. In exceptional circumstances, a PAT employee, who is exempt from the FLSA and whose duties require work in excess of their assigned work hours in a peak work period, may, with the prior approval of their supervisor, be authorized for an adjusted work schedule that allows for a specified amount of time off from work without utilizing accrued leave time. However, such time off shall be taken within a period of two weeks after the peak work period in which the exempt employee worked beyond his/her scheduled work hours.

## **Article 18**

### ***HOLIDAYS***

18.1 All full-time covered employees shall be entitled to the calendar holidays listed below provided the employee is on a pay status on the employee's next regularly scheduled workday preceding and subsequent to the holiday. Holidays shall be compensated at seven and one-half (7 ½) hours for exempt/salaried personnel and non-exempt employees assigned to 37 ½ hours per week and at eight (8) hours for non-exempt employees assigned to a forty (40) hours per week.

18.2 All part-time covered employees shall be entitled to the calendar holidays listed below provided the employee is on a pay status on the employee's next regularly scheduled workday preceding and subsequent to the holiday. Holiday pay shall be calculated at the employee's regular straight rate of pay based on one-fifth of the number of hours the employee regularly works per week, rounded off to the nearest quarter hour. Holiday pay for part-time covered employees shall be limited to seven and one-half (7 ½) hours for those employees whose class title (classification) is compensated on the basis of a 37 ½ hour work week or eight (8) hours for those employees whose class title (classification) is compensated on the basis of a 40 hour work week.

18.3 The CCSNH recognizes the following paid holidays per calendar year. The CCSNH calendar year holidays are normally scheduled as listed below:

New Year's Day	January 1
Martin Luther King Jr./Civil Rights Day	January – third Monday
Presidents' Day	February – third Monday
Memorial Day	May – last Monday
Independence Day	July 4
Labor Day	September – first Monday
Veterans' Day	November 11
Thanksgiving Day	November – fourth Thursday
Day after Thanksgiving	November – as stated
Christmas Day	December 25

18.4 Winter Recess: Effective December 24, 2020, CCSNH and its institutions shall shut down operations for a winter recess beginning Christmas Eve Day through New Year's Day (December 24 to January 1), which is inclusive of the Christmas Day and New Year's Day holidays. The actual dates of the winter recess period (normal working days) will be determined by the CCSNH.

18.4.1 During the winter recess employees assigned to twelve (12) month, year-round appointments shall be considered absent with pay and such absences will not be charged to any accrued leave or compensatory time. Such absences with pay shall be calculated based on the employee's regular straight rate of pay and scheduled work hours for each winter recess day (other than Christmas Day and New Year's Day).

18.4.2 During the winter recess, employees assigned to ten (10) month, 180 day appointments who are scheduled to work on a winter recess day (other than Christmas Day and New Year's Day, but are not required to report to work shall be required to utilize accrued personal leave to cover the absence for the assigned work day pursuant to Article 19 of the Agreement.

18.4.3 Employees who are required to work during a winter recess day (other than Christmas Day and New Year's Day) shall be given alternate work time off with pay equivalent to the number of hours worked up to a maximum of 7.5 hours or 8.0 hours as determined by the classification and work schedule of the position. The alternate work time off shall be taken within a period of two weeks immediately following the winter recess. Where the time worked is in excess of the employee's basic workday of 7.5 or 8.0 hours, such additional hours worked shall be eligible for overtime pursuant to Article 17 of the Agreement.

18.4.4 Where an employee is required to work on Christmas Day or New Year's Day, he/she will be paid in accordance to Article 18.7 below.

18.5 When a calendar holiday falls on a Saturday, the holiday shall be designated on the previous Friday and when the calendar holiday falls on a Sunday, the holiday shall be designated on the following Monday.

18.6 A full-time covered employee who works other than a Monday through Friday schedule and who is not scheduled to work on a calendar holiday shall be given at the discretion of management either: (1) another scheduled workday off with pay or (2) an additional day of pay at his/her regular, if funds are available.

18.7 When a non-exempt covered employee works on a calendar holiday, he/she shall receive payment for the holiday at his/her regular rate of pay and in addition, be paid at the rate of time and one half for hours actually worked on the holiday.

18.8 The holiday compensation for those employees on flexible or alternative work schedules shall be limited to seven and one-half (7 ½) hours for non-exempt employees assigned to 37 ½ hours per week and at eight (8) hours for forty (40) hour per week employees.

**Article 19**  
***PERSONAL LEAVE***

**19.1**    *Fiscal Year Personal Days*

19.1.1    Effective January 1, 2020 all full-time covered employees assigned to ten (10) month, 180-day appointments shall be authorized four (4) fiscal year (FY) personal days. Employees shall accrue two (2) fiscal year personal day on July 1 and two (2) fiscal year personal day on January 1 of each fiscal year.

19.1.2    Fiscal Year (FY) personal days accrued under 19.1.1 above must be requested in whole days and used within the fiscal year (July 1 – June 30) in which they were earned. Unused fiscal year personal days shall lapse.

19.1.3    Upon separation due to a reduction in force pursuant to Article 14, an employee shall receive payment for accrued and unused Fiscal Year (FY) personal days remaining to his/her credit, provided that any or all amounts may be applied to offset any amounts owed to CCSNH by the employee.

19.1.4    For the purpose of reporting in accordance with the current CCSNH payroll system, Fiscal Year (FY) personal days accrued under 19.1.1 above shall appear as 7.5 hours for exempt/salaried personnel and non-exempt employees assigned to 37 1/2 hours per week and at eight (8) hours for non-exempt employees assigned to a forty (40) hours per week.

**19.2**    *Personal Leave*

19.2.1    Personal leave may be used for any purpose. Full-time covered employees shall be entitled to use five (5) days of personal leave per fiscal year (July 1 – June 30) to be deducted from accrued sick leave. Such personal leave shall be noncumulative.

19.2.2    Full-time non-exempt (hourly) covered employees shall utilize personal leave in increments of fifteen (15) minutes or more for partial day absences. Full-time exempt (salaried) covered employees shall utilize personal leave in increments of one (1) hour or more for partial day absences; an absence of less than one (1) hour does not require the utilization of personal leave. Personal leave for a full day absence shall be utilized at 7.5 or 8.0 hours as determined by the classification and work schedule of the position.

19.3    Employee utilization of fiscal year personal days and personal leave granted under this provision shall be requested in advance through a properly executed application for leave. The parties agree that such personal leave shall be granted at mutually agreeable times and CCSNH management agrees not to unreasonably deny such requests. Once an employee's personal leave has been approved, his/her leave shall not be cancelled or modified for any reason, except with mutual agreement, or in the case of an emergency as defined in Article 3 of this Agreement.

19.4    CCSNH management reserves the right to approve requests for fiscal year personal days and personal leave without advance notice due to unforeseen circumstances. Verification of such circumstances may be required by management.

**Article 20**  
**ANNUAL LEAVE**

20.1 All full-time year round (12 month) covered employees shall be entitled to annual leave with full pay based on the formula given below. Each employee's entitlement shall be calculated on a bi-weekly basis and shall be credited on the last day of the pay period. Leave accrued at the end of a pay period may not be used prior than the first workday of the following pay period. Annual leave shall be cumulative for not more than the prescribed days and shall not lapse.

20.1.1 Full-time year-round (12 month) employees shall accrue annual leave as follows:

<b>Continuous Years Worked</b>	<b>Hours Accrued Per Pay Period Based on a 37.5 Hour Work Week (1 Day = 7.5 Hours)</b>	<b>Hours Accrued Per Pay Period Based on a 40.0 Hour Work Week (1 Day = 8.0 Hours)</b>	<b>Days Accrued Per Year</b>	<b>Maximum Accrual</b>
0 thru 1	3.47	3.70	12	12 days
2 thru 8	4.33	4.62	15	32 days
9 thru 15	5.20	5.54	18	38 days
16 thru 20	6.06	6.47	21	44 days
21 plus	6.93	7.39	24	50 days

20.1.2 Employees working on a part-time basis shall not be eligible to accrue annual leave.

20.2 Annual leave is not earned in pay periods during which the employee was on an unpaid status for 7.5 hours or 8.0 hours as determined by the classification and work schedule of the position.

20.3 A full-time year round covered employee who has had a break in CCSNH service shall be credited with prior periods of full-time CCSNH employment for leave accrual purposes if that employee's current period of full-time CCSNH employment has been three (3) or more continuous years in duration. Only prior periods of full-time CCSNH employment of two (2) or more consecutive years in duration shall be eligible for crediting.

20.4 *Granting of Annual Leave*

20.4.1 Requests for the utilization of annual leave granted under this provision shall be initiated by the employee through a properly executed application for leave. Such requests shall be submitted in advance for CCSNH approval.

20.4.2 Full-time non-exempt (hourly) covered employees shall utilize annual leave in increments of fifteen (15) minutes or more for partial day absences. Full-time exempt (salaried) covered employees shall utilize annual leave in increments of one (1) hour or more for partial day absences; an absence less than one (1) hour does not require the utilization of accrued annual leave. Annual leave for a full day absence shall be utilized at 7.5 hours or 8.0 hours as determined by the classification and work schedule of the position. The parties agree that such annual leave shall be granted at mutually agreeable times and CCSNH agrees not to unreasonably deny leave requests.

20.4.3 To the extent possible, every employee will be afforded the opportunity to take two (2) consecutive weeks of accumulated annual leave at least once per calendar year. CCSNH may direct employees to take up to one full calendar week of annual leave in a calendar year.

20.4.4 CCSNH reserves the right to approve requests for annual leave without advance notice due to unforeseen circumstances. Verification of such circumstances may be required by management.

20.4.5 Should a conflict arise between two or more employees requesting the same period of time, CCSNH shall, provided all other things are equal, use CCSNH longevity as the method of resolving the conflict.

20.4.6 Once an employee's annual leave has been approved, his/her leave shall not be canceled or modified for any reason, except with mutual agreement, or in the case of an emergency as defined in Article 3 of this Agreement.

20.5 In the event that an employee is to be on annual leave for not less than two (2) calendar weeks, the employee, upon a written request made at least two (2) weeks prior to his/her last work day, shall be afforded the opportunity to have his/her next regularly scheduled pay check forwarded in accordance with his/her wishes.

#### 20.6 *Payment of Annual Leave*

20.6.1 A probationary employee while accruing annual leave during his/her probationary period, shall be entitled to accrue and utilize such leave as earned with appropriate approval pursuant to this Article. No payment of accrued but unused annual leave will be made upon separation from employment within the probationary period.

20.6.2 A covered employee, who resigns, retires, or is dismissed shall receive a sum equal to the number of days of annual leave remaining to his/her credit, provided that any or all amounts may be applied to offset any amounts owed to the CCSNH by the employee. In the event of death of a covered employee, a sum equal to the number of days of annual leave remaining shall be paid to his/her estate.

### **Article 21** ***SICK LEAVE***

21.1 The purpose of sick leave is to afford employees protection against lost income from absences due to illness or injury and, in particular, long-term disability due to catastrophic illness or injury. Sick leave is not intended to supplement other leave provisions of this Agreement and is intended to be used only for the purpose set forth herein.

21.2 For the purpose of reporting in accordance with the current CCSNH payroll system and utilization, sick leave shall be converted to hours. The sick leave accrual rates as established below shall be calculated as follows.

21.2.1 For exempt/salaried employees and non-exempt/hourly employees assigned to 37 1/2 hours per week, 1 1/4 days equals 9 hours, 23 minutes.

21.2.2 For non-exempt/hourly employees assigned to 40.0 hours per week, 1 1/4 days equals 10 hours.



21.3 Effective January 1, 2016, each employee's sick leave accrual shall be calculated on a bi-weekly basis and shall be credited on the last day of the pay period. Sick leave accrued at the end of a pay period may not be used prior that the first workday of the following pay period. For the purpose of utilization, sick leave shall be counted as hours. Sick leave shall not be cumulative for more than the prescribed days.

21.3.1 Full-time year-round (12 months) covered employees shall be entitled to accrue sick leave based time actually worked pursuant to the formulas cited below.

<b>Continuous Years Worked</b>	<b>Hours Accrued Per Pay Period Based on One (1) Day Per Month (1 Day = 7.5 Hours)</b>	<b>Hours Accrued Per Pay Period Based on One (1) Day Per Month (1 Day = 8.0 Hours)</b>	<b>Days Accrued Per Year</b>	<b>Maximum Accrual</b>
0 thru 8	4.33	4.62	15	90 days
9 thru 15	4.33	4.62	15	105 days
16 plus	4.33	4.62	15	120 days

21.3.2 Full-time covered employees assigned to a ten (10) month appointment shall be entitled to accrue sick leave based on time actually worked pursuant to the formulas cited below.

<b>Continuous Years Worked</b>	<b>Hours Accrued Per Pay Period Based on One (1) Day Per Month Over 20 Pays (1 Day = 7.5 Hours)</b>	<b>Hours Accrued Per Pay Period Based on One (1) Day Per Month Over 26 Pays (1 Day = 7.5 Hours)</b>	<b>Days Accrued Per Year</b>	<b>Maximum Accrual</b>
0 thru 8	4.69	3.61	12.5	90 days
9 thru 15	4.69	3.61	12.5	105 days
16 plus	4.69	3.61	12.5	120 days

21.3.3 Full-time covered employees assigned to an eleven (11) month appointment, as noted in Appendix C, shall be entitled to accrue sick leave based on time actually worked pursuant to the formulas cited below.

<b>Continuous Years Worked</b>	<b>Hours Accrued Per Pay Period Based on One (1) Day Per Month Over 24 Pays (1 Day = 7.5 Hours)</b>	<b>Hours Accrued Per Pay Period Based on One (1) Day Per Month Over 26 Pays (1 Day = 7.5 Hours)</b>	<b>Days Accrued Per Year</b>	<b>Maximum Accrual</b>
0 thru 8	4.30	3.97	13.75	90 days
9 thru 15	4.30	3.97	13.75	105 days
16 plus	4.30	3.97	13.75	120 days

21.3.4 Sick leave is not earned in pay periods during which the employee was on an unpaid status for 7.5 hours or 8.0 hours as determined by the classification and work schedule of the position.

21.4 Use of Sick Leave: An employee may utilize his/her sick leave, allowance for absences due to illness, injury, or exposure to contagious diseases endangering the health of other employees when requested by the attending physician; medical and dental appointments with prior approval; care of an ill

or injured family member; personal leave in accordance with Article 19.2 of the Agreement; or death in the employee's family. Full-time non-exempt (hourly) covered employees shall utilize sick leave in increments of fifteen (15) minutes or more for partial day absences. Full-time exempt (salaried) covered employees shall utilize sick leave in increments of one (1) hour or more for partial day absences; an absence of less one (1) hour does not require the utilization of accrued sick leave. Sick leave for a full day absence shall be utilized at 7.5 hours or 8.0 hours as determined by the classification and work schedule of the position. Use of accrued sick leave shall be deducted from his/her allowance on the basis of workdays and not calendar days. The CCSNH may place a covered employee on sick leave when, in the opinion of management, the employee appears to be of such physical condition so as to prohibit the employee from fulfilling his/her assigned duties.

#### 21.4.1 *Sick Leave to Provide Care to a Family Member*

- a. An employee may utilize up to seven (7) days of sick leave per fiscal year for the purpose of providing care to an ill or injured family member who is "incapable of self-care" within person(s) to healthcare provider visits.
- b. In addition to the seven (7) days authorized in 21.4.1 (a) above, an employee may utilize up to fifteen (15) days of sick leave per fiscal year for the purpose of providing care to an ill or injured family member who has an FMLA qualified illness or injury and is "incapable of self-care" within the meaning of the FMLA. This leave shall be counted as part of the employee's FMLA leave entitlement.
- c. An employee may utilize up to twelve weeks of non-intermittent or intermittent sick leave for the birth of their child or the adoption of a child. The leave, if taken, shall be taken immediately following the birth or adoption and shall be counted as part of the employee's Family Medical Leave Act (FMLA) entitlement.

21.4.2 *Bereavement Leave:* An employee may utilize up to five (5) days of sick leave for a death in the employee's family.

21.4.3 For the purpose of administering 21.4.1 and 21.4.2 above, family shall be defined as: wife, husband, same sex domestic partner, children, the minor or dependent children of the same sex domestic partner, mother-in-law, father-in-law, parents, step-parents, step-children, step-brother, step-sister, foster child, grandparents, grandchildren, brothers, sisters, legal guardian, daughter-in-law, and son-in-law. This definition may be expanded to include other persons at the discretion of a requesting employee's supervisor on a case by case basis. If the supervisor agrees to expand, the number of days granted, up to five (5) days, shall also be at the discretion of the supervisor.

#### 21.5 *Sick Leave for Maternity Purposes*

21.5.1 Disability due to maternity shall be an appropriate use of sick leave during the period of time that the employee is medically unable to work.

21.5.2 Employees applying for sick leave relating to pregnancy shall comply with the same application and medical documentation requirements as employees who apply for sick leave due to other health-related disabilities.

#### 21.6 *Family and Medical Leave Act*

21.6.1 Eligibility for benefits in accordance with the Family and Medical Leave Act of 1993, as amended (FMLA) shall be provided in accordance with applicable statutes and shall be subject to applicable CCSNH policies.

21.6.2 The FMLA provides eligible employees up to twelve (12) weeks of unpaid and/or paid leave charged to leave balances for certain personal and family medical reasons. The FMLA

allows for an eligible employee to be absent from work for up to 12 weeks in a 12 month period due to his/her own serious health condition; the birth of a child or the placement with the employee of a child for adoption or foster care; the need to care for a family member (child, spouse, or parent) with a serious health condition; or for a military qualifying exigency. The FMLA allows an eligible employee to be absent from work for up to twenty-six (26) weeks to care for a covered service member with a serious injury or illness during a single 12-month period.

21.6.3 Covered employees should contact the CCSNH Human Resources Office for more detailed information regarding the Family and Medical Leave Act and to discuss individual situations.

## 21.7 *Application for Use of Sick Leave*

21.7.1 For an unscheduled absence, notification of absences shall be given on the first (1<sup>st</sup>) day of absence, prior to the start of the employee's workday. For scheduled absences, notification shall be given as early as possible.

21.7.2 To utilize his/her sick leave allowance, the employee must file a written application for leave with his/her supervisor, specifying that the basis of the request is:

“illness”, “injury”,  
“serious health condition as defined by the FMLA”,  
“dependent care”, “medical/dental appointment”, personal leave “bereavement”  
“military leave” or  
“donated to name of employee”

21.7.3 When an employee returns to work from an unscheduled absence due to an allowable use of sick leave s/he must file a written application for leave with his/her supervisor.

21.7.4 An employee may be required to furnish management with a certificate from the attending physician or other licensed health care practitioner when, for reasonable cause, management believes that the employee's use of sick leave does not conform to the reasons and requirements for sick leave use set forth in this Agreement. Such certificate shall contain a statement that, in the practitioner's professional judgment, sick leave is necessary. In addition, the CCSNH may, at its expense, have an independent physician examine one of his/her employees who, in the opinion of management, may not be entitled to sick leave. The time related to such examination shall not be charged to the employee's leave.

## 21.8 *Payment Upon Separation*

21.8.1 Upon resignation or dismissal, the amount of sick leave remaining to a covered employee's credit shall lapse.

21.8.2 In the event of death of a covered employee while in service with the CCSNH, a sum equal to the number of days of sick leave remaining shall be paid to the employee's estate.

21.8.3 Upon retirement under the provisions of RSA 100-A:5, RSA 100-A:6, and RSA 100-A only, or upon eligibility under RSA 100-A:5 but electing to receive a lump sum payment in lieu of an annuity, a full-time covered employee shall receive payment in a sum equal to 50% of the number of sick leave days remaining to the employee's credit. However, the total number of days eligible for payment shall not exceed sixty (60) days. In no instance shall accrued sick leave be used to extend employment beyond the employee's last day of work.

21.8.4 Upon separation due to retrenchment, a full-time covered employee shall receive payment in a sum equal to 50% of the number of sick leave days remaining to the employee's credit. However, the total number of days eligible for payment shall not exceed sixty (60) days. In no instance shall accrued sick leave be used to extend employment beyond the employee's last day of work.

21.9 Whenever a former employee, who has been separated from the CCSNH due to a reduction in force is reinstated within the recall period pursuant to Article 14 of the Agreement, the previously accumulated and uncompensated sick leave pursuant to 21.8.4 above, the balance of his/her sick leave allowance shall be reinstated and placed to his/her credit.

21.10 A full-time covered employee who has had a break in CCSNH service shall be credited with prior periods of full-time CCSNH employment for leave accrual purposes if that employee's current period of full-time CCSNH employment has been three (3) or more continuous years in duration. Only prior periods of full-time CCSNH employment of two (2) or more consecutive years in duration shall be eligible for crediting.

21.11 Shared Sick Leave: Under the shared sick leave program, full-time covered employees may voluntarily donate unused sick leave to eligible full-time covered employees who have been granted unpaid leave of absences due to a serious illness or injury. Shared leave cannot be used for common, minor, or chronic medical conditions, or for a health condition in which the employee is receiving disability benefits. If an employee is receiving workers' compensation, then the employee shall only be able to receive SSL to make him or her whole for the amount equal to the employee's base salary. CCSNH faculty and staff shall be allowed to share sick leave in accordance with the provision so long as both of the separate bargaining units agree to do so. Acquiescence by both bargaining units shall be evidenced by a memorandum of agreement between the two groups. If at any time, either bargaining unit wishes to end the shared sick leave arrangement, it may do so.

21.11.1 A full-time covered employee is eligible to receive sick leave donations provided he/she has completed one year of service, has exhausted all forms of paid leave prior to receiving the additional sick leave, and is on an approved unpaid leave of absence due to a serious health condition qualified under the Family Medical Leave Act of 1993 (FMLA). Paid leave includes sick leave, annual leave, fiscal year personal days, and compensatory time.

21.11.2 A full-time covered employee is eligible to donate sick leave provided he/she has completed one year of service. Leave donations may be made in hourly increments only. Sick leave donations on behalf of eligible employees shall not be authorized until solicited. Solicitation may not take place until after an approval has been issued by the CCSNH Labor Management Committee or a LMC sub-committee thereof. Each donation must be directed to a specified recipient.

21.11.3 To receive donated sick leave a full-time covered employee must meet the criteria set forth in 21.11.1 above and complete an application for donated sick leave, which shall include the amount of leave requested, the reason(s) for the request, and medical certification of the need. The completed application shall be forwarded to the CCSNH Director of Human Resources.

21.11.4 Requests for donated sick leave shall be reviewed by the CCSNH Labor Management or LMC sub-committee thereof, who shall approve or deny the request. Upon approval the Committee shall determine the amount of donated sick leave to be granted. The maximum amount of donated sick leave that an employee may receive is 120 days for each qualifying event. Nothing shall prohibit additional requests for separate qualifying events under Article 21.11.1.

21.11.5 Donated sick leave may be used on an intermittent basis for a gradual return to work as recommended by the employee's medical provider and authorized by the CCSNH or for medical appointments related to the serious health condition for which the donated leave was granted. Upon return to work any unused donated sick leave shall remain as part of the recipient's sick leave balance.

21.11.6 Eligibility for shared sick leave ends either when an employee returns to full-time work, a medical condition improves to the point where it no longer qualifies for donated leave; the employee qualifies for long-term disability benefits pursuant to Article 16.2.4 of this Agreement;

or the employee separates from employment. Donated sick leave remaining to the employee's credit at the time of employment separation, retirement, or death shall lapse.

21.11.7 The decision of the CCSNH Labor Management Committee administering the shared sick leave program shall be final and binding. If a request is not approved, no further action shall be taken by the parties or by the requesting employee.

#### 21.12 Sick Leave for Regular Part-time Covered Employees – Effective July 3, 2020

21.12.1 Regular part-time covered employees who are regularly scheduled to work at a minimum of 50% of the full-time work hours assigned to the position classification (18.75 hours for positions assigned to a 37.5 hour full-time work week and 20.0 hours for positions assigned to a 40.0 hour full-time work week) shall be eligible to accrue sick leave. A regular part-time covered employee may utilize his/her earned sick leave for absences due to personal illness/injury; medical and dental appointments with prior approval; or care of an ill or injured family member.

21.12.2 Earned sick leave shall be calculated on a bi-weekly basis and shall be credited on the last day of the pay period. Earned sick leave accrued at the end of the pay period may not be used prior than the first workday of the following pay period.

21.12.3 Effective July 3, 2020, regular part-time covered employees shall earn sick leave as follows and such earned sick leave may be accumulated up to the maximum accrual levels noted below:

<b>Leave Rate Calculated Per Hour Worked Per Pay Period</b>	<b>Maximum Accrual for Ten (10) Month Regular Part-time Covered Employees</b>	<b>Maximum Accrual for Year-Round (12 Month) Regular Part-time Covered Employees</b>
.01	10.0 hours	13.0 hours

21.12.4 Usage: Sick leave may be used in increments of one-quarter (1/4) hour (15 minutes) or more. For scheduled absences requests use of earned sick leave shall be submitted in advance for supervisory approval through a properly executed request for leave. For an unscheduled absence, notification of the absence shall be provided on the first (1<sup>st</sup>) day of the absence, prior to the start of the employee's scheduled workday. Such notifications shall be handled in accordance with supervisory directives and institutional procedures. Upon return to work from an unscheduled absence due to an allowable use of sick leave the employee must file a request for leave with their supervisor.

21.12.5 When sick leave is used to cover work time due to personal illness or injury, medical documentation may be required to substantiate the absence and/or to indicate the ability of the employee to return to work following an illness or injury. The use of sick leave for extended illness or injury requires medical documentation and may be subject to the provisions of the Family and Medical Leave Act of 1993 (FMLA).

21.12.6 Upon termination of employment, the amount of sick leave remaining to the employee's credit shall lapse.

**Article 22**  
***LEAVE OF ABSENCES WITHOUT PAY***

22.1 Leave of absences without pay may be granted at the discretion of the CCSNH for appropriate reasons for a period of up to one (1) year for full-time covered employees. A leave of absence without pay shall not exceed (1) year, unless otherwise provided by law.

22.2 Leave of absences without pay due to sickness shall not be granted until all of the full-time covered employee's accumulated sick leave, annual leave, personal days, and/or compensatory time has been exhausted.

22.3 No annual leave, sick leave, or personal days shall be accumulated during a leave of absence without pay and the full-time employee's increment and seniority dates may be adjusted based on the total number of calendar days without pay. The continuation of health, dental, retirement and other voluntary benefits shall be processed in accordance with federal laws, the provisions of this Agreement, and/or human resources policies and procedures.

22.4 Notwithstanding the provision of Article 22.3 above, a full-time covered employee who requests and is approved for a leave of absence without pay that is unrelated to sickness shall not be required to utilize and exhaust his/her annual leave prior to being granted such leave of absence.

22.5 An employee who fails to return to work from an approved leave of absence when scheduled shall be considered to have voluntarily terminated his/her employment with the CCSNH.

**Article 23**  
***MILITARY LEAVE***

23.1 The CCSNH will comply with all federal law governing military service, including military leaves of absences, as required by the Uniform Services Employment and Reemployment Rights Act of 1994 (USERRA, 38 U.S.C., Sections 4301- 4334) and any other pertinent legislation.

23.2 Any full-time covered employee who is a member of the National Guard or of a reserve component of the armed forces of the United States shall be entitled to military leave when such duty is in conflict with the employee's regular work schedule. The employee, regardless of funding source, shall be entitled to fifteen (15) days of paid military leave per training year to engage in temporary active duty when such duty is in conflict with the employee's work schedule.

23.3 Any full-time covered employee, who is required to engage in active military duty and whose military leave has been exhausted for that training year, may request the utilization of accrued annual leave, up to fifteen (15) days of sick leave, personal days, compensatory time, or leave without pay, the approval of which shall not be unreasonably withheld.

23.4 Any full-time covered employee who is in an active military status and who is in a without pay status, shall not be entitled to accrue any form of leave.

23.5 In time of armed conflict, members of the National Guard or Armed Forces Reserves, who are assigned duties related to notification of next of kin, ceremonial or funeral details shall be released from their regular duties without loss of leave or pay. Such employees shall provide their supervisor with notice as soon as possible as to the date and expected duration of such assignments.

**Article 24**  
***CIVIL LEAVE/JURY DUTY***

24.1 Any covered employee shall be granted civil leave without loss of pay or accrued leave when performing jury duty or when subpoenaed to appear before a court, public body, or administrative tribunal. Such civil leave shall only be granted when the time period of service coincides with the employee's regular work schedule. A covered employee shall report to work when not impaneled for actual service or s/he is on call.

24.2 Employees working a shift immediately prior to or after a period of time for which civil leave is granted shall not be denied the utilization of accumulated annual, personal days, or compensatory time for that shift.

24.3 An employee on civil leave shall surrender to the CCSNH any fees received for such activity, less mileage reimbursement for use of the employee's own vehicle, provided the employee is being paid by CCSNH for such time involved in the activity as defined in Article 24.1 above.

24.4 Under normal circumstances, the CCSNH will not request that a covered employee seek a jury duty deferment. However, should the release of an employee create an undue hardship for the employing institution, management may request that the employee provide information to the designated court for deferral consideration.

**Article 25**  
***EDUCATIONAL LEAVE***

The CCSNH encourages participation in educational programs that develop and advance an employee's job-related skills and knowledge, enhance job performance, or prepare the employee for advancement in CCSNH employment. Educational leave with or without pay may be granted, at the discretion of the CCSNH, for the purpose of allowing employees time to further their education through an approved full-time course of study or comparable professional development activity directly related to their work or that of the Community College System. Such leaves shall be available as a matter of privilege rather than a right.

25.1 *Educational Leave Without Pay*

25.1.1 A full-time covered employee who has completed two (2) years of continuous employment and has satisfactory job performance in his/her current position is eligible to apply for an educational leave without pay. Such application shall be made in accordance with CCSNH policies and procedures. Approval of educational leave without pay shall not be unreasonably denied.

25.1.2 An educational leave without pay shall not be granted for more than 12 consecutive months and shall be granted only at a time when it will not disrupt the operations or teaching programs of the Community College System or its colleges.

25.1.3 During an approved educational leave without pay no annual leave, sick leave, or personal days shall be accumulated and the employee's increment, and seniority dates shall be adjusted based on the total number of calendar days without pay. The continuation of health, dental, retirement, and other voluntary benefits shall be processed in accordance with federal laws, the provisions of this Agreement, and human resources policies and procedures.

25.2 *Educational Leave With Pay*

25.2.1 A full-time covered employee who has completed six (6) years of continuous employment at the CCSNH and has satisfactory job performance in his/her current position is eligible to apply for an educational leave with pay. Such application shall be made in accordance with CCSNH policies

and procedures. Approval of an educational leave with pay shall not be unreasonably denied.

25.2.2 An eligible employee may be granted full-time educational leave not to exceed six (6) months at half pay after six (6) years of service with the CCSNH. An eligible employee with ten (10) years or more service with the CCSNH, may be granted full-time leave not to exceed one (1) year (12 months) at half pay.

25.2.3 An educational leave with pay will not be granted for more than 12 consecutive months and shall be granted only at a time when it will not disrupt the operations or teaching programs of the Community College System or its colleges.

25.2.4 During an approved educational leave with pay, the employee shall receive his/her increment and longevity benefits but is not entitled to accumulate annual or sick leave. The employee's health, dental, and other insurance benefits will be continued in the normal manner. Those benefits which are salary dependent (i.e. retirement deductions) shall continue at the employee's normal percentage rate on the salary being paid during the leave time.

### 25.3 *Limitations*

25.3.1 The beginning and ending of an educational leave for a full-time covered employee shall be scheduled at times reasonable and convenient to the employee's department or work unit.

25.3.2 The CCSNH reserves the right to limit educational leaves due to financial, programming, operational and/or staffing considerations.

## **Article 26**

### ***OTHER LEAVE & VOLUNTEER EMERGENCY SERVICE***

26.1 *Blood Donations and Bone Marrow Registry Testing:* Full-time or regularly scheduled part-time employees shall not be unreasonably denied time off without loss of pay or leave for the purpose of making blood donations or undergoing bone marrow registry testing.

26.2 *Employee Assistance Program:* Full-time or regularly scheduled part-time employees may be granted up to three (3) hours of paid administrative leave per fiscal year for the purpose of attending appointments with a representative from the CCSNH recognized Employees Assistance Program (EAP). The use of such leave must be coordinated with the employee's supervisor prior to leaving the workplace to attend an EAP meeting.

26.3 *Volunteer Emergency Service:* A full-time employee who serves as a volunteer fire fighter, licensed ambulance attendant, emergency medical technician, disaster relief worker, search and rescue responder, or licensed rescue squad attendant and who is called from work, delayed in reporting to work, or absent from work due to emergency service shall be granted the use of annual leave, personal days, and/or accrued compensatory time to cover the period of such absence. An employee shall notify his/her immediate supervisor of such emergency service and of his/her need to be absent from work as soon as practical. The performance of said duties may be verified by management.

## **Article 27**

### ***INSTITUTIONAL CLOSURE***

27.1 As a condition of employment, all employees of the CCSNH are expected to work at their assigned times and schedules regardless of weather conditions or other circumstances. A CCSNH institution may close due to an emergency or extreme weather condition, when it is determined that the health or safety of employees would be placed at risk or that conditions or events prevent the performance of regular operations, services, or programs. At such times an institutional closure may be declared and authorized by



the Chancellor, the College President for his/her institution, or the appointed designee. The cancellation of classes for students by itself does not constitute “an institutional closure.”

## *27.2 Personnel Designations and Treatment of Absences*

27.2.1 Each CCSNH institution shall be responsible for designating essential personnel and communicating that designation to such personnel at the time of an official institutional closure. Essential personnel shall be required to report to work as scheduled. Essential personnel classified as non-exempt shall receive premium compensation at the rate of two times their regular straight rate of pay for their scheduled work hours. Such premium pay shall not be cumulative to overtime wages that may otherwise be owed. Essential personnel classified as exempt shall receive their regular rate of pay/salary for time worked.

27.2.2 All other personnel who are not required to report to work or remain at work because of an official institutional closure shall be considered absent with pay and such absences will not be charged to any accrued leave or compensatory time for the designated time period of the institutional closure. Employees who do not report to work before an institutional closure is declared, shall be required to utilize accrued leave time for the time not covered by the institutional closure.

27.2.3 Covered employees who are not directly affected by the conditions warranting the institutional closure or who are not scheduled to work during such times, shall not accrue any right to, and shall not be compensated in any manner for, any absence that may be authorized for those covered employees directly affected.

27.3 In cases when operations are not delayed or closed, covered employees who are unable to report to work due to weather conditions shall be entitled to utilize accrued annual leave, personal days, or compensatory time. Under such circumstances, employees shall report said absences in accordance with their institution’s policy for reporting absences. At the discretion of management, employees may be permitted to make up missed work time within the designated pay week.

## **Article 28** ***UNIFORMS AND EQUIPMENT***

28.1 Each CCSNH institution retains the right to establish standards for uniform wear. Uniforms are attire required and selected by the CCSNH institution to be worn in the performance of assigned duties. Uniform clothing as defined in this section shall be administered in accordance with CCSNH policies and procedures.

28.1.1 Each college and the system office, as applicable, shall provide maintenance, security, and food service personnel required to wear uniforms with up to five (5) sets of uniforms each fiscal year, such that each employee has one complete uniform set for each workday of the employee’s regularly assigned work week. The care and laundering of assigned uniforms shall be the employee’s responsibility. Uniform clothing damaged due to a job-related activity or through normal wear and tear will be replaced at no cost to the covered employee. Replacement uniforms shall be provided within forty-five (45) calendar days from the date of official notification of the damaged clothing. Required uniforms shall be issued to new employees within forty-five (45) calendar days from the employee’s official start date.

28.1.2 Each college and the system office, as applicable, shall provide maintenance and security personnel who are required to work outdoors with a winter jacket, hat, and/or gloves. The care and cleaning of such outerwear shall be the employee’s responsibility. The designated college or system office shall replace the winter jacket, if there is a demonstrated need for replacement. Outerwear damaged due to a job-related activity or through normal wear and tear will be repaired or replaced at no cost to the covered employee.

28.1.3 Each college and the system office, as applicable, shall make available rain gear for on-the-job use by maintenance and security personnel who are required to work outdoors during such periods of inclement weather. The amount of rain gear available for such personnel shall be determined by the designated college or system office. Such rain gear shall be stored at the worksite and shall be maintained by the institution.

28.1.4 Where an individual Personal Protective Equipment (PPE) Assessment indicates a need for safety footwear pursuant to current occupational safety and health standards, the CCSNH shall purchase for an employee or reimburse an employee for the cost of the safety footwear in an amount of up to \$300.00 every two years. Footwear selection shall be at the discretion of the employee provided that the selected footwear meets the occupational safety and health standards for the job. An additional allowance shall be paid only when the footwear is damaged due to a job-related activity or through normal wear and tear. The CCSNH retains the right to determine the appropriate style of safety footwear and such footwear shall meet current standards for personal protective equipment. PPE assessments shall be conducted within 30 calendar days of a request.

28.1.5 Each college and the system office, as applicable, shall provide employees who are required to attend graduation and participate in the graduation procession, with a cap, gown, and other appropriate regalia. The care and laundering of assigned graduation clothing shall be the employee's responsibility.

28.1.6 Lab assistants, where appropriate, shall be provided with lab coats.

28.2 The CCSNH shall incur all costs associated with the repair/replacement of equipment lost or damaged by an employee during the normal performance of his/her assigned job duties. The employee shall be assessed a charge for the repair or replacement of equipment lost or damaged due to the employee's willful behavior or gross negligence.

## **Article 29**

### ***PAYROLL INFORMATION***

29.1 All covered employees shall be paid on a bi-weekly basis in accordance with the designated CCSNH payroll calendar.

29.2 All covered employees shall be paid by direct deposit. For those covered employees who elect to opt out of direct deposit, a paper payroll check will be generated and mailed to the employee's designated work address for distribution. Such payroll checks will normally not be distributed to employees earlier than the designated payment date for the particular pay period.

29.3 Payroll detail information shall include a clear designation as to the amount and category, e.g., regular, overtime, or holiday pay, of compensation for which payment is being made.

29.4 Any applicable compensation for overtime and holidays shall be paid in conjunction with the covered employee's regular paycheck for the pay period in which such work was performed.

29.5 Ten (10) month professional, administrative, and technical staff shall be granted the option of receiving their earnings in twenty (20) bi-weekly payments or in twenty-six (26) bi-weekly payments. Payment elections must be made prior to the start of the work period and cannot be changed after the work period begins.

29.6 Payroll checks, payroll advice forms, and other such payroll documents shall be distributed in a manner that maintains the confidentiality of personal and payroll information. Maintenance of confidentiality shall not, however, be interpreted so as to hinder the normal functioning of the payroll system, or to limit access to personal and payroll information by employees whose job functions require such access.

**Article 30**  
**TRAVEL REIMBURSEMENT AND ADVANCES**

30.1 Reimbursement for travel and meals shall conform to the terms of this Agreement and the policies and procedures established by the CCSNH. The CCSNH shall reimburse covered employees for reasonable and necessary expenses incurred due to authorized CCSNH travel. CCSNH agrees that it will not alter any travel or meal reimbursement amounts for covered employees without first consulting with the Association.

30.2 Employees who are on travel status are expected to exercise good judgment when incurring travel costs. All business travel must be pre-approved and prudently planned so that the best interests of the CCSNH institution are served at the most reasonable costs. The CCSNH institution shall provide reimbursement for business travel expenses only if such expenses are reasonable, properly authorized, appropriately documented, and within the guidelines of established financial and travel policies and procedures. No portion of costs associated with personal travel will be paid by the CCSNH institution.

30.3 The CCSNH agrees to reimburse covered employees for valid travel expenses within fifteen (15) working days of the date the employee submits to the CCSNH a properly completed and authorized travel expense form along with itemized receipts. The CCSNH agrees to treat travel reimbursement requests with the same priority as payroll.

30.4 *Mileage Reimbursement*

30.4.1 The CCSNH shall provide reimbursement to covered employees required to use their personal vehicle for authorized CCSNH business travel. A valid drivers' license issued within the United States and safe driving record are required. Proof of a valid drivers' license must be provided by the employee to the CCSNH to be eligible for mileage reimbursement. Verification of safe driving record may be required. The cost of obtaining such record, if any, shall be borne by CCSNH, except as otherwise identified as a job requirement.

30.4.2 The Parties agree that all covered employees who are required to use their private vehicles for CCSNH business shall be reimbursed for all miles incurred at the maximum mileage rate then allowable by the U.S. Internal Revenue Service for the first mile of travel. The Parties further agree that any changes in the mileage reimbursement rate, as a result of U.S. Internal Revenue Service action, shall be made prospectively. The parties further agree that an employee shall record mileage incurred on CCSNH business from the odometer readings on his/her vehicle and the CCSNH shall reimburse for all reasonable travel incurred. In the absence of odometer readings, travel mileage shall be computed based on official state highway maps or Map Quest queries, and shall be reimbursed based on the most expedient, commonly traveled direct routes. In no instance, however, shall the CCSNH reimburse for travel incurred from an employee's home to or through the site of his/her official headquarters, or vice versa, unless such reimbursement is specifically authorized by this Agreement.

30.4.3 A valid receipt is required for the reimbursement of tolls. If a valid receipt is not presented, the covered employee will be reimbursed at the E-Z pass rate that is in effect at the time of travel.

30.4.4 A valid receipt is required for the reimbursement of parking expenses associated with business travel.

30.4.5 Covered employees shall receive portal to portal mileage reimbursement when on call back.

30.5 *Meals*

30.5.1 When associated with authorized CCSNH travel, covered employees shall be reimbursed for meals, taxes, and tips in accordance with the following conditions and schedules:

- a. Employees presenting an itemized receipt shall be reimbursed for the actual reasonable cost of breakfast, lunch, or dinner, the meal tax, and a service tip, up to a maximum of 15%.
- b. In-State Travel: Without a receipt for incurred travel expenses, employees shall be reimbursed at the then current travel per diem rate set by the General Services Administration for Merrimack County. Such reimbursement shall be calculated at the following percentages:

Breakfast

lodging and/or air travel expenses for authorized business travel due to specific situations that would cause undue financial hardship to the employee. Expenses associated with the travel must be reconciled and substantiated within 15 calendar days from the return date of travel. The traveler must repay the CCSNH for any advance in excess of the approved reimbursable expenses. Requests for travel cash advances shall be processed in accordance with CCSNH policies and procedures.

### **Article 31** ***TRAINING AND EDUCATION***

31.1 CCSNH institutions, may use institutional funds to reimburse eligible employees for participation in professional development activities. Payment for professional development activities shall be subject to the availability of funds and shall be limited to the reimbursement of registration fees and travel costs only. Requests for professional development funding including cash advances shall be processed in accordance with CCSNH policies and procedures and the provisions of Article 30, Travel Reimbursement & Advances, of this Agreement.

31.2 CCSNH institutions, may use institutional funds to reimburse eligible employees for tuition costs associated with credit coursework completed in a satisfactory manner at a regionally accredited, degree-granting college or university. Tuition reimbursement shall be subject to the availability of funds and shall be limited to the cost of tuition. Requests for tuition reimbursement shall be processed in accordance with CCSNH policies and procedures.

31.3 *Expense Reimbursement:* A covered employee who is selected and authorized by the Employer to participate in any organized training, retraining, or staff development program offered by the CCSNH during on-duty hours, will be reimbursed for required expenses associated with such training.

31.4 *Education Schedule Adjustments:* The CCSNH shall allow when practical, for a covered employee to make adjustments in his/her work schedules to complete approved job-related training. Approved training, when during the normally work scheduled day, shall not require the use of leave time.

31.5 Information, instruction, and training, when necessary, shall be provided to an employee or group of employees who are subject to new technology, processes and/or responsibilities related to their assigned job duties.

#### **31.6 *Tuition Benefit***

31.6.1 Pursuant to RSA 188-F:15, II, as amended, full-time covered employees who have completed one year of previous service at the CCSNH shall be entitled to enroll in any credit or non-credit course offered by a CCSNH College, where the tuition is paid to the CCSNH entity, at a 100% tuition discount and waiver of the Comprehensive Student Services fee and Academic Instruction fee. The employee tuition benefit shall be processed in accordance with CCSNH policies and procedures.

31.6.2 Pursuant to RSA 188-F:15, as amended, the dependents of eligible full-time employees may enroll in any of the regular credit courses offered by a CCSNH college at a 50% tuition discount of the current in-state tuition rate. This benefit is not cumulative; that is, if both parents are employed on a full-time basis by the CCSNH, one-half (50%) of the current in-state tuition for their dependent child or children must be paid. The dependent tuition benefit shall be processed in accordance with CCSNH policies and procedures.

31.6.3 To the extent that RSA 188-F:15 is modified during the term of this Agreement, such changes will apply to the tuition benefit described in this section.

## **Article 32**

### ***INTELLECTUAL PROPERTY***

32.1 *Applicability:* This provision applies to all covered employees involved in carrying out the CCSNH's mission while under the auspices of the CCSNH.

32.2 *Definitions.*

32.2.1 *Intellectual Property.* As used in this provision, intellectual property includes not only technology such as inventions, discoveries, creations, or authored works which may be protected legally (such as with Patents and Copyrights), but also the physical or tangible embodiment of the technology, such as biological organisms, plant varieties, or computer software based on or derived from research data.

32.2.2 *Scholarly Works.* Traditional publications in academia regardless of their medium of expression, such as books, case studies, peer-reviewed manuscripts, journal articles, glossaries, bibliographies, creative works, etc.

32.2.3 *Course Material.* Those elements that constitute an academic course delivered in traditional and non-traditional (online, e.g.) mode, including but not limited to: syllabi, course descriptions, class and lecture notes, quizzes, tests, assignments, laboratories, study guides, and content.

32.3 *Provision for Ownership:*

32.3.1 The CCSNH relinquishes any claim to ownership of scholarly works and assigns intellectual property rights to the covered employee.

32.3.2 Course material created by the covered employee in the fulfillment of the employee's normal duties and responsibilities under this collective bargaining agreement is presumed to belong to the employee for proprietary or marketing purposes outside of the college but is available to the college for internal review, use and distribution within the CCSNH and to external accrediting agencies.

32.3.3 If a covered employee retains title to copyright of course material or scholarly works developed as part of his/her regular employment responsibilities, the employee shall grant to the CCSNH a non-exclusive, irrevocable, royalty-free right to use, display, duplicate, create derivative works and/or distribute the materials with appropriate attribution for educational, grant fulfillment, and/or research purposes.

32.3.4 The CCSNH shall retain ownership and intellectual property rights to work commissioned by the college pursuant to a written contract or memorandum of understanding (MOU) with the covered employee.

## **Article 33**

### ***HEALTH AND SAFETY***

33.1 The CCSNH shall use its best efforts to provide and maintain safe, secure, and healthy working conditions and the Association shall fully cooperate by encouraging covered employees to perform their assigned tasks in a safe manner and to report safety concerns to management.

33.2 No employee shall be required to perform any work under conditions that may reasonably endanger his or her health, safety, or physical wellbeing.

33.3 A Safety Committee composed of equal members of management and covered employees shall be

established at each CCSNH college and system office. The purpose of such safety committees shall be to develop programs of safety education and training, health protection and reasonable standards for compliance by both employer and employee. Each safety committee shall meet at least quarterly to develop and carry out workplace safety programs. Covered employee representatives shall be appointed by the Association.

33.4 As reflected in the composition of the Safety Committees as noted in 33.3 above, institutional safety is a joint responsibility of management and its employees. Each Safety Committee will be responsible for carefully analyzing all of the particular circumstances and conditions of its environment and for making well-considered written recommendations regarding safety practices, equipment, and personnel to the College or System Office administration. Such recommendations will be responded to in writing within thirty (30) calendar days of submission.

33.5 Each CCSNH institution agrees to maintain up-to-date first aid kits located in secure but readily accessible areas. All on-the-job injuries, regardless of seriousness, shall be immediately reported to the employee's supervisor. The names and telephone numbers of emergency services, e.g. police, fire, licensed ambulance services and the poison control center shall be posted on official bulletin boards and in each room near the telephone.

33.6 Each CCSNH institution shall have an emergency response and notification plan in place and such plan shall include appropriate trainings and be communicated effectively to all covered employees.

33.7 In the event that inmate labor from a correctional facility is to be used at any College or the System Office, all covered employees at the designated location shall be advised at least seven (7) calendar days prior to the arrival of any such inmate of where such labor is to be performed and as to the nature of the work to be performed. Such notice shall also be provided to the Association.

33.8 Mothers' Health Care: The CCSNH shall provide a private area and sufficient time for covered employee postnatal mothers to tend to lactation needs. Bathrooms shall not be designated as private lactations areas.

33.9 CCSNH institutions maintain electronic surveillance systems for the purpose of providing a safe and secure environment. In the event that such surveillance data is used in relation to the discipline or discharge of an employee, CCSNH shall provide a copy of such surveillance data to the Association as early as practicable, but no later than Step 1 of the grievance process.

33.10 The CCSNH shall issue or make available such protective clothing and equipment as deemed necessary to provide for the health and safety of employees.

## **Article 34**

### ***PERSONNEL FILES***

34.1 A personnel file exists as a record of an individual's employment history, achievements, and activities. The CCSNH shall maintain one official personnel file for each covered employee. This file shall be maintained at the CCSNH Human Resources Office under the custody of the CCSNH Director of Human Resources. The contents of personnel files shall include documents used to support personnel actions such as, compensation, benefits, performance evaluations and related documentation, counseling letters, disciplinary actions, training, licensure, certification, awards, commendations, and other employment records or employment-related correspondence. The existence of the official personnel file shall not preclude duplicative or non-official files, but any such files shall not be considered the official file of the employee. In the event that information is omitted, absent, or missing from his/her personnel file, the employee shall be able to submit such information to the CCSNH Human Resources Office and the same shall be included in such personnel file.

34.2 Medical records shall not be part of the employee's official personnel file. A separate file shall be

maintained by the CCSNH Human Resources Office for documents including medical records obtained in the course of employment including any permitted drug or alcohol testing; first reports of injury; applications and memos of payments related to workers' compensation benefits; and requests for reasonable accommodations. Such files shall be available to the employee for inspection and copying.

34.3 Documents obtained or generated during the course of an investigation involving a covered employee shall be maintained in a confidential manner in a separate file from the employee's official personnel file. Any discipline or counseling resulting from such investigation shall be included in the employee's official personnel file as set forth in Section 34.1 above and Article 15 of the Agreement. Investigative documents pertaining to allegations that are determined to be unfounded shall be stored confidentially by the CCSNH Director of Human Resources for a period of five (5) years. After five (5) years, all such investigative documents shall be destroyed if there have been not further incidents within the five (5) year time period.

34.4 Documentation pertaining to disciplinary actions that are reversed or overturned through the process of formal or informal settlement shall be removed from the employee's official personnel file.

34.5 The employee, his/her authorized representative (with written authorization), and appropriate officials of the CCSNH and its colleges shall have the right to access an employee's personnel file. Third parties are not entitled to inspect personnel files, unless otherwise required by law.

34.6 Employees shall be allowed access to their official personnel file during normal business hours of the CCSNH Human Resources Office for inspection. Such inspection shall be made subject to prior arrangement with the CCSNH Human Resources Office. A single copy of documents requested by the employee shall be provided by the CCSNH Human Resources Office without charge.

34.7 Employees shall be provided with a copy of letters of complaint by a third party and letters of commendation at the same time such letters are placed in the personnel file. The personnel file shall not contain any anonymous correspondence.

34.8 An employee shall have the right to respond to any material placed in the personnel file and such response shall be made part of the personnel file appended to the original material. No material reflecting adversely on an employee's performance or related to any disciplinary action shall be placed in the personnel file until the employee has been given a copy or notified of the material.

34.9 No part of this provision shall be in violation of RSA 91-A, New Hampshire's "Right-to-Know" Law or RSA 275:56, and the parties agree to comply with the provisions of such statutes, as amended. Should new statutes become effective with regard to personnel files and records, the CCSNH will react appropriately to comply with those statutes and will notify all personnel accordingly.

## **Article 35**

### ***NO STRIKE OR LOCKOUT***

35.1 The Association on behalf of its officers, agents, and bargaining unit members agree that so long as this Agreement or any written extension hereof is in effect, there shall be no strike or other forms of job actions declared unlawful by RSA 273-A:13.

35.2 Any member of the unit who violates the provisions of this Article will be subject to discipline, including discharge.

35.3 In the event of a prohibited action under this Article, the Association agrees to use every reasonable effort to inform members of the unit of the illegality of such activity and of the Association's policy of opposition to such activity.

35.4 The CCSNH agrees that neither it nor any of its Trustees, officers, agents, or employees shall



engage in any lockouts or other forms of job action that have been declared unlawful for the life of this Agreement or any written extension thereof.

### **Article 36** ***NOTICES***

36.1 Notice to Association: Whenever a written legal notice is required to be given by the CCSNH to the Association, such notice shall be given to the state organization of the State Employees Association of New Hampshire, Inc., with offices in Concord, New Hampshire.

36.2 Notice to CCSNH: Whenever written legal notice is required to be given by the Association to the CCSNH such notice shall be given to the Human Resources Director at the CCSNH System Office.

### **Article 37** ***WAIVER***

37.1 Waiver by either Party of the other's non-performance or violations of any term or condition of this Agreement shall not constitute a waiver of any other non-performance or violation of any other term or conditions of this Agreement, or of the same non-performance or violation in the future.

### **Article 38** ***SEPARABILITY***

38.1 In the event that any provisions of this Agreement at any time after execution shall be declared to be invalid by any court of competent jurisdiction, or abrogated by law, such decision or law shall not invalidate the entire Agreement, it being the expressed intention of the Parties hereto that all other provisions not thereby invalidated remain in full force and effect.

### **Article 39** ***DURATION***

39.1 This agreement as executed by the Parties shall continue in full force and effect from [the date of signing] until midnight September 30, 2021, or until such time as a new Agreement is executed.

39.2 All provisions, economic and non-economic, of this Agreement will remain in full effect until the conclusion of any renegotiation of this Agreement and subsequent ratification by the membership of the Association and the CCSNH Board of Trustees.

39.3 The CCSNH and the Association shall have the right to reopen negotiations on any article of this Agreement upon mutual agreement.

39.4 Renegotiation of this Agreement will be effected by written notice by one Party to the other not later than October 15 or earlier by mutual agreement. Negotiations shall commence within fifteen (15) calendar days after the receipt of such notice.

39.5 The Procedures of Impasse will be followed in accordance with RSA 273-A:12.


IN WITNESS WHEREOF, the Parties hereto by their authorized representatives have executed this contract on the 7<sup>th</sup> day of February.



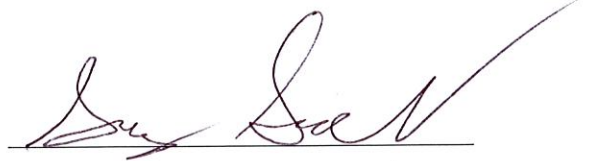
Jeremy Hitchcock, Chair  
CCSNH Board of Trustees



Richard Gulla, President  
State Employees' Association of  
SEIU Local 1984



Dr. Ross Gittell  
Chancellor



Gary Snyder, SEA Chief Negotiator

CCSNH Negotiating Committee

Larissa Baia  
Jeannie DiBella  
Michael Fischer  
Lucille Jordan  
Susan Makee  
Melanie Robbins  
Sara Sawyer  
Joseph P. McConnell, Chief Negotiator

SEA Negotiating Committee

Jim Allen  
Robert Bowen  
Rebecca Clerkin  
Chris Crowley  
Steve Derosier  
Francie Firmani  
Mark McGrath  
Toni Theberge  
Gary Snyder, Chief Negotiator

## APPENDICES

- Appendix A: List of PAT, & Operating Staff Classifications
- Appendix B: CCSNH Wage Schedules Effective 01-03-2020: A000; A130; A180; A216; & A234  
CCSNH Wage Schedules Effective 07-31-2020: A000; A130; A180; A216; & A234
- Appendix C: CCSNH – Dental Plan Summary
- Appendix D: CCSNH – Medical Insurance Plan Summary
- Appendix E: Same-Sex Domestic Partner Benefits Eligibility
- Appendix F: Bonus Leave Earned Prior to July 1, 1995
- Appendix G: Memorandum of Understanding – Medical and Dental Coverage for Married CCSNH Employees
- Appendix H: Contract Modification Agreement between CCSNH and SEA, SEIU Local 1984
- Appendix I: Employee Appointed to the CCSNH Board of Trustees

## Appendix A

### List of Position Classifications by Employment Category

The following is a list of CCSNH job classifications grouped employment category (i.e. PAT, & Operating Staff). The determination exempt or non-exempt status for purposes of overtime compensation is also designated for each job classification.

<b>I. PAT</b>		
<b>Classification Title</b>	<b>Salary Grade</b>	<b>Exempt/Non-Exempt Status</b>
Administrator I	27	Exempt
Administrator II	29	Exempt
Administrator III	31	Exempt
Administrator IV	33	Exempt
Business Administrator II	24	Exempt
Business Administrator III	27	Exempt
Business Administrator IV	29	Exempt
Business Systems Analyst I	28	Exempt
CC Residence Director	14	Exempt
Data Base Administrator	30	Exempt
Director of Library Services	24	Exempt
Educational Consultant I	26	Exempt
Educational Consultant II	27	Exempt
Educational Consultant III	28	Exempt
Financial Aid Officer	25	Exempt
I/C Counselor I	21	Exempt
I/C Counselor II	23	Exempt
Librarian I	18	Exempt
Librarian II	21	Exempt
Librarian III	25	Exempt
Nursing Coordinator	27	Exempt
Plant Maintenance Engineer IV	24	Exempt
Plant Maintenance Engineer V	30	Exempt
Programs Information Officer	23	Exempt
Program Specialist III	23	Exempt
Program Specialist IV	25	Exempt
Registrar	21	Exempt
Supervisor III	23	Exempt
Supervisor IV	25	Exempt
Supervisor V	26	Exempt
Sys. Development Specialist IV	26	Exempt
Sys. Development Specialist V	28	Exempt
Sys. Development Specialist VI	30	Exempt
Teacher	14	Exempt
Technical Support Specialist IV	27	Exempt
Technical Support Specialist V	29	Exempt
Tech. Deployment Ctr. Mgr.	29	Exempt

<b>2. Operating Staff</b>		
<b>Classification Title</b>	<b>Salary Grade</b>	<b>Exempt/Non-Exempt Status</b>
Account Clerk II	07	Non-Exempt
Account Clerk III	09	Non-Exempt
Accountant I	16	Non-Exempt
Accountant II	18	Non-Exempt
Accountant III	21	Non-Exempt
Accounting Technician	12	Non-Exempt
Administrative Assistant I	16	Non-Exempt
Administrative Assistant II	19	Non-Exempt
Administrative Secretary	14	Non-Exempt
Assistant Chief Security Officer	14	Non-Exempt
Asst. Supt. of Grounds	16	Non-Exempt
Audio Visual Specialist	17	Non-Exempt
Bldg. & Grounds Utility Person	08	Non-Exempt
Building Maintenance Supervisor	15	Non-Exempt
Building Service Worker I	03	Non-Exempt
Building Service Worker II	05	Non-Exempt
Building Service Worker III	08	Non-Exempt
Building Services Supervisor	11	Non-Exempt
Business Administrator I	21	Non-Exempt
Carpenter I	12	Non-Exempt
Carpenter II	14	Non-Exempt
Cashier	09	Non-Exempt
Chief Security Officer	16	Non-Exempt
Clerk I	02	Non-Exempt
Clerk II	05	Non-Exempt
Clerk III	08	Non-Exempt
Clerk IV	12	Non-Exempt
Cook I	07	Non-Exempt
Cook II	09	Non-Exempt
Electrician Supervisor I	16	Non-Exempt
Executive Secretary	11	Non-Exempt
Food Service Worker I	03	Non-Exempt
Food Service Worker II	05	Non-Exempt
Informational Representative I	18	Non-Exempt
Internal Auditor I	19	Non-Exempt
Journeyman Electrician	14	Non-Exempt
Laboratory Assistant I	09	Non-Exempt
Laboratory Assistant II	12	Non-Exempt
Laboratory Assistant III	14	Non-Exempt
Laboratory Helper	05	Non-Exempt
Laborer	05	Non-Exempt

<b>2. Operating Staff (cont.)</b>		
<b>Classification Title</b>	<b>Salary Grade</b>	<b>Exempt/Non-Exempt Status</b>
Library Aide	06	Non-Exempt
Library Assistant I	04	Non-Exempt
Library Assistant II	08	Non-Exempt
Library Associate I	14	Non-Exempt
Library Technician I	11	Non-Exempt
Library Technician II	13	Non-Exempt
Licensed Practical Nurse I	16	Non-Exempt
Maintenance Assistant	10	Non-Exempt
Maintenance Mechanic I	08	Non-Exempt
Maintenance Mechanic II	12	Non-Exempt
Maintenance Mechanic Foreman	15	Non-Exempt
Media Generalist	17	Non-Exempt
Painter	11	Non-Exempt
Plant Maintenance Engineer I	17	Non-Exempt
Plant Maintenance Engineer II	19	Non-Exempt
Plant Maintenance Engineer III	21	Non-Exempt
Plumber	14	Non-Exempt
Program Assistant I	12	Non-Exempt
Program Assistant II	15	Non-Exempt
Program Planner I	19	Non-Exempt
Program Planner II	21	Non-Exempt
Program Specialist I	19	Non-Exempt
Program Specialist II	21	Non-Exempt
Purchasing Assistant	12	Non-Exempt
Secretary I	07	Non-Exempt
Secretary II	09	Non-Exempt
Secretary Typist I	06	Non-Exempt
Secretary Typist II	08	Non-Exempt
Security Officer	12	Non-Exempt
Senior Accounting Technician	14	Non-Exempt
Statistician II	19	Non-Exempt
Stock Clerk II	08	Non-Exempt
Stock Clerk III	11	Non-Exempt
Stock Control Supervisor	12	Non-Exempt
Supervisor I	19	Non-Exempt
Supervisor II	21	Non-Exempt
Sys. Development Specialist I	18	Non-Exempt
Sys. Development Specialist II	21	Non-Exempt
Sys. Development Specialist III	23	Non-Exempt
Teacher Aide	08	Non-Exempt
Teacher Assistant	11	Non-Exempt
Technical Support Specialist I	17	Non-Exempt
Technical Support Specialist II	21	Non-Exempt
Technical Support Specialist III	25	Non-Exempt
Telephone Operator	07	Non-Exempt

## Appendix B

### CCSNH Wage Schedules

A000 - 37.5 hours per week

A130 - 40.0 hours per week

A180 - 10 month 180 Day Academic Staff

A234 - 12 month (Year-Round) Academic Staff

Community College System of NH  
Wage Schedule A000 (37.5 Hours Per Week)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01	ANNUAL	\$24,644.62	\$25,204.40	\$25,823.98	\$26,463.58	\$27,142.96	\$27,862.64	\$28,522.26	\$29,201.90	\$29,941.34
	BI-WEEKLY	\$947.87	\$969.40	\$993.23	\$1,017.83	\$1,043.96	\$1,071.64	\$1,097.01	\$1,123.15	\$1,151.59
	HOURLY	\$12.6383	\$12.9253	\$13.2430	\$13.5710	\$13.9195	\$14.2885	\$14.6268	\$14.9753	\$15.3545
02	ANNUAL	\$25,204.40	\$25,823.98	\$26,463.58	\$27,142.96	\$27,862.64	\$28,522.26	\$29,201.90	\$29,941.34	\$30,740.84
	BI-WEEKLY	\$969.40	\$993.23	\$1,017.83	\$1,043.96	\$1,071.64	\$1,097.01	\$1,123.15	\$1,151.59	\$1,182.34
	HOURLY	\$12.9253	\$13.2430	\$13.5710	\$13.9195	\$14.2885	\$14.6268	\$14.9753	\$15.3545	\$15.7645
03	ANNUAL	\$25,823.98	\$26,463.58	\$27,142.96	\$27,862.64	\$28,522.26	\$29,201.90	\$29,941.34	\$30,740.84	\$32,619.60
	BI-WEEKLY	\$993.23	\$1,017.83	\$1,043.96	\$1,071.64	\$1,097.01	\$1,123.15	\$1,151.59	\$1,182.34	\$1,254.60
	HOURLY	\$13.2430	\$13.5710	\$13.9195	\$14.2885	\$14.6268	\$14.9753	\$15.3545	\$15.7645	\$16.7280
04	ANNUAL	\$26,463.58	\$27,142.96	\$27,862.64	\$28,522.26	\$29,201.90	\$29,941.34	\$30,740.84	\$32,619.60	\$33,719.14
	BI-WEEKLY	\$1,017.83	\$1,043.96	\$1,071.64	\$1,097.01	\$1,123.15	\$1,151.59	\$1,182.34	\$1,254.60	\$1,296.89
	HOURLY	\$13.5710	\$13.9195	\$14.2885	\$14.6268	\$14.9753	\$15.3545	\$15.7645	\$16.7280	\$17.2918
05	ANNUAL	\$27,142.96	\$27,862.64	\$28,522.26	\$29,201.90	\$29,941.34	\$30,740.84	\$32,619.60	\$33,719.14	\$34,838.44
	BI-WEEKLY	\$1,043.96	\$1,071.64	\$1,097.01	\$1,123.15	\$1,151.59	\$1,182.34	\$1,254.60	\$1,296.89	\$1,339.94
	HOURLY	\$13.9195	\$14.2885	\$14.6268	\$14.9753	\$15.3545	\$15.7645	\$16.7280	\$17.2918	\$17.8658
06	ANNUAL	\$27,862.64	\$28,522.26	\$29,201.90	\$29,941.34	\$30,740.84	\$32,619.60	\$33,719.14	\$34,838.44	\$36,137.40
	BI-WEEKLY	\$1,071.64	\$1,097.01	\$1,123.15	\$1,151.59	\$1,182.34	\$1,254.60	\$1,296.89	\$1,339.94	\$1,389.90
	HOURLY	\$14.2885	\$14.6268	\$14.9753	\$15.3545	\$15.7645	\$16.7280	\$17.2918	\$17.8658	\$18.5320
07	ANNUAL	\$28,522.26	\$29,421.60	\$30,461.08	\$31,520.32	\$32,619.60	\$33,719.14	\$34,838.44	\$36,137.40	\$37,356.80
	BI-WEEKLY	\$1,097.01	\$1,131.60	\$1,171.58	\$1,212.32	\$1,254.60	\$1,296.89	\$1,339.94	\$1,389.90	\$1,436.80
	HOURLY	\$14.6268	\$15.0880	\$15.6210	\$16.1643	\$16.7280	\$17.2918	\$17.8658	\$18.5320	\$19.1573
08	ANNUAL	\$29,421.60	\$30,461.08	\$31,520.32	\$32,619.60	\$33,719.14	\$34,838.44	\$36,137.40	\$37,356.80	\$38,695.80
	BI-WEEKLY	\$1,131.60	\$1,171.58	\$1,212.32	\$1,254.60	\$1,296.89	\$1,339.94	\$1,389.90	\$1,436.80	\$1,488.30
	HOURLY	\$15.0880	\$15.6210	\$16.1643	\$16.7280	\$17.2918	\$17.8658	\$18.5320	\$19.1573	\$19.8440
09	ANNUAL	\$30,461.08	\$31,520.32	\$32,619.60	\$33,719.14	\$34,838.44	\$36,137.40	\$37,356.80	\$38,695.80	\$40,075.10
	BI-WEEKLY	\$1,171.58	\$1,212.32	\$1,254.60	\$1,296.89	\$1,339.94	\$1,389.90	\$1,436.80	\$1,488.30	\$1,541.35
	HOURLY	\$15.6210	\$16.1643	\$16.7280	\$17.2918	\$17.8658	\$18.5320	\$19.1573	\$19.8440	\$20.5513



Community College System of NH  
Wage Schedule A000 (37.5 Hours Per Week)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
10	ANNUAL	\$31,520.32	\$32,619.60	\$33,719.14	\$34,838.44	\$36,137.40	\$37,356.80	\$38,695.80	\$40,075.10	\$41,574.00
	BI-WEEKLY	\$1,212.32	\$1,254.60	\$1,296.89	\$1,339.94	\$1,389.90	\$1,436.80	\$1,488.30	\$1,541.35	\$1,599.00
	HOURLY	\$16.1643	\$16.7280	\$17.2918	\$17.8658	\$18.5320	\$19.1573	\$19.8440	\$20.5513	\$21.3200
11	ANNUAL	\$32,619.60	\$33,719.14	\$34,838.44	\$36,137.40	\$37,356.80	\$38,695.80	\$40,075.10	\$41,574.00	\$43,273.10
	BI-WEEKLY	\$1,254.60	\$1,296.89	\$1,339.94	\$1,389.90	\$1,436.80	\$1,488.30	\$1,541.35	\$1,599.00	\$1,664.35
	HOURLY	\$16.7280	\$17.2918	\$17.8658	\$18.5320	\$19.1573	\$19.8440	\$20.5513	\$21.3200	\$22.1913
12	ANNUAL	\$33,719.14	\$34,838.44	\$36,137.40	\$37,356.80	\$38,695.80	\$40,075.10	\$41,574.00	\$43,273.10	\$44,891.86
	BI-WEEKLY	\$1,296.89	\$1,339.94	\$1,389.90	\$1,436.80	\$1,488.30	\$1,541.35	\$1,599.00	\$1,664.35	\$1,726.61
	HOURLY	\$17.2918	\$17.8658	\$18.5320	\$19.1573	\$19.8440	\$20.5513	\$21.3200	\$22.1913	\$23.0215
13	ANNUAL	\$34,838.44	\$36,137.40	\$37,356.80	\$38,695.80	\$40,075.10	\$41,574.00	\$43,273.10	\$44,891.86	\$46,690.80
	BI-WEEKLY	\$1,339.94	\$1,389.90	\$1,436.80	\$1,488.30	\$1,541.35	\$1,599.00	\$1,664.35	\$1,726.61	\$1,795.80
	HOURLY	\$17.8658	\$18.5320	\$19.1573	\$19.8440	\$20.5513	\$21.3200	\$22.1913	\$23.0215	\$23.9440
14	ANNUAL	\$36,137.40	\$37,356.80	\$38,695.80	\$40,075.10	\$41,574.00	\$43,273.10	\$44,891.86	\$46,690.80	\$48,469.72
	BI-WEEKLY	\$1,389.90	\$1,436.80	\$1,488.30	\$1,541.35	\$1,599.00	\$1,664.35	\$1,726.61	\$1,795.80	\$1,864.22
	HOURLY	\$18.5320	\$19.1573	\$19.8440	\$20.5513	\$21.3200	\$22.1913	\$23.0215	\$23.9440	\$24.8563
15	ANNUAL	\$37,356.80	\$38,815.66	\$40,254.76	\$41,753.92	\$43,273.10	\$44,891.86	\$46,690.80	\$48,469.72	\$50,408.54
	BI-WEEKLY	\$1,436.80	\$1,492.91	\$1,548.26	\$1,605.92	\$1,664.35	\$1,726.61	\$1,795.80	\$1,864.22	\$1,938.79
	HOURLY	\$19.1573	\$19.9055	\$20.6435	\$21.4123	\$22.1913	\$23.0215	\$23.9440	\$24.8563	\$25.8505
16	ANNUAL	\$38,815.66	\$40,254.76	\$41,753.92	\$43,273.10	\$44,891.86	\$46,690.80	\$48,469.72	\$50,408.54	\$52,307.32
	BI-WEEKLY	\$1,492.91	\$1,548.26	\$1,605.92	\$1,664.35	\$1,726.61	\$1,795.80	\$1,864.22	\$1,938.79	\$2,011.82
	HOURLY	\$19.9055	\$20.6435	\$21.4123	\$22.1913	\$23.0215	\$23.9440	\$24.8563	\$25.8505	\$26.8243
17	ANNUAL	\$40,254.76	\$41,753.92	\$43,273.10	\$44,891.86	\$46,690.80	\$48,469.72	\$50,408.54	\$52,307.32	\$54,366.00
	BI-WEEKLY	\$1,548.26	\$1,605.92	\$1,664.35	\$1,726.61	\$1,795.80	\$1,864.22	\$1,938.79	\$2,011.82	\$2,091.00
	HOURLY	\$20.6435	\$21.4123	\$22.1913	\$23.0215	\$23.9440	\$24.8563	\$25.8505	\$26.8243	\$27.8800
18	ANNUAL	\$41,753.92	\$43,273.10	\$44,891.86	\$46,690.80	\$48,469.72	\$50,408.54	\$52,307.32	\$54,366.00	\$56,524.78
	BI-WEEKLY	\$1,605.92	\$1,664.35	\$1,726.61	\$1,795.80	\$1,864.22	\$1,938.79	\$2,011.82	\$2,091.00	\$2,174.03
	HOURLY	\$21.4123	\$22.1913	\$23.0215	\$23.9440	\$24.8563	\$25.8505	\$26.8243	\$27.8800	\$28.9870

Community College System of NH  
Wage Schedule A000 (37.5 Hours Per Week)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
19	ANNUAL	\$43,273.10	\$44,891.86	\$46,690.80	\$48,469.72	\$50,408.54	\$52,307.32	\$54,366.00	\$56,524.78	\$59,223.06
	BI-WEEKLY	\$1,664.35	\$1,726.61	\$1,795.80	\$1,864.22	\$1,938.79	\$2,011.82	\$2,091.00	\$2,174.03	\$2,277.81
	HOURLY	\$22.1913	\$23.0215	\$23.9440	\$24.8563	\$25.8505	\$26.8243	\$27.8800	\$28.9870	\$30.3708
20	ANNUAL	\$44,891.86	\$46,690.80	\$48,469.72	\$50,408.54	\$52,307.32	\$54,366.00	\$56,524.78	\$59,223.06	\$61,701.64
	BI-WEEKLY	\$1,726.61	\$1,795.80	\$1,864.22	\$1,938.79	\$2,011.82	\$2,091.00	\$2,174.03	\$2,277.81	\$2,373.14
	HOURLY	\$23.0215	\$23.9440	\$24.8563	\$25.8505	\$26.8243	\$27.8800	\$28.9870	\$30.3708	\$31.6418
21	ANNUAL	\$46,690.80	\$48,469.72	\$50,408.54	\$52,307.32	\$54,366.00	\$56,524.78	\$59,223.06	\$61,701.64	\$64,260.04
	BI-WEEKLY	\$1,795.80	\$1,864.22	\$1,938.79	\$2,011.82	\$2,091.00	\$2,174.03	\$2,277.81	\$2,373.14	\$2,471.54
	HOURLY	\$23.9440	\$24.8563	\$25.8505	\$26.8243	\$27.8800	\$28.9870	\$30.3708	\$31.6418	\$32.9538
22	ANNUAL	\$48,469.72	\$50,408.54	\$52,307.32	\$54,366.00	\$56,524.78	\$59,223.06	\$61,701.64	\$64,260.04	\$66,958.06
	BI-WEEKLY	\$1,864.22	\$1,938.79	\$2,011.82	\$2,091.00	\$2,174.03	\$2,277.81	\$2,373.14	\$2,471.54	\$2,575.31
	HOURLY	\$24.8563	\$25.8505	\$26.8243	\$27.8800	\$28.9870	\$30.3708	\$31.6418	\$32.9538	\$34.3375
23	ANNUAL	\$50,408.54	\$52,427.44	\$54,626.00	\$56,884.36	\$59,223.06	\$61,701.64	\$64,260.04	\$66,958.06	\$69,756.44
	BI-WEEKLY	\$1,938.79	\$2,016.44	\$2,101.00	\$2,187.86	\$2,277.81	\$2,373.14	\$2,471.54	\$2,575.31	\$2,682.94
	HOURLY	\$25.8505	\$26.8858	\$28.0133	\$29.1715	\$30.3708	\$31.6418	\$32.9538	\$34.3375	\$35.7725
24	ANNUAL	\$52,427.44	\$54,626.00	\$56,884.36	\$59,223.06	\$61,701.64	\$64,260.04	\$66,958.06	\$69,756.44	\$72,774.52
	BI-WEEKLY	\$2,016.44	\$2,101.00	\$2,187.86	\$2,277.81	\$2,373.14	\$2,471.54	\$2,575.31	\$2,682.94	\$2,799.02
	HOURLY	\$26.8858	\$28.0133	\$29.1715	\$30.3708	\$31.6418	\$32.9538	\$34.3375	\$35.7725	\$37.3203
25	ANNUAL	\$54,626.00	\$56,884.36	\$59,223.06	\$61,701.64	\$64,260.04	\$66,958.06	\$69,756.44	\$72,774.52	\$75,772.84
	BI-WEEKLY	\$2,101.00	\$2,187.86	\$2,277.81	\$2,373.14	\$2,471.54	\$2,575.31	\$2,682.94	\$2,799.02	\$2,914.34
	HOURLY	\$28.0133	\$29.1715	\$30.3708	\$31.6418	\$32.9538	\$34.3375	\$35.7725	\$37.3203	\$38.8578
26	ANNUAL	\$56,884.36	\$59,223.06	\$61,701.64	\$64,260.04	\$66,958.06	\$69,756.44	\$72,774.52	\$75,772.84	\$79,010.62
	BI-WEEKLY	\$2,187.86	\$2,277.81	\$2,373.14	\$2,471.54	\$2,575.31	\$2,682.94	\$2,799.02	\$2,914.34	\$3,038.87
	HOURLY	\$29.1715	\$30.3708	\$31.6418	\$32.9538	\$34.3375	\$35.7725	\$37.3203	\$38.8578	\$40.5183
27	ANNUAL	\$59,223.06	\$61,701.64	\$64,260.04	\$66,958.06	\$69,756.44	\$72,774.52	\$75,772.84	\$79,010.62	\$83,088.20
	BI-WEEKLY	\$2,277.81	\$2,373.14	\$2,471.54	\$2,575.31	\$2,682.94	\$2,799.02	\$2,914.34	\$3,038.87	\$3,195.70
	HOURLY	\$30.3708	\$31.6418	\$32.9538	\$34.3375	\$35.7725	\$37.3203	\$38.8578	\$40.5183	\$42.6093

Community College System of NH  
Wage Schedule A000 (37.5 Hours Per Week)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
28	ANNUAL	\$61,701.64	\$64,260.04	\$66,958.06	\$69,756.44	\$72,774.52	\$75,772.84	\$79,010.62	\$83,088.20	\$86,885.76
	BI-WEEKLY	\$2,373.14	\$2,471.54	\$2,575.31	\$2,682.94	\$2,799.02	\$2,914.34	\$3,038.87	\$3,195.70	\$3,341.76
	HOURLY	\$31.6418	\$32.9538	\$34.3375	\$35.7725	\$37.3203	\$38.8578	\$40.5183	\$42.6093	\$44.5568
29	ANNUAL	\$64,260.04	\$66,958.06	\$69,756.44	\$72,774.52	\$75,772.84	\$79,010.62	\$83,088.20	\$86,885.76	\$90,703.34
	BI-WEEKLY	\$2,471.54	\$2,575.31	\$2,682.94	\$2,799.02	\$2,914.34	\$3,038.87	\$3,195.70	\$3,341.76	\$3,488.59
	HOURLY	\$32.9538	\$34.3375	\$35.7725	\$37.3203	\$38.8578	\$40.5183	\$42.6093	\$44.5568	\$46.5145
30	ANNUAL	\$66,958.06	\$69,756.44	\$72,774.52	\$75,772.84	\$79,010.62	\$83,088.20	\$86,885.76	\$90,703.34	\$94,820.70
	BI-WEEKLY	\$2,575.31	\$2,682.94	\$2,799.02	\$2,914.34	\$3,038.87	\$3,195.70	\$3,341.76	\$3,488.59	\$3,646.95
	HOURLY	\$34.3375	\$35.7725	\$37.3203	\$38.8578	\$40.5183	\$42.6093	\$44.5568	\$46.5145	\$48.6260
31	ANNUAL	\$69,756.44	\$72,914.40	\$76,172.46	\$79,490.32	\$83,088.20	\$86,885.76	\$90,703.34	\$94,820.70	\$98,958.34
	BI-WEEKLY	\$2,682.94	\$2,804.40	\$2,929.71	\$3,057.32	\$3,195.70	\$3,341.76	\$3,488.59	\$3,646.95	\$3,806.09
	HOURLY	\$35.7725	\$37.3920	\$39.0628	\$40.7643	\$42.6093	\$44.5568	\$46.5145	\$48.6260	\$50.7478
32	ANNUAL	\$72,914.40	\$76,172.46	\$79,490.32	\$83,088.20	\$86,885.76	\$90,703.34	\$94,820.70	\$98,958.34	\$103,115.74
	BI-WEEKLY	\$2,804.40	\$2,929.71	\$3,057.32	\$3,195.70	\$3,341.76	\$3,488.59	\$3,646.95	\$3,806.09	\$3,965.99
	HOURLY	\$37.3920	\$39.0628	\$40.7643	\$42.6093	\$44.5568	\$46.5145	\$48.6260	\$50.7478	\$52.8798
33	ANNUAL	\$76,172.46	\$79,490.32	\$83,088.20	\$86,885.76	\$90,703.34	\$94,820.70	\$98,958.34	\$103,115.74	\$107,213.08
	BI-WEEKLY	\$2,929.71	\$3,057.32	\$3,195.70	\$3,341.76	\$3,488.59	\$3,646.95	\$3,806.09	\$3,965.99	\$4,123.58
	HOURLY	\$39.0628	\$40.7643	\$42.6093	\$44.5568	\$46.5145	\$48.6260	\$50.7478	\$52.8798	\$54.9810
34	ANNUAL	\$79,490.32	\$83,088.20	\$86,885.76	\$90,703.34	\$94,820.70	\$98,958.34	\$103,115.74	\$107,213.08	\$111,350.46
	BI-WEEKLY	\$3,057.32	\$3,195.70	\$3,341.76	\$3,488.59	\$3,646.95	\$3,806.09	\$3,965.99	\$4,123.58	\$4,282.71
	HOURLY	\$40.7643	\$42.6093	\$44.5568	\$46.5145	\$48.6260	\$50.7478	\$52.8798	\$54.9810	\$57.1028
35	ANNUAL	\$83,088.20	\$86,885.76	\$90,703.34	\$94,820.70	\$98,958.34	\$103,115.74	\$107,213.08	\$111,350.46	\$115,727.56
	BI-WEEKLY	\$3,195.70	\$3,341.76	\$3,488.59	\$3,646.95	\$3,806.09	\$3,965.99	\$4,123.58	\$4,282.71	\$4,451.06
	HOURLY	\$42.6093	\$44.5568	\$46.5145	\$48.6260	\$50.7478	\$52.8798	\$54.9810	\$57.1028	\$59.3475

Community College System of NH  
Wage Schedule A130 (40 Hours Per Week)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01	ANNUAL	\$26,287.56	\$26,884.52	\$27,545.44	\$28,227.68	\$28,952.56	\$29,720.08	\$30,423.64	\$31,148.52	\$31,937.36
	BI-WEEKLY	\$1,011.06	\$1,034.02	\$1,059.44	\$1,085.68	\$1,113.56	\$1,143.08	\$1,170.14	\$1,198.02	\$1,228.36
	HOURLY	\$12.6383	\$12.9253	\$13.2430	\$13.5710	\$13.9195	\$14.2885	\$14.6268	\$14.9753	\$15.3545
02	ANNUAL	\$26,884.52	\$27,545.44	\$28,227.68	\$28,952.56	\$29,720.08	\$30,423.64	\$31,148.52	\$31,937.36	\$32,790.16
	BI-WEEKLY	\$1,034.02	\$1,059.44	\$1,085.68	\$1,113.56	\$1,143.08	\$1,170.14	\$1,198.02	\$1,228.36	\$1,261.16
	HOURLY	\$12.9253	\$13.2430	\$13.5710	\$13.9195	\$14.2885	\$14.6268	\$14.9753	\$15.3545	\$15.7645
03	ANNUAL	\$27,545.44	\$28,227.68	\$28,952.56	\$29,720.08	\$30,423.64	\$31,148.52	\$31,937.36	\$32,790.16	\$34,794.24
	BI-WEEKLY	\$1,059.44	\$1,085.68	\$1,113.56	\$1,143.08	\$1,170.14	\$1,198.02	\$1,228.36	\$1,261.16	\$1,338.24
	HOURLY	\$13.2430	\$13.5710	\$13.9195	\$14.2885	\$14.6268	\$14.9753	\$15.3545	\$15.7645	\$16.7280
04	ANNUAL	\$28,227.68	\$28,952.56	\$29,720.08	\$30,423.64	\$31,148.52	\$31,937.36	\$32,790.16	\$34,794.24	\$35,966.84
	BI-WEEKLY	\$1,085.68	\$1,113.56	\$1,143.08	\$1,170.14	\$1,198.02	\$1,228.36	\$1,261.16	\$1,338.24	\$1,383.34
	HOURLY	\$13.5710	\$13.9195	\$14.2885	\$14.6268	\$14.9753	\$15.3545	\$15.7645	\$16.7280	\$17.2918
05	ANNUAL	\$28,952.56	\$29,720.08	\$30,423.64	\$31,148.52	\$31,937.36	\$32,790.16	\$34,794.24	\$35,966.84	\$37,160.76
	BI-WEEKLY	\$1,113.56	\$1,143.08	\$1,170.14	\$1,198.02	\$1,228.36	\$1,261.16	\$1,338.24	\$1,383.34	\$1,429.26
	HOURLY	\$13.9195	\$14.2885	\$14.6268	\$14.9753	\$15.3545	\$15.7645	\$16.7280	\$17.2918	\$17.8658
06	ANNUAL	\$29,720.08	\$30,423.64	\$31,148.52	\$31,937.36	\$32,790.16	\$34,794.24	\$35,966.84	\$37,160.76	\$38,546.56
	BI-WEEKLY	\$1,143.08	\$1,170.14	\$1,198.02	\$1,228.36	\$1,261.16	\$1,338.24	\$1,383.34	\$1,429.26	\$1,482.56
	HOURLY	\$14.2885	\$14.6268	\$14.9753	\$15.3545	\$15.7645	\$16.7280	\$17.2918	\$17.8658	\$18.5320
07	ANNUAL	\$30,423.64	\$31,383.04	\$32,491.68	\$33,621.64	\$34,794.24	\$35,966.84	\$37,160.76	\$38,546.56	\$39,847.08
	BI-WEEKLY	\$1,170.14	\$1,207.04	\$1,249.68	\$1,293.14	\$1,338.24	\$1,383.34	\$1,429.26	\$1,482.56	\$1,532.58
	HOURLY	\$14.6268	\$15.0880	\$15.6210	\$16.1643	\$16.7280	\$17.2918	\$17.8658	\$18.5320	\$19.1573
08	ANNUAL	\$31,383.04	\$32,491.68	\$33,621.64	\$34,794.24	\$35,966.84	\$37,160.76	\$38,546.56	\$39,847.08	\$41,275.52
	BI-WEEKLY	\$1,207.04	\$1,249.68	\$1,293.14	\$1,338.24	\$1,383.34	\$1,429.26	\$1,482.56	\$1,532.58	\$1,587.52
	HOURLY	\$15.0880	\$15.6210	\$16.1643	\$16.7280	\$17.2918	\$17.8658	\$18.5320	\$19.1573	\$19.8440
09	ANNUAL	\$32,491.68	\$33,621.64	\$34,794.24	\$35,966.84	\$37,160.76	\$38,546.56	\$39,847.08	\$41,275.52	\$42,746.60
	BI-WEEKLY	\$1,249.68	\$1,293.14	\$1,338.24	\$1,383.34	\$1,429.26	\$1,482.56	\$1,532.58	\$1,587.52	\$1,644.10
	HOURLY	\$15.6210	\$16.1643	\$16.7280	\$17.2918	\$17.8658	\$18.5320	\$19.1573	\$19.8440	\$20.5513

Community College System of NH  
Wage Schedule A130 (40 Hours Per Week)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
10	ANNUAL	\$33,621.64	\$34,794.24	\$35,966.84	\$37,160.76	\$38,546.56	\$39,847.08	\$41,275.52	\$42,746.60	\$44,345.60
	BI-WEEKLY	\$1,293.14	\$1,338.24	\$1,383.34	\$1,429.26	\$1,482.56	\$1,532.58	\$1,587.52	\$1,644.10	\$1,705.60
	HOURLY	\$16.1643	\$16.7280	\$17.2918	\$17.8658	\$18.5320	\$19.1573	\$19.8440	\$20.5513	\$21.3200
11	ANNUAL	\$34,794.24	\$35,966.84	\$37,160.76	\$38,546.56	\$39,847.08	\$41,275.52	\$42,746.60	\$44,345.60	\$46,157.80
	BI-WEEKLY	\$1,338.24	\$1,383.34	\$1,429.26	\$1,482.56	\$1,532.58	\$1,587.52	\$1,644.10	\$1,705.60	\$1,775.30
	HOURLY	\$16.7280	\$17.2918	\$17.8658	\$18.5320	\$19.1573	\$19.8440	\$20.5513	\$21.3200	\$22.1913
12	ANNUAL	\$35,966.84	\$37,160.76	\$38,546.56	\$39,847.08	\$41,275.52	\$42,746.60	\$44,345.60	\$46,157.80	\$47,884.72
	BI-WEEKLY	\$1,383.34	\$1,429.26	\$1,482.56	\$1,532.58	\$1,587.52	\$1,644.10	\$1,705.60	\$1,775.30	\$1,841.72
	HOURLY	\$17.2918	\$17.8658	\$18.5320	\$19.1573	\$19.8440	\$20.5513	\$21.3200	\$22.1913	\$23.0215
13	ANNUAL	\$37,160.76	\$38,546.56	\$39,847.08	\$41,275.52	\$42,746.60	\$44,345.60	\$46,157.80	\$47,884.72	\$49,803.52
	BI-WEEKLY	\$1,429.26	\$1,482.56	\$1,532.58	\$1,587.52	\$1,644.10	\$1,705.60	\$1,775.30	\$1,841.72	\$1,915.52
	HOURLY	\$17.8658	\$18.5320	\$19.1573	\$19.8440	\$20.5513	\$21.3200	\$22.1913	\$23.0215	\$23.9440
14	ANNUAL	\$38,546.56	\$39,847.08	\$41,275.52	\$42,746.60	\$44,345.60	\$46,157.80	\$47,884.72	\$49,803.52	\$51,701.00
	BI-WEEKLY	\$1,482.56	\$1,532.58	\$1,587.52	\$1,644.10	\$1,705.60	\$1,775.30	\$1,841.72	\$1,915.52	\$1,988.50
	HOURLY	\$18.5320	\$19.1573	\$19.8440	\$20.5513	\$21.3200	\$22.1913	\$23.0215	\$23.9440	\$24.8563
15	ANNUAL	\$39,847.08	\$41,403.44	\$42,938.48	\$44,537.48	\$46,157.80	\$47,884.72	\$49,803.52	\$51,701.00	\$53,769.04
	BI-WEEKLY	\$1,532.58	\$1,592.44	\$1,651.48	\$1,712.98	\$1,775.30	\$1,841.72	\$1,915.52	\$1,988.50	\$2,068.04
	HOURLY	\$19.1573	\$19.9055	\$20.6435	\$21.4123	\$22.1913	\$23.0215	\$23.9440	\$24.8563	\$25.8505
16	ANNUAL	\$41,403.44	\$42,938.48	\$44,537.48	\$46,157.80	\$47,884.72	\$49,803.52	\$51,701.00	\$53,769.04	\$55,794.44
	BI-WEEKLY	\$1,592.44	\$1,651.48	\$1,712.98	\$1,775.30	\$1,841.72	\$1,915.52	\$1,988.50	\$2,068.04	\$2,145.94
	HOURLY	\$19.9055	\$20.6435	\$21.4123	\$22.1913	\$23.0215	\$23.9440	\$24.8563	\$25.8505	\$26.8243
17	ANNUAL	\$42,938.48	\$44,537.48	\$46,157.80	\$47,884.72	\$49,803.52	\$51,701.00	\$53,769.04	\$55,794.44	\$57,990.40
	BI-WEEKLY	\$1,651.48	\$1,712.98	\$1,775.30	\$1,841.72	\$1,915.52	\$1,988.50	\$2,068.04	\$2,145.94	\$2,230.40
	HOURLY	\$20.6435	\$21.4123	\$22.1913	\$23.0215	\$23.9440	\$24.8563	\$25.8505	\$26.8243	\$27.8800
18	ANNUAL	\$44,537.48	\$46,157.80	\$47,884.72	\$49,803.52	\$51,701.00	\$53,769.04	\$55,794.44	\$57,990.40	\$60,292.96
	BI-WEEKLY	\$1,712.98	\$1,775.30	\$1,841.72	\$1,915.52	\$1,988.50	\$2,068.04	\$2,145.94	\$2,230.40	\$2,318.96
	HOURLY	\$21.4123	\$22.1913	\$23.0215	\$23.9440	\$24.8563	\$25.8505	\$26.8243	\$27.8800	\$28.9870

Community College System of NH  
Wage Schedule A130 (40 Hours Per Week)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
19	ANNUAL	\$46,157.80	\$47,884.72	\$49,803.52	\$51,701.00	\$53,769.04	\$55,794.44	\$57,990.40	\$60,292.96	\$63,171.16
	BI-WEEKLY	\$1,775.30	\$1,841.72	\$1,915.52	\$1,988.50	\$2,068.04	\$2,145.94	\$2,230.40	\$2,318.96	\$2,429.66
	HOURLY	\$22.1913	\$23.0215	\$23.9440	\$24.8563	\$25.8505	\$26.8243	\$27.8800	\$28.9870	\$30.3708
20	ANNUAL	\$47,884.72	\$49,803.52	\$51,701.00	\$53,769.04	\$55,794.44	\$57,990.40	\$60,292.96	\$63,171.16	\$65,814.84
	BI-WEEKLY	\$1,841.72	\$1,915.52	\$1,988.50	\$2,068.04	\$2,145.94	\$2,230.40	\$2,318.96	\$2,429.66	\$2,531.34
	HOURLY	\$23.0215	\$23.9440	\$24.8563	\$25.8505	\$26.8243	\$27.8800	\$28.9870	\$30.3708	\$31.6418
21	ANNUAL	\$49,803.52	\$51,701.00	\$53,769.04	\$55,794.44	\$57,990.40	\$60,292.96	\$63,171.16	\$65,814.84	\$68,543.80
	BI-WEEKLY	\$1,915.52	\$1,988.50	\$2,068.04	\$2,145.94	\$2,230.40	\$2,318.96	\$2,429.66	\$2,531.34	\$2,636.30
	HOURLY	\$23.9440	\$24.8563	\$25.8505	\$26.8243	\$27.8800	\$28.9870	\$30.3708	\$31.6418	\$32.9538
22	ANNUAL	\$51,701.00	\$53,769.04	\$55,794.44	\$57,990.40	\$60,292.96	\$63,171.16	\$65,814.84	\$68,543.80	\$71,422.00
	BI-WEEKLY	\$1,988.50	\$2,068.04	\$2,145.94	\$2,230.40	\$2,318.96	\$2,429.66	\$2,531.34	\$2,636.30	\$2,747.00
	HOURLY	\$24.8563	\$25.8505	\$26.8243	\$27.8800	\$28.9870	\$30.3708	\$31.6418	\$32.9538	\$34.3375
23	ANNUAL	\$53,769.04	\$55,922.36	\$58,267.56	\$60,676.72	\$63,171.16	\$65,814.84	\$68,543.80	\$71,422.00	\$74,406.80
	BI-WEEKLY	\$2,068.04	\$2,150.86	\$2,241.06	\$2,333.72	\$2,429.66	\$2,531.34	\$2,636.30	\$2,747.00	\$2,861.80
	HOURLY	\$25.8505	\$26.8858	\$28.0133	\$29.1715	\$30.3708	\$31.6418	\$32.9538	\$34.3375	\$35.7725
24	ANNUAL	\$55,922.36	\$58,267.56	\$60,676.72	\$63,171.16	\$65,814.84	\$68,543.80	\$71,422.00	\$74,406.80	\$77,626.12
	BI-WEEKLY	\$2,150.86	\$2,241.06	\$2,333.72	\$2,429.66	\$2,531.34	\$2,636.30	\$2,747.00	\$2,861.80	\$2,985.62
	HOURLY	\$26.8858	\$28.0133	\$29.1715	\$30.3708	\$31.6418	\$32.9538	\$34.3375	\$35.7725	\$37.3203
25	ANNUAL	\$58,267.56	\$60,676.72	\$63,171.16	\$65,814.84	\$68,543.80	\$71,422.00	\$74,406.80	\$77,626.12	\$80,824.12
	BI-WEEKLY	\$2,241.06	\$2,333.72	\$2,429.66	\$2,531.34	\$2,636.30	\$2,747.00	\$2,861.80	\$2,985.62	\$3,108.62
	HOURLY	\$28.0133	\$29.1715	\$30.3708	\$31.6418	\$32.9538	\$34.3375	\$35.7725	\$37.3203	\$38.8578
26	ANNUAL	\$60,676.72	\$63,171.16	\$65,814.84	\$68,543.80	\$71,422.00	\$74,406.80	\$77,626.12	\$80,824.12	\$84,277.96
	BI-WEEKLY	\$2,333.72	\$2,429.66	\$2,531.34	\$2,636.30	\$2,747.00	\$2,861.80	\$2,985.62	\$3,108.62	\$3,241.46
	HOURLY	\$29.1715	\$30.3708	\$31.6418	\$32.9538	\$34.3375	\$35.7725	\$37.3203	\$38.8578	\$40.5183
27	ANNUAL	\$63,171.16	\$65,814.84	\$68,543.80	\$71,422.00	\$74,406.80	\$77,626.12	\$80,824.12	\$84,277.96	\$88,627.24
	BI-WEEKLY	\$2,429.66	\$2,531.34	\$2,636.30	\$2,747.00	\$2,861.80	\$2,985.62	\$3,108.62	\$3,241.46	\$3,408.74
	HOURLY	\$30.3708	\$31.6418	\$32.9538	\$34.3375	\$35.7725	\$37.3203	\$38.8578	\$40.5183	\$42.6093

Community College System of NH  
Wage Schedule A130 (40 Hours Per Week)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
28	ANNUAL	\$65,814.84	\$68,543.80	\$71,422.00	\$74,406.80	\$77,626.12	\$80,824.12	\$84,277.96	\$88,627.24	\$92,678.04
	BI-WEEKLY	\$2,531.34	\$2,636.30	\$2,747.00	\$2,861.80	\$2,985.62	\$3,108.62	\$3,241.46	\$3,408.74	\$3,564.54
	HOURLY	\$31.6418	\$32.9538	\$34.3375	\$35.7725	\$37.3203	\$38.8578	\$40.5183	\$42.6093	\$44.5568
29	ANNUAL	\$68,543.80	\$71,422.00	\$74,406.80	\$77,626.12	\$80,824.12	\$84,277.96	\$88,627.24	\$92,678.04	\$96,750.16
	BI-WEEKLY	\$2,636.30	\$2,747.00	\$2,861.80	\$2,985.62	\$3,108.62	\$3,241.46	\$3,408.74	\$3,564.54	\$3,721.16
	HOURLY	\$32.9538	\$34.3375	\$35.7725	\$37.3203	\$38.8578	\$40.5183	\$42.6093	\$44.5568	\$46.5145
30	ANNUAL	\$71,422.00	\$74,406.80	\$77,626.12	\$80,824.12	\$84,277.96	\$88,627.24	\$92,678.04	\$96,750.16	\$101,142.08
	BI-WEEKLY	\$2,747.00	\$2,861.80	\$2,985.62	\$3,108.62	\$3,241.46	\$3,408.74	\$3,564.54	\$3,721.16	\$3,890.08
	HOURLY	\$34.3375	\$35.7725	\$37.3203	\$38.8578	\$40.5183	\$42.6093	\$44.5568	\$46.5145	\$48.6260
31	ANNUAL	\$74,406.80	\$77,775.36	\$81,250.52	\$84,789.64	\$88,627.24	\$92,678.04	\$96,750.16	\$101,142.08	\$105,555.32
	BI-WEEKLY	\$2,861.80	\$2,991.36	\$3,125.02	\$3,261.14	\$3,408.74	\$3,564.54	\$3,721.16	\$3,890.08	\$4,059.82
	HOURLY	\$35.7725	\$37.3920	\$39.0628	\$40.7643	\$42.6093	\$44.5568	\$46.5145	\$48.6260	\$50.7478
32	ANNUAL	\$77,775.36	\$81,250.52	\$84,789.64	\$88,627.24	\$92,678.04	\$96,750.16	\$101,142.08	\$105,555.32	\$109,989.88
	BI-WEEKLY	\$2,991.36	\$3,125.02	\$3,261.14	\$3,408.74	\$3,564.54	\$3,721.16	\$3,890.08	\$4,059.82	\$4,230.38
	HOURLY	\$37.3920	\$39.0628	\$40.7643	\$42.6093	\$44.5568	\$46.5145	\$48.6260	\$50.7478	\$52.8798
33	ANNUAL	\$81,250.52	\$84,789.64	\$88,627.24	\$92,678.04	\$96,750.16	\$101,142.08	\$105,555.32	\$109,989.88	\$114,360.48
	BI-WEEKLY	\$3,125.02	\$3,261.14	\$3,408.74	\$3,564.54	\$3,721.16	\$3,890.08	\$4,059.82	\$4,230.38	\$4,398.48
	HOURLY	\$39.0628	\$40.7643	\$42.6093	\$44.5568	\$46.5145	\$48.6260	\$50.7478	\$52.8798	\$54.9810
34	ANNUAL	\$84,789.64	\$88,627.24	\$92,678.04	\$96,750.16	\$101,142.08	\$105,555.32	\$109,989.88	\$114,360.48	\$118,773.72
	BI-WEEKLY	\$3,261.14	\$3,408.74	\$3,564.54	\$3,721.16	\$3,890.08	\$4,059.82	\$4,230.38	\$4,398.48	\$4,568.22
	HOURLY	\$40.7643	\$42.6093	\$44.5568	\$46.5145	\$48.6260	\$50.7478	\$52.8798	\$54.9810	\$57.1028
35	ANNUAL	\$88,627.24	\$92,678.04	\$96,750.16	\$101,142.08	\$105,555.32	\$109,989.88	\$114,360.48	\$118,773.72	\$123,442.80
	BI-WEEKLY	\$3,408.74	\$3,564.54	\$3,721.16	\$3,890.08	\$4,059.82	\$4,230.38	\$4,398.48	\$4,568.22	\$4,747.80
	HOURLY	\$42.6093	\$44.5568	\$46.5145	\$48.6260	\$50.7478	\$52.8798	\$54.9810	\$57.1028	\$59.3475

Community College System of NH  
Wage Schedule A180 - 20 Payments (180 Day Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01	ANNUAL	\$24,174.20	\$24,727.60	\$25,322.60	\$25,986.80	\$26,651.00	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20
	BI-WEEKLY	\$1,208.71	\$1,236.38	\$1,266.13	\$1,299.34	\$1,332.55	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31
	HOURLY	\$17.9068	\$18.3168	\$18.7575	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120
02	ANNUAL	\$24,727.60	\$25,322.60	\$25,986.80	\$26,651.00	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20	\$30,262.60
	BI-WEEKLY	\$1,236.38	\$1,266.13	\$1,299.34	\$1,332.55	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31	\$1,513.13
	HOURLY	\$18.3168	\$18.7575	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168
03	ANNUAL	\$25,322.60	\$25,986.80	\$26,651.00	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20	\$30,262.60	\$32,144.60
	BI-WEEKLY	\$1,266.13	\$1,299.34	\$1,332.55	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31	\$1,513.13	\$1,607.23
	HOURLY	\$18.7575	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108
04	ANNUAL	\$25,986.80	\$26,651.00	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20	\$30,262.60	\$32,144.60	\$33,237.60
	BI-WEEKLY	\$1,299.34	\$1,332.55	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31	\$1,513.13	\$1,607.23	\$1,661.88
	HOURLY	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108	\$24.6205
05	ANNUAL	\$26,651.00	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20	\$30,262.60	\$32,144.60	\$33,237.60	\$34,344.60
	BI-WEEKLY	\$1,332.55	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31	\$1,513.13	\$1,607.23	\$1,661.88	\$1,717.23
	HOURLY	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108	\$24.6205	\$25.4405
06	ANNUAL	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20	\$30,262.60	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40
	BI-WEEKLY	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31	\$1,513.13	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27
	HOURLY	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108	\$24.6205	\$25.4405	\$26.4040
07	ANNUAL	\$28,034.80	\$28,934.20	\$29,986.00	\$31,037.60	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80
	BI-WEEKLY	\$1,401.74	\$1,446.71	\$1,499.30	\$1,551.88	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54
	HOURLY	\$20.7665	\$21.4328	\$22.2118	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265
08	ANNUAL	\$28,934.20	\$29,986.00	\$31,037.60	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20
	BI-WEEKLY	\$1,446.71	\$1,499.30	\$1,551.88	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96
	HOURLY	\$21.4328	\$22.2118	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105
09	ANNUAL	\$29,986.00	\$31,037.60	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00
	BI-WEEKLY	\$1,499.30	\$1,551.88	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15
	HOURLY	\$22.2118	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355



Community College System of NH  
Wage Schedule A180 - 20 Payments (180 Day Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
10	ANNUAL	\$31,037.60	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00	\$41,083.60
	BI-WEEKLY	\$1,551.88	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15	\$2,054.18
	HOURLY	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323
11	ANNUAL	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00	\$41,083.60	\$42,785.60
	BI-WEEKLY	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15	\$2,054.18	\$2,139.28
	HOURLY	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930
12	ANNUAL	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00	\$41,083.60	\$42,785.60	\$44,432.20
	BI-WEEKLY	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15	\$2,054.18	\$2,139.28	\$2,221.61
	HOURLY	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930	\$32.9128
13	ANNUAL	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00	\$41,083.60	\$42,785.60	\$44,432.20	\$46,217.20
	BI-WEEKLY	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15	\$2,054.18	\$2,139.28	\$2,221.61	\$2,310.86
	HOURLY	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930	\$32.9128	\$34.2350
14	ANNUAL	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00	\$41,083.60	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40
	BI-WEEKLY	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15	\$2,054.18	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42
	HOURLY	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930	\$32.9128	\$34.2350	\$35.5470
15	ANNUAL	\$36,890.80	\$38,343.80	\$39,769.00	\$41,263.40	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80
	BI-WEEKLY	\$1,844.54	\$1,917.19	\$1,988.45	\$2,063.17	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29
	HOURLY	\$27.3265	\$28.4028	\$29.4585	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820
16	ANNUAL	\$38,343.80	\$39,769.00	\$41,263.40	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20
	BI-WEEKLY	\$1,917.19	\$1,988.45	\$2,063.17	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76
	HOURLY	\$28.4028	\$29.4585	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965
17	ANNUAL	\$39,769.00	\$41,263.40	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20
	BI-WEEKLY	\$1,988.45	\$2,063.17	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16
	HOURLY	\$29.4585	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135
18	ANNUAL	\$41,263.40	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20	\$56,041.80
	BI-WEEKLY	\$2,063.17	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16	\$2,802.09
	HOURLY	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125

Community College System of NH  
Wage Schedule A180 - 20 Payments (180 Day Academic Staff)  
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GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
19	ANNUAL	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20	\$56,041.80	\$58,754.00
	BI-WEEKLY	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16	\$2,802.09	\$2,937.70
	HOURLY	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215
20	ANNUAL	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20	\$56,041.80	\$58,754.00	\$61,217.20
	BI-WEEKLY	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16	\$2,802.09	\$2,937.70	\$3,060.86
	HOURLY	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215	\$45.3460
21	ANNUAL	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20	\$56,041.80	\$58,754.00	\$61,217.20	\$63,763.20
	BI-WEEKLY	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16	\$2,802.09	\$2,937.70	\$3,060.86	\$3,188.16
	HOURLY	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215	\$45.3460	\$47.2320
22	ANNUAL	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20	\$56,041.80	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40
	BI-WEEKLY	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16	\$2,802.09	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77
	HOURLY	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215	\$45.3460	\$47.2320	\$49.2410
23	ANNUAL	\$49,925.80	\$51,946.00	\$54,146.20	\$56,401.60	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60
	BI-WEEKLY	\$2,496.29	\$2,597.30	\$2,707.31	\$2,820.08	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53
	HOURLY	\$36.9820	\$38.4785	\$40.1083	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115
24	ANNUAL	\$51,946.00	\$54,146.20	\$56,401.60	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00
	BI-WEEKLY	\$2,597.30	\$2,707.31	\$2,820.08	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05
	HOURLY	\$38.4785	\$40.1083	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563
25	ANNUAL	\$54,146.20	\$56,401.60	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00
	BI-WEEKLY	\$2,707.31	\$2,820.08	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50
	HOURLY	\$40.1083	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703
26	ANNUAL	\$56,401.60	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00	\$78,541.60
	BI-WEEKLY	\$2,820.08	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50	\$3,927.08
	HOURLY	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790
27	ANNUAL	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00	\$78,541.60	\$82,623.80
	BI-WEEKLY	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50	\$3,927.08	\$4,131.19
	HOURLY	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028

Community College System of NH  
Wage Schedule A180 - 20 Payments (180 Day Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
28	ANNUAL	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00	\$78,541.60	\$82,623.80	\$86,401.40
	BI-WEEKLY	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50	\$3,927.08	\$4,131.19	\$4,320.07
	HOURLY	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028	\$64.0010
29	ANNUAL	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00	\$78,541.60	\$82,623.80	\$86,401.40	\$90,234.40
	BI-WEEKLY	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50	\$3,927.08	\$4,131.19	\$4,320.07	\$4,511.72
	HOURLY	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028	\$64.0010	\$66.8403
30	ANNUAL	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00	\$78,541.60	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00
	BI-WEEKLY	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50	\$3,927.08	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90
	HOURLY	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028	\$64.0010	\$66.8403	\$69.8948
31	ANNUAL	\$69,270.60	\$72,425.40	\$75,691.20	\$79,012.20	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00	\$98,481.60
	BI-WEEKLY	\$3,463.53	\$3,621.27	\$3,784.56	\$3,950.61	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90	\$4,924.08
	HOURLY	\$51.3115	\$53.6485	\$56.0675	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493
32	ANNUAL	\$72,425.40	\$75,691.20	\$79,012.20	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00	\$98,481.60	\$102,632.80
	BI-WEEKLY	\$3,621.27	\$3,784.56	\$3,950.61	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90	\$4,924.08	\$5,131.64
	HOURLY	\$53.6485	\$56.0675	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243
33	ANNUAL	\$75,691.20	\$79,012.20	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00	\$98,481.60	\$102,632.80	\$106,728.80
	BI-WEEKLY	\$3,784.56	\$3,950.61	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90	\$4,924.08	\$5,131.64	\$5,336.44
	HOURLY	\$56.0675	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243	\$79.0583
34	ANNUAL	\$79,012.20	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00	\$98,481.60	\$102,632.80	\$106,728.80	\$110,866.00
	BI-WEEKLY	\$3,950.61	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90	\$4,924.08	\$5,131.64	\$5,336.44	\$5,543.30
	HOURLY	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243	\$79.0583	\$82.1230
35	ANNUAL	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00	\$98,481.60	\$102,632.80	\$106,728.80	\$110,866.00	\$115,238.80
	BI-WEEKLY	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90	\$4,924.08	\$5,131.64	\$5,336.44	\$5,543.30	\$5,761.94
	HOURLY	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243	\$79.0583	\$82.1230	\$85.3620

Community College System of NH  
Wage Schedule A180 - 26 Payments (180 Day Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01	ANNUAL	\$24,174.20	\$24,727.60	\$25,322.60	\$25,986.80	\$26,651.00	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20
	BI-WEEKLY	\$929.78	\$951.06	\$973.95	\$999.49	\$1,025.04	\$1,052.72	\$1,078.26	\$1,103.81	\$1,132.55
	HOURLY	\$17.9068	\$18.3168	\$18.7575	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120
02	ANNUAL	\$24,727.60	\$25,322.60	\$25,986.80	\$26,651.00	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20	\$30,262.60
	BI-WEEKLY	\$951.06	\$973.95	\$999.49	\$1,025.04	\$1,052.72	\$1,078.26	\$1,103.81	\$1,132.55	\$1,163.95
	HOURLY	\$18.3168	\$18.7575	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168
03	ANNUAL	\$25,322.60	\$25,986.80	\$26,651.00	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20	\$30,262.60	\$32,144.60
	BI-WEEKLY	\$973.95	\$999.49	\$1,025.04	\$1,052.72	\$1,078.26	\$1,103.81	\$1,132.55	\$1,163.95	\$1,236.33
	HOURLY	\$18.7575	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108
04	ANNUAL	\$25,986.80	\$26,651.00	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20	\$30,262.60	\$32,144.60	\$33,237.60
	BI-WEEKLY	\$999.49	\$1,025.04	\$1,052.72	\$1,078.26	\$1,103.81	\$1,132.55	\$1,163.95	\$1,236.33	\$1,278.37
	HOURLY	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108	\$24.6205
05	ANNUAL	\$26,651.00	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20	\$30,262.60	\$32,144.60	\$33,237.60	\$34,344.60
	BI-WEEKLY	\$1,025.04	\$1,052.72	\$1,078.26	\$1,103.81	\$1,132.55	\$1,163.95	\$1,236.33	\$1,278.37	\$1,320.95
	HOURLY	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108	\$24.6205	\$25.4405
06	ANNUAL	\$27,370.60	\$28,034.80	\$28,699.00	\$29,446.20	\$30,262.60	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40
	BI-WEEKLY	\$1,052.72	\$1,078.26	\$1,103.81	\$1,132.55	\$1,163.95	\$1,236.33	\$1,278.37	\$1,320.95	\$1,370.98
	HOURLY	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108	\$24.6205	\$25.4405	\$26.4040
07	ANNUAL	\$28,034.80	\$28,934.20	\$29,986.00	\$31,037.60	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80
	BI-WEEKLY	\$1,078.26	\$1,112.85	\$1,153.31	\$1,193.75	\$1,236.33	\$1,278.37	\$1,320.95	\$1,370.98	\$1,418.88
	HOURLY	\$20.7665	\$21.4328	\$22.2118	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265
08	ANNUAL	\$28,934.20	\$29,986.00	\$31,037.60	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20
	BI-WEEKLY	\$1,112.85	\$1,153.31	\$1,193.75	\$1,236.33	\$1,278.37	\$1,320.95	\$1,370.98	\$1,418.88	\$1,469.97
	HOURLY	\$21.4328	\$22.2118	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105
09	ANNUAL	\$29,986.00	\$31,037.60	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00
	BI-WEEKLY	\$1,153.31	\$1,193.75	\$1,236.33	\$1,278.37	\$1,320.95	\$1,370.98	\$1,418.88	\$1,469.97	\$1,523.19
	HOURLY	\$22.2118	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355

Community College System of NH  
Wage Schedule A180 - 26 Payments (180 Day Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
10	ANNUAL	\$31,037.60	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00	\$41,083.60
	BI-WEEKLY	\$1,193.75	\$1,236.33	\$1,278.37	\$1,320.95	\$1,370.98	\$1,418.88	\$1,469.97	\$1,523.19	\$1,580.14
	HOURLY	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323
11	ANNUAL	\$32,144.60	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00	\$41,083.60	\$42,785.60
	BI-WEEKLY	\$1,236.33	\$1,278.37	\$1,320.95	\$1,370.98	\$1,418.88	\$1,469.97	\$1,523.19	\$1,580.14	\$1,645.60
	HOURLY	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930
12	ANNUAL	\$33,237.60	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00	\$41,083.60	\$42,785.60	\$44,432.20
	BI-WEEKLY	\$1,278.37	\$1,320.95	\$1,370.98	\$1,418.88	\$1,469.97	\$1,523.19	\$1,580.14	\$1,645.60	\$1,708.93
	HOURLY	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930	\$32.9128
13	ANNUAL	\$34,344.60	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00	\$41,083.60	\$42,785.60	\$44,432.20	\$46,217.20
	BI-WEEKLY	\$1,320.95	\$1,370.98	\$1,418.88	\$1,469.97	\$1,523.19	\$1,580.14	\$1,645.60	\$1,708.93	\$1,777.58
	HOURLY	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930	\$32.9128	\$34.2350
14	ANNUAL	\$35,645.40	\$36,890.80	\$38,219.20	\$39,603.00	\$41,083.60	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40
	BI-WEEKLY	\$1,370.98	\$1,418.88	\$1,469.97	\$1,523.19	\$1,580.14	\$1,645.60	\$1,708.93	\$1,777.58	\$1,845.71
	HOURLY	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930	\$32.9128	\$34.2350	\$35.5470
15	ANNUAL	\$36,890.80	\$38,343.80	\$39,769.00	\$41,263.40	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80
	BI-WEEKLY	\$1,418.88	\$1,474.76	\$1,529.58	\$1,587.05	\$1,645.60	\$1,708.93	\$1,777.58	\$1,845.71	\$1,920.22
	HOURLY	\$27.3265	\$28.4028	\$29.4585	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820
16	ANNUAL	\$38,343.80	\$39,769.00	\$41,263.40	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20
	BI-WEEKLY	\$1,474.76	\$1,529.58	\$1,587.05	\$1,645.60	\$1,708.93	\$1,777.58	\$1,845.71	\$1,920.22	\$1,993.66
	HOURLY	\$28.4028	\$29.4585	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965
17	ANNUAL	\$39,769.00	\$41,263.40	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20
	BI-WEEKLY	\$1,529.58	\$1,587.05	\$1,645.60	\$1,708.93	\$1,777.58	\$1,845.71	\$1,920.22	\$1,993.66	\$2,072.43
	HOURLY	\$29.4585	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135
18	ANNUAL	\$41,263.40	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20	\$56,041.80
	BI-WEEKLY	\$1,587.05	\$1,645.60	\$1,708.93	\$1,777.58	\$1,845.71	\$1,920.22	\$1,993.66	\$2,072.43	\$2,155.45
	HOURLY	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125

Community College System of NH  
Wage Schedule A180 - 26 Payments (180 Day Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
19	ANNUAL	\$42,785.60	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20	\$56,041.80	\$58,754.00
	BI-WEEKLY	\$1,645.60	\$1,708.93	\$1,777.58	\$1,845.71	\$1,920.22	\$1,993.66	\$2,072.43	\$2,155.45	\$2,259.77
	HOURLY	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215
20	ANNUAL	\$44,432.20	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20	\$56,041.80	\$58,754.00	\$61,217.20
	BI-WEEKLY	\$1,708.93	\$1,777.58	\$1,845.71	\$1,920.22	\$1,993.66	\$2,072.43	\$2,155.45	\$2,259.77	\$2,354.51
	HOURLY	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215	\$45.3460
21	ANNUAL	\$46,217.20	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20	\$56,041.80	\$58,754.00	\$61,217.20	\$63,763.20
	BI-WEEKLY	\$1,777.58	\$1,845.71	\$1,920.22	\$1,993.66	\$2,072.43	\$2,155.45	\$2,259.77	\$2,354.51	\$2,452.43
	HOURLY	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215	\$45.3460	\$47.2320
22	ANNUAL	\$47,988.40	\$49,925.80	\$51,835.20	\$53,883.20	\$56,041.80	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40
	BI-WEEKLY	\$1,845.71	\$1,920.22	\$1,993.66	\$2,072.43	\$2,155.45	\$2,259.77	\$2,354.51	\$2,452.43	\$2,556.75
	HOURLY	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215	\$45.3460	\$47.2320	\$49.2410
23	ANNUAL	\$49,925.80	\$51,946.00	\$54,146.20	\$56,401.60	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60
	BI-WEEKLY	\$1,920.22	\$1,997.92	\$2,082.55	\$2,169.29	\$2,259.77	\$2,354.51	\$2,452.43	\$2,556.75	\$2,664.25
	HOURLY	\$36.9820	\$38.4785	\$40.1083	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115
24	ANNUAL	\$51,946.00	\$54,146.20	\$56,401.60	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00
	BI-WEEKLY	\$1,997.92	\$2,082.55	\$2,169.29	\$2,259.77	\$2,354.51	\$2,452.43	\$2,556.75	\$2,664.25	\$2,780.81
	HOURLY	\$38.4785	\$40.1083	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563
25	ANNUAL	\$54,146.20	\$56,401.60	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00
	BI-WEEKLY	\$2,082.55	\$2,169.29	\$2,259.77	\$2,354.51	\$2,452.43	\$2,556.75	\$2,664.25	\$2,780.81	\$2,895.77
	HOURLY	\$40.1083	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703
26	ANNUAL	\$56,401.60	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00	\$78,541.60
	BI-WEEKLY	\$2,169.29	\$2,259.77	\$2,354.51	\$2,452.43	\$2,556.75	\$2,664.25	\$2,780.81	\$2,895.77	\$3,020.83
	HOURLY	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790
27	ANNUAL	\$58,754.00	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00	\$78,541.60	\$82,623.80
	BI-WEEKLY	\$2,259.77	\$2,354.51	\$2,452.43	\$2,556.75	\$2,664.25	\$2,780.81	\$2,895.77	\$3,020.83	\$3,177.84
	HOURLY	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028

Community College System of NH  
Wage Schedule A180 - 26 Payments (180 Day Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
28	ANNUAL	\$61,217.20	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00	\$78,541.60	\$82,623.80	\$86,401.40
	BI-WEEKLY	\$2,354.51	\$2,452.43	\$2,556.75	\$2,664.25	\$2,780.81	\$2,895.77	\$3,020.83	\$3,177.84	\$3,323.13
	HOURLY	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028	\$64.0010
29	ANNUAL	\$63,763.20	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00	\$78,541.60	\$82,623.80	\$86,401.40	\$90,234.40
	BI-WEEKLY	\$2,452.43	\$2,556.75	\$2,664.25	\$2,780.81	\$2,895.77	\$3,020.83	\$3,177.84	\$3,323.13	\$3,470.55
	HOURLY	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028	\$64.0010	\$66.8403
30	ANNUAL	\$66,475.40	\$69,270.60	\$72,301.00	\$75,290.00	\$78,541.60	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00
	BI-WEEKLY	\$2,556.75	\$2,664.25	\$2,780.81	\$2,895.77	\$3,020.83	\$3,177.84	\$3,323.13	\$3,470.55	\$3,629.15
	HOURLY	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028	\$64.0010	\$66.8403	\$69.8948
31	ANNUAL	\$69,270.60	\$72,425.40	\$75,691.20	\$79,012.20	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00	\$98,481.60
	BI-WEEKLY	\$2,664.25	\$2,785.59	\$2,911.20	\$3,038.93	\$3,177.84	\$3,323.13	\$3,470.55	\$3,629.15	\$3,787.75
	HOURLY	\$51.3115	\$53.6485	\$56.0675	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493
32	ANNUAL	\$72,425.40	\$75,691.20	\$79,012.20	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00	\$98,481.60	\$102,632.80
	BI-WEEKLY	\$2,785.59	\$2,911.20	\$3,038.93	\$3,177.84	\$3,323.13	\$3,470.55	\$3,629.15	\$3,787.75	\$3,947.42
	HOURLY	\$53.6485	\$56.0675	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243
33	ANNUAL	\$75,691.20	\$79,012.20	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00	\$98,481.60	\$102,632.80	\$106,728.80
	BI-WEEKLY	\$2,911.20	\$3,038.93	\$3,177.84	\$3,323.13	\$3,470.55	\$3,629.15	\$3,787.75	\$3,947.42	\$4,104.95
	HOURLY	\$56.0675	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243	\$79.0583
34	ANNUAL	\$79,012.20	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00	\$98,481.60	\$102,632.80	\$106,728.80	\$110,866.00
	BI-WEEKLY	\$3,038.93	\$3,177.84	\$3,323.13	\$3,470.55	\$3,629.15	\$3,787.75	\$3,947.42	\$4,104.95	\$4,264.08
	HOURLY	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243	\$79.0583	\$82.1230
35	ANNUAL	\$82,623.80	\$86,401.40	\$90,234.40	\$94,358.00	\$98,481.60	\$102,632.80	\$106,728.80	\$110,866.00	\$115,238.80
	BI-WEEKLY	\$3,177.84	\$3,323.13	\$3,470.55	\$3,629.15	\$3,787.75	\$3,947.42	\$4,104.95	\$4,264.08	\$4,432.26
	HOURLY	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243	\$79.0583	\$82.1230	\$85.3620

Community College System of NH  
Wage Schedule A234 - 26 Payments (12 Month Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01	ANNUAL	\$31,426.46	\$32,145.88	\$32,919.38	\$33,782.84	\$34,646.30	\$35,581.78	\$36,445.24	\$37,308.70	\$38,280.06
	BI-WEEKLY	\$1,208.71	\$1,236.38	\$1,266.13	\$1,299.34	\$1,332.55	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31
	HOURLY	\$17.9068	\$18.3168	\$18.7575	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120
02	ANNUAL	\$32,145.88	\$32,919.38	\$33,782.84	\$34,646.30	\$35,581.78	\$36,445.24	\$37,308.70	\$38,280.06	\$39,341.38
	BI-WEEKLY	\$1,236.38	\$1,266.13	\$1,299.34	\$1,332.55	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31	\$1,513.13
	HOURLY	\$18.3168	\$18.7575	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168
03	ANNUAL	\$32,919.38	\$33,782.84	\$34,646.30	\$35,581.78	\$36,445.24	\$37,308.70	\$38,280.06	\$39,341.38	\$41,787.98
	BI-WEEKLY	\$1,266.13	\$1,299.34	\$1,332.55	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31	\$1,513.13	\$1,607.23
	HOURLY	\$18.7575	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108
04	ANNUAL	\$33,782.84	\$34,646.30	\$35,581.78	\$36,445.24	\$37,308.70	\$38,280.06	\$39,341.38	\$41,787.98	\$43,208.88
	BI-WEEKLY	\$1,299.34	\$1,332.55	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31	\$1,513.13	\$1,607.23	\$1,661.88
	HOURLY	\$19.2495	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108	\$24.6205
05	ANNUAL	\$34,646.30	\$35,581.78	\$36,445.24	\$37,308.70	\$38,280.06	\$39,341.38	\$41,787.98	\$43,208.88	\$44,647.98
	BI-WEEKLY	\$1,332.55	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31	\$1,513.13	\$1,607.23	\$1,661.88	\$1,717.23
	HOURLY	\$19.7415	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108	\$24.6205	\$25.4405
06	ANNUAL	\$35,581.78	\$36,445.24	\$37,308.70	\$38,280.06	\$39,341.38	\$41,787.98	\$43,208.88	\$44,647.98	\$46,339.02
	BI-WEEKLY	\$1,368.53	\$1,401.74	\$1,434.95	\$1,472.31	\$1,513.13	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27
	HOURLY	\$20.2745	\$20.7665	\$21.2585	\$21.8120	\$22.4168	\$23.8108	\$24.6205	\$25.4405	\$26.4040
07	ANNUAL	\$36,445.24	\$37,614.46	\$38,981.80	\$40,348.88	\$41,787.98	\$43,208.88	\$44,647.98	\$46,339.02	\$47,958.04
	BI-WEEKLY	\$1,401.74	\$1,446.71	\$1,499.30	\$1,551.88	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54
	HOURLY	\$20.7665	\$21.4328	\$22.2118	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265
08	ANNUAL	\$37,614.46	\$38,981.80	\$40,348.88	\$41,787.98	\$43,208.88	\$44,647.98	\$46,339.02	\$47,958.04	\$49,684.96
	BI-WEEKLY	\$1,446.71	\$1,499.30	\$1,551.88	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96
	HOURLY	\$21.4328	\$22.2118	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105
09	ANNUAL	\$38,981.80	\$40,348.88	\$41,787.98	\$43,208.88	\$44,647.98	\$46,339.02	\$47,958.04	\$49,684.96	\$51,483.90
	BI-WEEKLY	\$1,499.30	\$1,551.88	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15
	HOURLY	\$22.2118	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355



Community College System of NH  
Wage Schedule A234 - 26 Payments (12 Month Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
10	ANNUAL	\$40,348.88	\$41,787.98	\$43,208.88	\$44,647.98	\$46,339.02	\$47,958.04	\$49,684.96	\$51,483.90	\$53,408.68
	BI-WEEKLY	\$1,551.88	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15	\$2,054.18
	HOURLY	\$22.9908	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323
11	ANNUAL	\$41,787.98	\$43,208.88	\$44,647.98	\$46,339.02	\$47,958.04	\$49,684.96	\$51,483.90	\$53,408.68	\$55,621.28
	BI-WEEKLY	\$1,607.23	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15	\$2,054.18	\$2,139.28
	HOURLY	\$23.8108	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930
12	ANNUAL	\$43,208.88	\$44,647.98	\$46,339.02	\$47,958.04	\$49,684.96	\$51,483.90	\$53,408.68	\$55,621.28	\$57,761.86
	BI-WEEKLY	\$1,661.88	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15	\$2,054.18	\$2,139.28	\$2,221.61
	HOURLY	\$24.6205	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930	\$32.9128
13	ANNUAL	\$44,647.98	\$46,339.02	\$47,958.04	\$49,684.96	\$51,483.90	\$53,408.68	\$55,621.28	\$57,761.86	\$60,082.36
	BI-WEEKLY	\$1,717.23	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15	\$2,054.18	\$2,139.28	\$2,221.61	\$2,310.86
	HOURLY	\$25.4405	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930	\$32.9128	\$34.2350
14	ANNUAL	\$46,339.02	\$47,958.04	\$49,684.96	\$51,483.90	\$53,408.68	\$55,621.28	\$57,761.86	\$60,082.36	\$62,384.92
	BI-WEEKLY	\$1,782.27	\$1,844.54	\$1,910.96	\$1,980.15	\$2,054.18	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42
	HOURLY	\$26.4040	\$27.3265	\$28.3105	\$29.3355	\$30.4323	\$31.6930	\$32.9128	\$34.2350	\$35.5470
15	ANNUAL	\$47,958.04	\$49,846.94	\$51,699.70	\$53,642.42	\$55,621.28	\$57,761.86	\$60,082.36	\$62,384.92	\$64,903.54
	BI-WEEKLY	\$1,844.54	\$1,917.19	\$1,988.45	\$2,063.17	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29
	HOURLY	\$27.3265	\$28.4028	\$29.4585	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820
16	ANNUAL	\$49,846.94	\$51,699.70	\$53,642.42	\$55,621.28	\$57,761.86	\$60,082.36	\$62,384.92	\$64,903.54	\$67,385.76
	BI-WEEKLY	\$1,917.19	\$1,988.45	\$2,063.17	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76
	HOURLY	\$28.4028	\$29.4585	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965
17	ANNUAL	\$51,699.70	\$53,642.42	\$55,621.28	\$57,761.86	\$60,082.36	\$62,384.92	\$64,903.54	\$67,385.76	\$70,048.16
	BI-WEEKLY	\$1,988.45	\$2,063.17	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16
	HOURLY	\$29.4585	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135
18	ANNUAL	\$53,642.42	\$55,621.28	\$57,761.86	\$60,082.36	\$62,384.92	\$64,903.54	\$67,385.76	\$70,048.16	\$72,854.34
	BI-WEEKLY	\$2,063.17	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16	\$2,802.09
	HOURLY	\$30.5655	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125

Community College System of NH  
Wage Schedule A234 - 26 Payments (12 Month Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
19	ANNUAL	\$55,621.28	\$57,761.86	\$60,082.36	\$62,384.92	\$64,903.54	\$67,385.76	\$70,048.16	\$72,854.34	\$76,380.20
	BI-WEEKLY	\$2,139.28	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16	\$2,802.09	\$2,937.70
	HOURLY	\$31.6930	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215
20	ANNUAL	\$57,761.86	\$60,082.36	\$62,384.92	\$64,903.54	\$67,385.76	\$70,048.16	\$72,854.34	\$76,380.20	\$79,582.36
	BI-WEEKLY	\$2,221.61	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16	\$2,802.09	\$2,937.70	\$3,060.86
	HOURLY	\$32.9128	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215	\$45.3460
21	ANNUAL	\$60,082.36	\$62,384.92	\$64,903.54	\$67,385.76	\$70,048.16	\$72,854.34	\$76,380.20	\$79,582.36	\$82,892.16
	BI-WEEKLY	\$2,310.86	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16	\$2,802.09	\$2,937.70	\$3,060.86	\$3,188.16
	HOURLY	\$34.2350	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215	\$45.3460	\$47.2320
22	ANNUAL	\$62,384.92	\$64,903.54	\$67,385.76	\$70,048.16	\$72,854.34	\$76,380.20	\$79,582.36	\$82,892.16	\$86,418.02
	BI-WEEKLY	\$2,399.42	\$2,496.29	\$2,591.76	\$2,694.16	\$2,802.09	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77
	HOURLY	\$35.5470	\$36.9820	\$38.3965	\$39.9135	\$41.5125	\$43.5215	\$45.3460	\$47.2320	\$49.2410
23	ANNUAL	\$64,903.54	\$67,529.80	\$70,390.06	\$73,322.08	\$76,380.20	\$79,582.36	\$82,892.16	\$86,418.02	\$90,051.78
	BI-WEEKLY	\$2,496.29	\$2,597.30	\$2,707.31	\$2,820.08	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53
	HOURLY	\$36.9820	\$38.4785	\$40.1083	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115
24	ANNUAL	\$67,529.80	\$70,390.06	\$73,322.08	\$76,380.20	\$79,582.36	\$82,892.16	\$86,418.02	\$90,051.78	\$93,991.30
	BI-WEEKLY	\$2,597.30	\$2,707.31	\$2,820.08	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05
	HOURLY	\$38.4785	\$40.1083	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563
25	ANNUAL	\$70,390.06	\$73,322.08	\$76,380.20	\$79,582.36	\$82,892.16	\$86,418.02	\$90,051.78	\$93,991.30	\$97,877.00
	BI-WEEKLY	\$2,707.31	\$2,820.08	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50
	HOURLY	\$40.1083	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703
26	ANNUAL	\$73,322.08	\$76,380.20	\$79,582.36	\$82,892.16	\$86,418.02	\$90,051.78	\$93,991.30	\$97,877.00	\$102,104.08
	BI-WEEKLY	\$2,820.08	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50	\$3,927.08
	HOURLY	\$41.7790	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790
27	ANNUAL	\$76,380.20	\$79,582.36	\$82,892.16	\$86,418.02	\$90,051.78	\$93,991.30	\$97,877.00	\$102,104.08	\$107,410.94
	BI-WEEKLY	\$2,937.70	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50	\$3,927.08	\$4,131.19
	HOURLY	\$43.5215	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028

Community College System of NH  
Wage Schedule A234 - 26 Payments (12 Month Academic Staff)  
Effective January 3, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
28	ANNUAL	\$79,582.36	\$82,892.16	\$86,418.02	\$90,051.78	\$93,991.30	\$97,877.00	\$102,104.08	\$107,410.94	\$112,321.82
	BI-WEEKLY	\$3,060.86	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50	\$3,927.08	\$4,131.19	\$4,320.07
	HOURLY	\$45.3460	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028	\$64.0010
29	ANNUAL	\$82,892.16	\$86,418.02	\$90,051.78	\$93,991.30	\$97,877.00	\$102,104.08	\$107,410.94	\$112,321.82	\$117,304.72
	BI-WEEKLY	\$3,188.16	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50	\$3,927.08	\$4,131.19	\$4,320.07	\$4,511.72
	HOURLY	\$47.2320	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028	\$64.0010	\$66.8403
30	ANNUAL	\$86,418.02	\$90,051.78	\$93,991.30	\$97,877.00	\$102,104.08	\$107,410.94	\$112,321.82	\$117,304.72	\$122,665.40
	BI-WEEKLY	\$3,323.77	\$3,463.53	\$3,615.05	\$3,764.50	\$3,927.08	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90
	HOURLY	\$49.2410	\$51.3115	\$53.5563	\$55.7703	\$58.1790	\$61.2028	\$64.0010	\$66.8403	\$69.8948
31	ANNUAL	\$90,051.78	\$94,153.02	\$98,398.56	\$102,715.86	\$107,410.94	\$112,321.82	\$117,304.72	\$122,665.40	\$128,026.08
	BI-WEEKLY	\$3,463.53	\$3,621.27	\$3,784.56	\$3,950.61	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90	\$4,924.08
	HOURLY	\$51.3115	\$53.6485	\$56.0675	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493
32	ANNUAL	\$94,153.02	\$98,398.56	\$102,715.86	\$107,410.94	\$112,321.82	\$117,304.72	\$122,665.40	\$128,026.08	\$133,422.64
	BI-WEEKLY	\$3,621.27	\$3,784.56	\$3,950.61	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90	\$4,924.08	\$5,131.64
	HOURLY	\$53.6485	\$56.0675	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243
33	ANNUAL	\$98,398.56	\$102,715.86	\$107,410.94	\$112,321.82	\$117,304.72	\$122,665.40	\$128,026.08	\$133,422.64	\$138,747.44
	BI-WEEKLY	\$3,784.56	\$3,950.61	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90	\$4,924.08	\$5,131.64	\$5,336.44
	HOURLY	\$56.0675	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243	\$79.0583
34	ANNUAL	\$102,715.86	\$107,410.94	\$112,321.82	\$117,304.72	\$122,665.40	\$128,026.08	\$133,422.64	\$138,747.44	\$144,125.80
	BI-WEEKLY	\$3,950.61	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90	\$4,924.08	\$5,131.64	\$5,336.44	\$5,543.30
	HOURLY	\$58.5275	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243	\$79.0583	\$82.1230
35	ANNUAL	\$107,410.94	\$112,321.82	\$117,304.72	\$122,665.40	\$128,026.08	\$133,422.64	\$138,747.44	\$144,125.80	\$149,810.44
	BI-WEEKLY	\$4,131.19	\$4,320.07	\$4,511.72	\$4,717.90	\$4,924.08	\$5,131.64	\$5,336.44	\$5,543.30	\$5,761.94
	HOURLY	\$61.2028	\$64.0010	\$66.8403	\$69.8948	\$72.9493	\$76.0243	\$79.0583	\$82.1230	\$85.3620

Community College System of NH  
Wage Schedule A000 (37.5 Hours Per Week)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01	ANNUAL	\$25,260.82	\$25,834.38	\$26,469.56	\$27,125.02	\$27,821.56	\$28,559.18	\$29,235.44	\$29,931.98	\$30,689.88
	BI-WEEKLY	\$971.57	\$993.63	\$1,018.06	\$1,043.27	\$1,070.06	\$1,098.43	\$1,124.44	\$1,151.23	\$1,180.38
	HOURLY	\$12.9543	\$13.2484	\$13.5741	\$13.9103	\$14.2675	\$14.6457	\$14.9925	\$15.3497	\$15.7384
02	ANNUAL	\$25,834.38	\$26,469.56	\$27,125.02	\$27,821.56	\$28,559.18	\$29,235.44	\$29,931.98	\$30,689.88	\$31,509.40
	BI-WEEKLY	\$993.63	\$1,018.06	\$1,043.27	\$1,070.06	\$1,098.43	\$1,124.44	\$1,151.23	\$1,180.38	\$1,211.90
	HOURLY	\$13.2484	\$13.5741	\$13.9103	\$14.2675	\$14.6457	\$14.9925	\$15.3497	\$15.7384	\$16.1586
03	ANNUAL	\$26,469.56	\$27,125.02	\$27,821.56	\$28,559.18	\$29,235.44	\$29,931.98	\$30,689.88	\$31,509.40	\$33,435.22
	BI-WEEKLY	\$1,018.06	\$1,043.27	\$1,070.06	\$1,098.43	\$1,124.44	\$1,151.23	\$1,180.38	\$1,211.90	\$1,285.97
	HOURLY	\$13.5741	\$13.9103	\$14.2675	\$14.6457	\$14.9925	\$15.3497	\$15.7384	\$16.1586	\$17.1462
04	ANNUAL	\$27,125.02	\$27,821.56	\$28,559.18	\$29,235.44	\$29,931.98	\$30,689.88	\$31,509.40	\$33,435.22	\$34,562.06
	BI-WEEKLY	\$1,043.27	\$1,070.06	\$1,098.43	\$1,124.44	\$1,151.23	\$1,180.38	\$1,211.90	\$1,285.97	\$1,329.31
	HOURLY	\$13.9103	\$14.2675	\$14.6457	\$14.9925	\$15.3497	\$15.7384	\$16.1586	\$17.1462	\$17.7241
05	ANNUAL	\$27,821.56	\$28,559.18	\$29,235.44	\$29,931.98	\$30,689.88	\$31,509.40	\$33,435.22	\$34,562.06	\$35,709.18
	BI-WEEKLY	\$1,070.06	\$1,098.43	\$1,124.44	\$1,151.23	\$1,180.38	\$1,211.90	\$1,285.97	\$1,329.31	\$1,373.43
	HOURLY	\$14.2675	\$14.6457	\$14.9925	\$15.3497	\$15.7384	\$16.1586	\$17.1462	\$17.7241	\$18.3124
06	ANNUAL	\$28,559.18	\$29,235.44	\$29,931.98	\$30,689.88	\$31,509.40	\$33,435.22	\$34,562.06	\$35,709.18	\$37,040.90
	BI-WEEKLY	\$1,098.43	\$1,124.44	\$1,151.23	\$1,180.38	\$1,211.90	\$1,285.97	\$1,329.31	\$1,373.43	\$1,424.65
	HOURLY	\$14.6457	\$14.9925	\$15.3497	\$15.7384	\$16.1586	\$17.1462	\$17.7241	\$18.3124	\$18.9953
07	ANNUAL	\$29,235.44	\$30,157.14	\$31,222.36	\$32,308.38	\$33,435.22	\$34,562.06	\$35,709.18	\$37,040.90	\$38,290.72
	BI-WEEKLY	\$1,124.44	\$1,159.89	\$1,200.86	\$1,242.63	\$1,285.97	\$1,329.31	\$1,373.43	\$1,424.65	\$1,472.72
	HOURLY	\$14.9925	\$15.4652	\$16.0115	\$16.5684	\$17.1462	\$17.7241	\$18.3124	\$18.9953	\$19.6362
08	ANNUAL	\$30,157.14	\$31,222.36	\$32,308.38	\$33,435.22	\$34,562.06	\$35,709.18	\$37,040.90	\$38,290.72	\$39,663.26
	BI-WEEKLY	\$1,159.89	\$1,200.86	\$1,242.63	\$1,285.97	\$1,329.31	\$1,373.43	\$1,424.65	\$1,472.72	\$1,525.51
	HOURLY	\$15.4652	\$16.0115	\$16.5684	\$17.1462	\$17.7241	\$18.3124	\$18.9953	\$19.6362	\$20.3401
09	ANNUAL	\$31,222.36	\$32,308.38	\$33,435.22	\$34,562.06	\$35,709.18	\$37,040.90	\$38,290.72	\$39,663.26	\$41,076.88
	BI-WEEKLY	\$1,200.86	\$1,242.63	\$1,285.97	\$1,329.31	\$1,373.43	\$1,424.65	\$1,472.72	\$1,525.51	\$1,579.88
	HOURLY	\$16.0115	\$16.5684	\$17.1462	\$17.7241	\$18.3124	\$18.9953	\$19.6362	\$20.3401	\$21.0651

Community College System of NH  
Wage Schedule A000 (37.5 Hours Per Week)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
10	ANNUAL	\$32,308.38	\$33,435.22	\$34,562.06	\$35,709.18	\$37,040.90	\$38,290.72	\$39,663.26	\$41,076.88	\$42,613.48
	BI-WEEKLY	\$1,242.63	\$1,285.97	\$1,329.31	\$1,373.43	\$1,424.65	\$1,472.72	\$1,525.51	\$1,579.88	\$1,638.98
	HOURLY	\$16.5684	\$17.1462	\$17.7241	\$18.3124	\$18.9953	\$19.6362	\$20.3401	\$21.0651	\$21.8530
11	ANNUAL	\$33,435.22	\$34,562.06	\$35,709.18	\$37,040.90	\$38,290.72	\$39,663.26	\$41,076.88	\$42,613.48	\$44,354.96
	BI-WEEKLY	\$1,285.97	\$1,329.31	\$1,373.43	\$1,424.65	\$1,472.72	\$1,525.51	\$1,579.88	\$1,638.98	\$1,705.96
	HOURLY	\$17.1462	\$17.7241	\$18.3124	\$18.9953	\$19.6362	\$20.3401	\$21.0651	\$21.8530	\$22.7461
12	ANNUAL	\$34,562.06	\$35,709.18	\$37,040.90	\$38,290.72	\$39,663.26	\$41,076.88	\$42,613.48	\$44,354.96	\$46,014.28
	BI-WEEKLY	\$1,329.31	\$1,373.43	\$1,424.65	\$1,472.72	\$1,525.51	\$1,579.88	\$1,638.98	\$1,705.96	\$1,769.78
	HOURLY	\$17.7241	\$18.3124	\$18.9953	\$19.6362	\$20.3401	\$21.0651	\$21.8530	\$22.7461	\$23.5970
13	ANNUAL	\$35,709.18	\$37,040.90	\$38,290.72	\$39,663.26	\$41,076.88	\$42,613.48	\$44,354.96	\$46,014.28	\$47,858.20
	BI-WEEKLY	\$1,373.43	\$1,424.65	\$1,472.72	\$1,525.51	\$1,579.88	\$1,638.98	\$1,705.96	\$1,769.78	\$1,840.70
	HOURLY	\$18.3124	\$18.9953	\$19.6362	\$20.3401	\$21.0651	\$21.8530	\$22.7461	\$23.5970	\$24.5426
14	ANNUAL	\$37,040.90	\$38,290.72	\$39,663.26	\$41,076.88	\$42,613.48	\$44,354.96	\$46,014.28	\$47,858.20	\$49,681.58
	BI-WEEKLY	\$1,424.65	\$1,472.72	\$1,525.51	\$1,579.88	\$1,638.98	\$1,705.96	\$1,769.78	\$1,840.70	\$1,910.83
	HOURLY	\$18.9953	\$19.6362	\$20.3401	\$21.0651	\$21.8530	\$22.7461	\$23.5970	\$24.5426	\$25.4777
15	ANNUAL	\$38,290.72	\$39,785.98	\$41,261.22	\$42,797.82	\$44,354.96	\$46,014.28	\$47,858.20	\$49,681.58	\$51,668.76
	BI-WEEKLY	\$1,472.72	\$1,530.23	\$1,586.97	\$1,646.07	\$1,705.96	\$1,769.78	\$1,840.70	\$1,910.83	\$1,987.26
	HOURLY	\$19.6362	\$20.4031	\$21.1596	\$21.9476	\$22.7461	\$23.5970	\$24.5426	\$25.4777	\$26.4968
16	ANNUAL	\$39,785.98	\$41,261.22	\$42,797.82	\$44,354.96	\$46,014.28	\$47,858.20	\$49,681.58	\$51,668.76	\$53,615.12
	BI-WEEKLY	\$1,530.23	\$1,586.97	\$1,646.07	\$1,705.96	\$1,769.78	\$1,840.70	\$1,910.83	\$1,987.26	\$2,062.12
	HOURLY	\$20.4031	\$21.1596	\$21.9476	\$22.7461	\$23.5970	\$24.5426	\$25.4777	\$26.4968	\$27.4949
17	ANNUAL	\$41,261.22	\$42,797.82	\$44,354.96	\$46,014.28	\$47,858.20	\$49,681.58	\$51,668.76	\$53,615.12	\$55,725.28
	BI-WEEKLY	\$1,586.97	\$1,646.07	\$1,705.96	\$1,769.78	\$1,840.70	\$1,910.83	\$1,987.26	\$2,062.12	\$2,143.28
	HOURLY	\$21.1596	\$21.9476	\$22.7461	\$23.5970	\$24.5426	\$25.4777	\$26.4968	\$27.4949	\$28.5770
18	ANNUAL	\$42,797.82	\$44,354.96	\$46,014.28	\$47,858.20	\$49,681.58	\$51,668.76	\$53,615.12	\$55,725.28	\$57,937.88
	BI-WEEKLY	\$1,646.07	\$1,705.96	\$1,769.78	\$1,840.70	\$1,910.83	\$1,987.26	\$2,062.12	\$2,143.28	\$2,228.38
	HOURLY	\$21.9476	\$22.7461	\$23.5970	\$24.5426	\$25.4777	\$26.4968	\$27.4949	\$28.5770	\$29.7117

Community College System of NH  
Wage Schedule A000 (37.5 Hours Per Week)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
19	ANNUAL	\$44,354.96	\$46,014.28	\$47,858.20	\$49,681.58	\$51,668.76	\$53,615.12	\$55,725.28	\$57,937.88	\$60,703.76
	BI-WEEKLY	\$1,705.96	\$1,769.78	\$1,840.70	\$1,910.83	\$1,987.26	\$2,062.12	\$2,143.28	\$2,228.38	\$2,334.76
	HOURLY	\$22.7461	\$23.5970	\$24.5426	\$25.4777	\$26.4968	\$27.4949	\$28.5770	\$29.7117	\$31.1301
20	ANNUAL	\$46,014.28	\$47,858.20	\$49,681.58	\$51,668.76	\$53,615.12	\$55,725.28	\$57,937.88	\$60,703.76	\$63,243.96
	BI-WEEKLY	\$1,769.78	\$1,840.70	\$1,910.83	\$1,987.26	\$2,062.12	\$2,143.28	\$2,228.38	\$2,334.76	\$2,432.46
	HOURLY	\$23.5970	\$24.5426	\$25.4777	\$26.4968	\$27.4949	\$28.5770	\$29.7117	\$31.1301	\$32.4328
21	ANNUAL	\$47,858.20	\$49,681.58	\$51,668.76	\$53,615.12	\$55,725.28	\$57,937.88	\$60,703.76	\$63,243.96	\$65,866.32
	BI-WEEKLY	\$1,840.70	\$1,910.83	\$1,987.26	\$2,062.12	\$2,143.28	\$2,228.38	\$2,334.76	\$2,432.46	\$2,533.32
	HOURLY	\$24.5426	\$25.4777	\$26.4968	\$27.4949	\$28.5770	\$29.7117	\$31.1301	\$32.4328	\$33.7776
22	ANNUAL	\$49,681.58	\$51,668.76	\$53,615.12	\$55,725.28	\$57,937.88	\$60,703.76	\$63,243.96	\$65,866.32	\$68,631.94
	BI-WEEKLY	\$1,910.83	\$1,987.26	\$2,062.12	\$2,143.28	\$2,228.38	\$2,334.76	\$2,432.46	\$2,533.32	\$2,639.69
	HOURLY	\$25.4777	\$26.4968	\$27.4949	\$28.5770	\$29.7117	\$31.1301	\$32.4328	\$33.7776	\$35.1959
23	ANNUAL	\$51,668.76	\$53,737.84	\$55,991.52	\$58,306.56	\$60,703.76	\$63,243.96	\$65,866.32	\$68,631.94	\$71,500.26
	BI-WEEKLY	\$1,987.26	\$2,066.84	\$2,153.52	\$2,242.56	\$2,334.76	\$2,432.46	\$2,533.32	\$2,639.69	\$2,750.01
	HOURLY	\$26.4968	\$27.5579	\$28.7136	\$29.9008	\$31.1301	\$32.4328	\$33.7776	\$35.1959	\$36.6668
24	ANNUAL	\$53,737.84	\$55,991.52	\$58,306.56	\$60,703.76	\$63,243.96	\$65,866.32	\$68,631.94	\$71,500.26	\$74,594.00
	BI-WEEKLY	\$2,066.84	\$2,153.52	\$2,242.56	\$2,334.76	\$2,432.46	\$2,533.32	\$2,639.69	\$2,750.01	\$2,869.00
	HOURLY	\$27.5579	\$28.7136	\$29.9008	\$31.1301	\$32.4328	\$33.7776	\$35.1959	\$36.6668	\$38.2533
25	ANNUAL	\$55,991.52	\$58,306.56	\$60,703.76	\$63,243.96	\$65,866.32	\$68,631.94	\$71,500.26	\$74,594.00	\$77,666.94
	BI-WEEKLY	\$2,153.52	\$2,242.56	\$2,334.76	\$2,432.46	\$2,533.32	\$2,639.69	\$2,750.01	\$2,869.00	\$2,987.19
	HOURLY	\$28.7136	\$29.9008	\$31.1301	\$32.4328	\$33.7776	\$35.1959	\$36.6668	\$38.2533	\$39.8292
26	ANNUAL	\$58,306.56	\$60,703.76	\$63,243.96	\$65,866.32	\$68,631.94	\$71,500.26	\$74,594.00	\$77,666.94	\$80,986.10
	BI-WEEKLY	\$2,242.56	\$2,334.76	\$2,432.46	\$2,533.32	\$2,639.69	\$2,750.01	\$2,869.00	\$2,987.19	\$3,114.85
	HOURLY	\$29.9008	\$31.1301	\$32.4328	\$33.7776	\$35.1959	\$36.6668	\$38.2533	\$39.8292	\$41.5313
27	ANNUAL	\$60,703.76	\$63,243.96	\$65,866.32	\$68,631.94	\$71,500.26	\$74,594.00	\$77,666.94	\$80,986.10	\$85,165.34
	BI-WEEKLY	\$2,334.76	\$2,432.46	\$2,533.32	\$2,639.69	\$2,750.01	\$2,869.00	\$2,987.19	\$3,114.85	\$3,275.59
	HOURLY	\$31.1301	\$32.4328	\$33.7776	\$35.1959	\$36.6668	\$38.2533	\$39.8292	\$41.5313	\$43.6745

Community College System of NH  
Wage Schedule A000 (37.5 Hours Per Week)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
28	ANNUAL	\$63,243.96	\$65,866.32	\$68,631.94	\$71,500.26	\$74,594.00	\$77,666.94	\$80,986.10	\$85,165.34	\$89,057.80
	BI-WEEKLY	\$2,432.46	\$2,533.32	\$2,639.69	\$2,750.01	\$2,869.00	\$2,987.19	\$3,114.85	\$3,275.59	\$3,425.30
	HOURLY	\$32.4328	\$33.7776	\$35.1959	\$36.6668	\$38.2533	\$39.8292	\$41.5313	\$43.6745	\$45.6707
29	ANNUAL	\$65,866.32	\$68,631.94	\$71,500.26	\$74,594.00	\$77,666.94	\$80,986.10	\$85,165.34	\$89,057.80	\$92,971.06
	BI-WEEKLY	\$2,533.32	\$2,639.69	\$2,750.01	\$2,869.00	\$2,987.19	\$3,114.85	\$3,275.59	\$3,425.30	\$3,575.81
	HOURLY	\$33.7776	\$35.1959	\$36.6668	\$38.2533	\$39.8292	\$41.5313	\$43.6745	\$45.6707	\$47.6774
30	ANNUAL	\$68,631.94	\$71,500.26	\$74,594.00	\$77,666.94	\$80,986.10	\$85,165.34	\$89,057.80	\$92,971.06	\$97,191.38
	BI-WEEKLY	\$2,639.69	\$2,750.01	\$2,869.00	\$2,987.19	\$3,114.85	\$3,275.59	\$3,425.30	\$3,575.81	\$3,738.13
	HOURLY	\$35.1959	\$36.6668	\$38.2533	\$39.8292	\$41.5313	\$43.6745	\$45.6707	\$47.6774	\$49.8417
31	ANNUAL	\$71,500.26	\$74,737.26	\$78,076.96	\$81,477.76	\$85,165.34	\$89,057.80	\$92,971.06	\$97,191.38	\$101,432.24
	BI-WEEKLY	\$2,750.01	\$2,874.51	\$3,002.96	\$3,133.76	\$3,275.59	\$3,425.30	\$3,575.81	\$3,738.13	\$3,901.24
	HOURLY	\$36.6668	\$38.3268	\$40.0394	\$41.7834	\$43.6745	\$45.6707	\$47.6774	\$49.8417	\$52.0165
32	ANNUAL	\$74,737.26	\$78,076.96	\$81,477.76	\$85,165.34	\$89,057.80	\$92,971.06	\$97,191.38	\$101,432.24	\$105,693.64
	BI-WEEKLY	\$2,874.51	\$3,002.96	\$3,133.76	\$3,275.59	\$3,425.30	\$3,575.81	\$3,738.13	\$3,901.24	\$4,065.14
	HOURLY	\$38.3268	\$40.0394	\$41.7834	\$43.6745	\$45.6707	\$47.6774	\$49.8417	\$52.0165	\$54.2018
33	ANNUAL	\$78,076.96	\$81,477.76	\$85,165.34	\$89,057.80	\$92,971.06	\$97,191.38	\$101,432.24	\$105,693.64	\$109,893.16
	BI-WEEKLY	\$3,002.96	\$3,133.76	\$3,275.59	\$3,425.30	\$3,575.81	\$3,738.13	\$3,901.24	\$4,065.14	\$4,226.66
	HOURLY	\$40.0394	\$41.7834	\$43.6745	\$45.6707	\$47.6774	\$49.8417	\$52.0165	\$54.2018	\$56.3555
34	ANNUAL	\$81,477.76	\$85,165.34	\$89,057.80	\$92,971.06	\$97,191.38	\$101,432.24	\$105,693.64	\$109,893.16	\$114,134.28
	BI-WEEKLY	\$3,133.76	\$3,275.59	\$3,425.30	\$3,575.81	\$3,738.13	\$3,901.24	\$4,065.14	\$4,226.66	\$4,389.78
	HOURLY	\$41.7834	\$43.6745	\$45.6707	\$47.6774	\$49.8417	\$52.0165	\$54.2018	\$56.3555	\$58.5304
35	ANNUAL	\$85,165.34	\$89,057.80	\$92,971.06	\$97,191.38	\$101,432.24	\$105,693.64	\$109,893.16	\$114,134.28	\$118,620.84
	BI-WEEKLY	\$3,275.59	\$3,425.30	\$3,575.81	\$3,738.13	\$3,901.24	\$4,065.14	\$4,226.66	\$4,389.78	\$4,562.34
	HOURLY	\$43.6745	\$45.6707	\$47.6774	\$49.8417	\$52.0165	\$54.2018	\$56.3555	\$58.5304	\$60.8312

Community College System of NH  
Wage Schedule A130 (40 Hours Per Week)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01	ANNUAL	\$26,944.84	\$27,556.62	\$28,234.18	\$28,933.32	\$29,676.40	\$30,463.16	\$31,184.40	\$31,927.48	\$32,735.82
	BI-WEEKLY	\$1,036.34	\$1,059.87	\$1,085.93	\$1,112.82	\$1,141.40	\$1,171.66	\$1,199.40	\$1,227.98	\$1,259.07
	HOURLY	\$12.9543	\$13.2484	\$13.5741	\$13.9103	\$14.2675	\$14.6457	\$14.9925	\$15.3497	\$15.7384
02	ANNUAL	\$27,556.62	\$28,234.18	\$28,933.32	\$29,676.40	\$30,463.16	\$31,184.40	\$31,927.48	\$32,735.82	\$33,609.94
	BI-WEEKLY	\$1,059.87	\$1,085.93	\$1,112.82	\$1,141.40	\$1,171.66	\$1,199.40	\$1,227.98	\$1,259.07	\$1,292.69
	HOURLY	\$13.2484	\$13.5741	\$13.9103	\$14.2675	\$14.6457	\$14.9925	\$15.3497	\$15.7384	\$16.1586
03	ANNUAL	\$28,234.18	\$28,933.32	\$29,676.40	\$30,463.16	\$31,184.40	\$31,927.48	\$32,735.82	\$33,609.94	\$35,664.20
	BI-WEEKLY	\$1,085.93	\$1,112.82	\$1,141.40	\$1,171.66	\$1,199.40	\$1,227.98	\$1,259.07	\$1,292.69	\$1,371.70
	HOURLY	\$13.5741	\$13.9103	\$14.2675	\$14.6457	\$14.9925	\$15.3497	\$15.7384	\$16.1586	\$17.1462
04	ANNUAL	\$28,933.32	\$29,676.40	\$30,463.16	\$31,184.40	\$31,927.48	\$32,735.82	\$33,609.94	\$35,664.20	\$36,866.18
	BI-WEEKLY	\$1,112.82	\$1,141.40	\$1,171.66	\$1,199.40	\$1,227.98	\$1,259.07	\$1,292.69	\$1,371.70	\$1,417.93
	HOURLY	\$13.9103	\$14.2675	\$14.6457	\$14.9925	\$15.3497	\$15.7384	\$16.1586	\$17.1462	\$17.7241
05	ANNUAL	\$29,676.40	\$30,463.16	\$31,184.40	\$31,927.48	\$32,735.82	\$33,609.94	\$35,664.20	\$36,866.18	\$38,089.74
	BI-WEEKLY	\$1,141.40	\$1,171.66	\$1,199.40	\$1,227.98	\$1,259.07	\$1,292.69	\$1,371.70	\$1,417.93	\$1,464.99
	HOURLY	\$14.2675	\$14.6457	\$14.9925	\$15.3497	\$15.7384	\$16.1586	\$17.1462	\$17.7241	\$18.3124
06	ANNUAL	\$30,463.16	\$31,184.40	\$31,927.48	\$32,735.82	\$33,609.94	\$35,664.20	\$36,866.18	\$38,089.74	\$39,510.12
	BI-WEEKLY	\$1,171.66	\$1,199.40	\$1,227.98	\$1,259.07	\$1,292.69	\$1,371.70	\$1,417.93	\$1,464.99	\$1,519.62
	HOURLY	\$14.6457	\$14.9925	\$15.3497	\$15.7384	\$16.1586	\$17.1462	\$17.7241	\$18.3124	\$18.9953
07	ANNUAL	\$31,184.40	\$32,167.72	\$33,303.92	\$34,462.22	\$35,664.20	\$36,866.18	\$38,089.74	\$39,510.12	\$40,843.40
	BI-WEEKLY	\$1,199.40	\$1,237.22	\$1,280.92	\$1,325.47	\$1,371.70	\$1,417.93	\$1,464.99	\$1,519.62	\$1,570.90
	HOURLY	\$14.9925	\$15.4652	\$16.0115	\$16.5684	\$17.1462	\$17.7241	\$18.3124	\$18.9953	\$19.6362
08	ANNUAL	\$32,167.72	\$33,303.92	\$34,462.22	\$35,664.20	\$36,866.18	\$38,089.74	\$39,510.12	\$40,843.40	\$42,307.46
	BI-WEEKLY	\$1,237.22	\$1,280.92	\$1,325.47	\$1,371.70	\$1,417.93	\$1,464.99	\$1,519.62	\$1,570.90	\$1,627.21
	HOURLY	\$15.4652	\$16.0115	\$16.5684	\$17.1462	\$17.7241	\$18.3124	\$18.9953	\$19.6362	\$20.3401
09	ANNUAL	\$33,303.92	\$34,462.22	\$35,664.20	\$36,866.18	\$38,089.74	\$39,510.12	\$40,843.40	\$42,307.46	\$43,815.46
	BI-WEEKLY	\$1,280.92	\$1,325.47	\$1,371.70	\$1,417.93	\$1,464.99	\$1,519.62	\$1,570.90	\$1,627.21	\$1,685.21
	HOURLY	\$16.0115	\$16.5684	\$17.1462	\$17.7241	\$18.3124	\$18.9953	\$19.6362	\$20.3401	\$21.0651



Community College System of NH  
Wage Schedule A130 (40 Hours Per Week)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
10	ANNUAL	\$34,462.22	\$35,664.20	\$36,866.18	\$38,089.74	\$39,510.12	\$40,843.40	\$42,307.46	\$43,815.46	\$45,454.24
	BI-WEEKLY	\$1,325.47	\$1,371.70	\$1,417.93	\$1,464.99	\$1,519.62	\$1,570.90	\$1,627.21	\$1,685.21	\$1,748.24
	HOURLY	\$16.5684	\$17.1462	\$17.7241	\$18.3124	\$18.9953	\$19.6362	\$20.3401	\$21.0651	\$21.8530
11	ANNUAL	\$35,664.20	\$36,866.18	\$38,089.74	\$39,510.12	\$40,843.40	\$42,307.46	\$43,815.46	\$45,454.24	\$47,311.94
	BI-WEEKLY	\$1,371.70	\$1,417.93	\$1,464.99	\$1,519.62	\$1,570.90	\$1,627.21	\$1,685.21	\$1,748.24	\$1,819.69
	HOURLY	\$17.1462	\$17.7241	\$18.3124	\$18.9953	\$19.6362	\$20.3401	\$21.0651	\$21.8530	\$22.7461
12	ANNUAL	\$36,866.18	\$38,089.74	\$39,510.12	\$40,843.40	\$42,307.46	\$43,815.46	\$45,454.24	\$47,311.94	\$49,081.76
	BI-WEEKLY	\$1,417.93	\$1,464.99	\$1,519.62	\$1,570.90	\$1,627.21	\$1,685.21	\$1,748.24	\$1,819.69	\$1,887.76
	HOURLY	\$17.7241	\$18.3124	\$18.9953	\$19.6362	\$20.3401	\$21.0651	\$21.8530	\$22.7461	\$23.5970
13	ANNUAL	\$38,089.74	\$39,510.12	\$40,843.40	\$42,307.46	\$43,815.46	\$45,454.24	\$47,311.94	\$49,081.76	\$51,048.66
	BI-WEEKLY	\$1,464.99	\$1,519.62	\$1,570.90	\$1,627.21	\$1,685.21	\$1,748.24	\$1,819.69	\$1,887.76	\$1,963.41
	HOURLY	\$18.3124	\$18.9953	\$19.6362	\$20.3401	\$21.0651	\$21.8530	\$22.7461	\$23.5970	\$24.5426
14	ANNUAL	\$39,510.12	\$40,843.40	\$42,307.46	\$43,815.46	\$45,454.24	\$47,311.94	\$49,081.76	\$51,048.66	\$52,993.72
	BI-WEEKLY	\$1,519.62	\$1,570.90	\$1,627.21	\$1,685.21	\$1,748.24	\$1,819.69	\$1,887.76	\$1,963.41	\$2,038.22
	HOURLY	\$18.9953	\$19.6362	\$20.3401	\$21.0651	\$21.8530	\$22.7461	\$23.5970	\$24.5426	\$25.4777
15	ANNUAL	\$40,843.40	\$42,438.50	\$44,012.02	\$45,651.06	\$47,311.94	\$49,081.76	\$51,048.66	\$52,993.72	\$55,113.24
	BI-WEEKLY	\$1,570.90	\$1,632.25	\$1,692.77	\$1,755.81	\$1,819.69	\$1,887.76	\$1,963.41	\$2,038.22	\$2,119.74
	HOURLY	\$19.6362	\$20.4031	\$21.1596	\$21.9476	\$22.7461	\$23.5970	\$24.5426	\$25.4777	\$26.4968
16	ANNUAL	\$42,438.50	\$44,012.02	\$45,651.06	\$47,311.94	\$49,081.76	\$51,048.66	\$52,993.72	\$55,113.24	\$57,189.34
	BI-WEEKLY	\$1,632.25	\$1,692.77	\$1,755.81	\$1,819.69	\$1,887.76	\$1,963.41	\$2,038.22	\$2,119.74	\$2,199.59
	HOURLY	\$20.4031	\$21.1596	\$21.9476	\$22.7461	\$23.5970	\$24.5426	\$25.4777	\$26.4968	\$27.4949
17	ANNUAL	\$44,012.02	\$45,651.06	\$47,311.94	\$49,081.76	\$51,048.66	\$52,993.72	\$55,113.24	\$57,189.34	\$59,440.16
	BI-WEEKLY	\$1,692.77	\$1,755.81	\$1,819.69	\$1,887.76	\$1,963.41	\$2,038.22	\$2,119.74	\$2,199.59	\$2,286.16
	HOURLY	\$21.1596	\$21.9476	\$22.7461	\$23.5970	\$24.5426	\$25.4777	\$26.4968	\$27.4949	\$28.5770
18	ANNUAL	\$45,651.06	\$47,311.94	\$49,081.76	\$51,048.66	\$52,993.72	\$55,113.24	\$57,189.34	\$59,440.16	\$61,800.44
	BI-WEEKLY	\$1,755.81	\$1,819.69	\$1,887.76	\$1,963.41	\$2,038.22	\$2,119.74	\$2,199.59	\$2,286.16	\$2,376.94
	HOURLY	\$21.9476	\$22.7461	\$23.5970	\$24.5426	\$25.4777	\$26.4968	\$27.4949	\$28.5770	\$29.7117

Community College System of NH  
Wage Schedule A130 (40 Hours Per Week)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
19	ANNUAL	\$47,311.94	\$49,081.76	\$51,048.66	\$52,993.72	\$55,113.24	\$57,189.34	\$59,440.16	\$61,800.44	\$64,750.66
	BI-WEEKLY	\$1,819.69	\$1,887.76	\$1,963.41	\$2,038.22	\$2,119.74	\$2,199.59	\$2,286.16	\$2,376.94	\$2,490.41
	HOURLY	\$22.7461	\$23.5970	\$24.5426	\$25.4777	\$26.4968	\$27.4949	\$28.5770	\$29.7117	\$31.1301
20	ANNUAL	\$49,081.76	\$51,048.66	\$52,993.72	\$55,113.24	\$57,189.34	\$59,440.16	\$61,800.44	\$64,750.66	\$67,460.12
	BI-WEEKLY	\$1,887.76	\$1,963.41	\$2,038.22	\$2,119.74	\$2,199.59	\$2,286.16	\$2,376.94	\$2,490.41	\$2,594.62
	HOURLY	\$23.5970	\$24.5426	\$25.4777	\$26.4968	\$27.4949	\$28.5770	\$29.7117	\$31.1301	\$32.4328
21	ANNUAL	\$51,048.66	\$52,993.72	\$55,113.24	\$57,189.34	\$59,440.16	\$61,800.44	\$64,750.66	\$67,460.12	\$70,257.46
	BI-WEEKLY	\$1,963.41	\$2,038.22	\$2,119.74	\$2,199.59	\$2,286.16	\$2,376.94	\$2,490.41	\$2,594.62	\$2,702.21
	HOURLY	\$24.5426	\$25.4777	\$26.4968	\$27.4949	\$28.5770	\$29.7117	\$31.1301	\$32.4328	\$33.7776
22	ANNUAL	\$52,993.72	\$55,113.24	\$57,189.34	\$59,440.16	\$61,800.44	\$64,750.66	\$67,460.12	\$70,257.46	\$73,207.42
	BI-WEEKLY	\$2,038.22	\$2,119.74	\$2,199.59	\$2,286.16	\$2,376.94	\$2,490.41	\$2,594.62	\$2,702.21	\$2,815.67
	HOURLY	\$25.4777	\$26.4968	\$27.4949	\$28.5770	\$29.7117	\$31.1301	\$32.4328	\$33.7776	\$35.1959
23	ANNUAL	\$55,113.24	\$57,320.38	\$59,724.34	\$62,193.56	\$64,750.66	\$67,460.12	\$70,257.46	\$73,207.42	\$76,266.84
	BI-WEEKLY	\$2,119.74	\$2,204.63	\$2,297.09	\$2,392.06	\$2,490.41	\$2,594.62	\$2,702.21	\$2,815.67	\$2,933.34
	HOURLY	\$26.4968	\$27.5579	\$28.7136	\$29.9008	\$31.1301	\$32.4328	\$33.7776	\$35.1959	\$36.6668
24	ANNUAL	\$57,320.38	\$59,724.34	\$62,193.56	\$64,750.66	\$67,460.12	\$70,257.46	\$73,207.42	\$76,266.84	\$79,566.76
	BI-WEEKLY	\$2,204.63	\$2,297.09	\$2,392.06	\$2,490.41	\$2,594.62	\$2,702.21	\$2,815.67	\$2,933.34	\$3,060.26
	HOURLY	\$27.5579	\$28.7136	\$29.9008	\$31.1301	\$32.4328	\$33.7776	\$35.1959	\$36.6668	\$38.2533
25	ANNUAL	\$59,724.34	\$62,193.56	\$64,750.66	\$67,460.12	\$70,257.46	\$73,207.42	\$76,266.84	\$79,566.76	\$82,844.84
	BI-WEEKLY	\$2,297.09	\$2,392.06	\$2,490.41	\$2,594.62	\$2,702.21	\$2,815.67	\$2,933.34	\$3,060.26	\$3,186.34
	HOURLY	\$28.7136	\$29.9008	\$31.1301	\$32.4328	\$33.7776	\$35.1959	\$36.6668	\$38.2533	\$39.8292
26	ANNUAL	\$62,193.56	\$64,750.66	\$67,460.12	\$70,257.46	\$73,207.42	\$76,266.84	\$79,566.76	\$82,844.84	\$86,385.00
	BI-WEEKLY	\$2,392.06	\$2,490.41	\$2,594.62	\$2,702.21	\$2,815.67	\$2,933.34	\$3,060.26	\$3,186.34	\$3,322.50
	HOURLY	\$29.9008	\$31.1301	\$32.4328	\$33.7776	\$35.1959	\$36.6668	\$38.2533	\$39.8292	\$41.5313
27	ANNUAL	\$64,750.66	\$67,460.12	\$70,257.46	\$73,207.42	\$76,266.84	\$79,566.76	\$82,844.84	\$86,385.00	\$90,842.96
	BI-WEEKLY	\$2,490.41	\$2,594.62	\$2,702.21	\$2,815.67	\$2,933.34	\$3,060.26	\$3,186.34	\$3,322.50	\$3,493.96
	HOURLY	\$31.1301	\$32.4328	\$33.7776	\$35.1959	\$36.6668	\$38.2533	\$39.8292	\$41.5313	\$43.6745

Community College System of NH  
Wage Schedule A130 (40 Hours Per Week)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
28	ANNUAL	\$67,460.12	\$70,257.46	\$73,207.42	\$76,266.84	\$79,566.76	\$82,844.84	\$86,385.00	\$90,842.96	\$94,995.16
	BI-WEEKLY	\$2,594.62	\$2,702.21	\$2,815.67	\$2,933.34	\$3,060.26	\$3,186.34	\$3,322.50	\$3,493.96	\$3,653.66
	HOURLY	\$32.4328	\$33.7776	\$35.1959	\$36.6668	\$38.2533	\$39.8292	\$41.5313	\$43.6745	\$45.6707
29	ANNUAL	\$70,257.46	\$73,207.42	\$76,266.84	\$79,566.76	\$82,844.84	\$86,385.00	\$90,842.96	\$94,995.16	\$99,168.94
	BI-WEEKLY	\$2,702.21	\$2,815.67	\$2,933.34	\$3,060.26	\$3,186.34	\$3,322.50	\$3,493.96	\$3,653.66	\$3,814.19
	HOURLY	\$33.7776	\$35.1959	\$36.6668	\$38.2533	\$39.8292	\$41.5313	\$43.6745	\$45.6707	\$47.6774
30	ANNUAL	\$73,207.42	\$76,266.84	\$79,566.76	\$82,844.84	\$86,385.00	\$90,842.96	\$94,995.16	\$99,168.94	\$103,670.84
	BI-WEEKLY	\$2,815.67	\$2,933.34	\$3,060.26	\$3,186.34	\$3,322.50	\$3,493.96	\$3,653.66	\$3,814.19	\$3,987.34
	HOURLY	\$35.1959	\$36.6668	\$38.2533	\$39.8292	\$41.5313	\$43.6745	\$45.6707	\$47.6774	\$49.8417
31	ANNUAL	\$76,266.84	\$79,719.64	\$83,281.90	\$86,909.42	\$90,842.96	\$94,995.16	\$99,168.94	\$103,670.84	\$108,194.32
	BI-WEEKLY	\$2,933.34	\$3,066.14	\$3,203.15	\$3,342.67	\$3,493.96	\$3,653.66	\$3,814.19	\$3,987.34	\$4,161.32
	HOURLY	\$36.6668	\$38.3268	\$40.0394	\$41.7834	\$43.6745	\$45.6707	\$47.6774	\$49.8417	\$52.0165
32	ANNUAL	\$79,719.64	\$83,281.90	\$86,909.42	\$90,842.96	\$94,995.16	\$99,168.94	\$103,670.84	\$108,194.32	\$112,739.64
	BI-WEEKLY	\$3,066.14	\$3,203.15	\$3,342.67	\$3,493.96	\$3,653.66	\$3,814.19	\$3,987.34	\$4,161.32	\$4,336.14
	HOURLY	\$38.3268	\$40.0394	\$41.7834	\$43.6745	\$45.6707	\$47.6774	\$49.8417	\$52.0165	\$54.2018
33	ANNUAL	\$83,281.90	\$86,909.42	\$90,842.96	\$94,995.16	\$99,168.94	\$103,670.84	\$108,194.32	\$112,739.64	\$117,219.44
	BI-WEEKLY	\$3,203.15	\$3,342.67	\$3,493.96	\$3,653.66	\$3,814.19	\$3,987.34	\$4,161.32	\$4,336.14	\$4,508.44
	HOURLY	\$40.0394	\$41.7834	\$43.6745	\$45.6707	\$47.6774	\$49.8417	\$52.0165	\$54.2018	\$56.3555
34	ANNUAL	\$86,909.42	\$90,842.96	\$94,995.16	\$99,168.94	\$103,670.84	\$108,194.32	\$112,739.64	\$117,219.44	\$121,743.18
	BI-WEEKLY	\$3,342.67	\$3,493.96	\$3,653.66	\$3,814.19	\$3,987.34	\$4,161.32	\$4,336.14	\$4,508.44	\$4,682.43
	HOURLY	\$41.7834	\$43.6745	\$45.6707	\$47.6774	\$49.8417	\$52.0165	\$54.2018	\$56.3555	\$58.5304
35	ANNUAL	\$90,842.96	\$94,995.16	\$99,168.94	\$103,670.84	\$108,194.32	\$112,739.64	\$117,219.44	\$121,743.18	\$126,529.00
	BI-WEEKLY	\$3,493.96	\$3,653.66	\$3,814.19	\$3,987.34	\$4,161.32	\$4,336.14	\$4,508.44	\$4,682.43	\$4,866.50
	HOURLY	\$43.6745	\$45.6707	\$47.6774	\$49.8417	\$52.0165	\$54.2018	\$56.3555	\$58.5304	\$60.8312

Community College System of NH  
Wage Schedule A180 - 20 Payments (180 Day Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01	ANNUAL	\$24,778.60	\$25,345.80	\$25,955.60	\$26,636.40	\$27,317.20	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40
	BI-WEEKLY	\$1,238.93	\$1,267.29	\$1,297.78	\$1,331.82	\$1,365.86	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12
	HOURLY	\$18.3545	\$18.7747	\$19.2264	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573
02	ANNUAL	\$25,345.80	\$25,955.60	\$26,636.40	\$27,317.20	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40	\$31,019.20
	BI-WEEKLY	\$1,267.29	\$1,297.78	\$1,331.82	\$1,365.86	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12	\$1,550.96
	HOURLY	\$18.7747	\$19.2264	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772
03	ANNUAL	\$25,955.60	\$26,636.40	\$27,317.20	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40	\$31,019.20	\$32,948.20
	BI-WEEKLY	\$1,297.78	\$1,331.82	\$1,365.86	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12	\$1,550.96	\$1,647.41
	HOURLY	\$19.2264	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061
04	ANNUAL	\$26,636.40	\$27,317.20	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40	\$31,019.20	\$32,948.20	\$34,068.60
	BI-WEEKLY	\$1,331.82	\$1,365.86	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12	\$1,550.96	\$1,647.41	\$1,703.43
	HOURLY	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061	\$25.2360
05	ANNUAL	\$27,317.20	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40	\$31,019.20	\$32,948.20	\$34,068.60	\$35,203.20
	BI-WEEKLY	\$1,365.86	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12	\$1,550.96	\$1,647.41	\$1,703.43	\$1,760.16
	HOURLY	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061	\$25.2360	\$26.0765
06	ANNUAL	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40	\$31,019.20	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60
	BI-WEEKLY	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12	\$1,550.96	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83
	HOURLY	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061	\$25.2360	\$26.0765	\$27.0641
07	ANNUAL	\$28,735.60	\$29,657.60	\$30,735.60	\$31,813.60	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00
	BI-WEEKLY	\$1,436.78	\$1,482.88	\$1,536.78	\$1,590.68	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65
	HOURLY	\$21.2857	\$21.9686	\$22.7671	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097
08	ANNUAL	\$29,657.60	\$30,735.60	\$31,813.60	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80
	BI-WEEKLY	\$1,482.88	\$1,536.78	\$1,590.68	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74
	HOURLY	\$21.9686	\$22.7671	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183
09	ANNUAL	\$30,735.60	\$31,813.60	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00
	BI-WEEKLY	\$1,536.78	\$1,590.68	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65
	HOURLY	\$22.7671	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689

Community College System of NH  
Wage Schedule A180 - 20 Payments (180 Day Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
10	ANNUAL	\$31,813.60	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00	\$42,110.60
	BI-WEEKLY	\$1,590.68	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65	\$2,105.53
	HOURLY	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931
11	ANNUAL	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00	\$42,110.60	\$43,855.20
	BI-WEEKLY	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65	\$2,105.53	\$2,192.76
	HOURLY	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853
12	ANNUAL	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00	\$42,110.60	\$43,855.20	\$45,543.00
	BI-WEEKLY	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65	\$2,105.53	\$2,192.76	\$2,277.15
	HOURLY	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853	\$33.7356
13	ANNUAL	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00	\$42,110.60	\$43,855.20	\$45,543.00	\$47,372.80
	BI-WEEKLY	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65	\$2,105.53	\$2,192.76	\$2,277.15	\$2,368.64
	HOURLY	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853	\$33.7356	\$35.0909
14	ANNUAL	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00	\$42,110.60	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20
	BI-WEEKLY	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65	\$2,105.53	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41
	HOURLY	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853	\$33.7356	\$35.0909	\$36.4357
15	ANNUAL	\$37,813.00	\$39,302.40	\$40,763.20	\$42,295.00	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00
	BI-WEEKLY	\$1,890.65	\$1,965.12	\$2,038.16	\$2,114.75	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70
	HOURLY	\$28.0097	\$29.1129	\$30.1950	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066
16	ANNUAL	\$39,302.40	\$40,763.20	\$42,295.00	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20
	BI-WEEKLY	\$1,965.12	\$2,038.16	\$2,114.75	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56
	HOURLY	\$29.1129	\$30.1950	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564
17	ANNUAL	\$40,763.20	\$42,295.00	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20
	BI-WEEKLY	\$2,038.16	\$2,114.75	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51
	HOURLY	\$30.1950	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113
18	ANNUAL	\$42,295.00	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20	\$57,443.00
	BI-WEEKLY	\$2,114.75	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51	\$2,872.15
	HOURLY	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503

Community College System of NH  
Wage Schedule A180 - 20 Payments (180 Day Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
19	ANNUAL	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20	\$57,443.00	\$60,222.80
	BI-WEEKLY	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51	\$2,872.15	\$3,011.14
	HOURLY	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095
20	ANNUAL	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20	\$57,443.00	\$60,222.80	\$62,747.60
	BI-WEEKLY	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51	\$2,872.15	\$3,011.14	\$3,137.38
	HOURLY	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095	\$46.4797
21	ANNUAL	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20	\$57,443.00	\$60,222.80	\$62,747.60	\$65,357.20
	BI-WEEKLY	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51	\$2,872.15	\$3,011.14	\$3,137.38	\$3,267.86
	HOURLY	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095	\$46.4797	\$48.4128
22	ANNUAL	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20	\$57,443.00	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20
	BI-WEEKLY	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51	\$2,872.15	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86
	HOURLY	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095	\$46.4797	\$48.4128	\$50.4720
23	ANNUAL	\$51,174.00	\$53,244.60	\$55,499.80	\$57,811.80	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40
	BI-WEEKLY	\$2,558.70	\$2,662.23	\$2,774.99	\$2,890.59	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12
	HOURLY	\$37.9066	\$39.4405	\$41.1110	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943
24	ANNUAL	\$53,244.60	\$55,499.80	\$57,811.80	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60
	BI-WEEKLY	\$2,662.23	\$2,774.99	\$2,890.59	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43
	HOURLY	\$39.4405	\$41.1110	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952
25	ANNUAL	\$55,499.80	\$57,811.80	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20
	BI-WEEKLY	\$2,774.99	\$2,890.59	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61
	HOURLY	\$41.1110	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646
26	ANNUAL	\$57,811.80	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20	\$80,505.20
	BI-WEEKLY	\$2,890.59	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61	\$4,025.26
	HOURLY	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335
27	ANNUAL	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20	\$80,505.20	\$84,689.40
	BI-WEEKLY	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61	\$4,025.26	\$4,234.47
	HOURLY	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329

Community College System of NH  
Wage Schedule A180 - 20 Payments (180 Day Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
28	ANNUAL	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20	\$80,505.20	\$84,689.40	\$88,561.40
	BI-WEEKLY	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61	\$4,025.26	\$4,234.47	\$4,428.07
	HOURLY	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329	\$65.6010
29	ANNUAL	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20	\$80,505.20	\$84,689.40	\$88,561.40	\$92,490.20
	BI-WEEKLY	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61	\$4,025.26	\$4,234.47	\$4,428.07	\$4,624.51
	HOURLY	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329	\$65.6010	\$68.5113
30	ANNUAL	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20	\$80,505.20	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00
	BI-WEEKLY	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61	\$4,025.26	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85
	HOURLY	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329	\$65.6010	\$68.5113	\$71.6422
31	ANNUAL	\$71,002.40	\$74,236.00	\$77,583.40	\$80,987.40	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00	\$100,943.60
	BI-WEEKLY	\$3,550.12	\$3,711.80	\$3,879.17	\$4,049.37	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85	\$5,047.18
	HOURLY	\$52.5943	\$54.9897	\$57.4692	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730
32	ANNUAL	\$74,236.00	\$77,583.40	\$80,987.40	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00	\$100,943.60	\$105,198.60
	BI-WEEKLY	\$3,711.80	\$3,879.17	\$4,049.37	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85	\$5,047.18	\$5,259.93
	HOURLY	\$54.9897	\$57.4692	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249
33	ANNUAL	\$77,583.40	\$80,987.40	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00	\$100,943.60	\$105,198.60	\$109,397.00
	BI-WEEKLY	\$3,879.17	\$4,049.37	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85	\$5,047.18	\$5,259.93	\$5,469.85
	HOURLY	\$57.4692	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249	\$81.0348
34	ANNUAL	\$80,987.40	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00	\$100,943.60	\$105,198.60	\$109,397.00	\$113,637.80
	BI-WEEKLY	\$4,049.37	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85	\$5,047.18	\$5,259.93	\$5,469.85	\$5,681.89
	HOURLY	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249	\$81.0348	\$84.1761
35	ANNUAL	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00	\$100,943.60	\$105,198.60	\$109,397.00	\$113,637.80	\$118,119.80
	BI-WEEKLY	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85	\$5,047.18	\$5,259.93	\$5,469.85	\$5,681.89	\$5,905.99
	HOURLY	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249	\$81.0348	\$84.1761	\$87.4961

Community College System of NH  
Wage Schedule A180 - 26 Payments (180 Day Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01	ANNUAL	\$24,778.60	\$25,345.80	\$25,955.60	\$26,636.40	\$27,317.20	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40
	BI-WEEKLY	\$953.02	\$974.84	\$998.29	\$1,024.48	\$1,050.66	\$1,079.03	\$1,105.22	\$1,131.41	\$1,160.86
	HOURLY	\$18.3545	\$18.7747	\$19.2264	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573
02	ANNUAL	\$25,345.80	\$25,955.60	\$26,636.40	\$27,317.20	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40	\$31,019.20
	BI-WEEKLY	\$974.84	\$998.29	\$1,024.48	\$1,050.66	\$1,079.03	\$1,105.22	\$1,131.41	\$1,160.86	\$1,193.05
	HOURLY	\$18.7747	\$19.2264	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772
03	ANNUAL	\$25,955.60	\$26,636.40	\$27,317.20	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40	\$31,019.20	\$32,948.20
	BI-WEEKLY	\$998.29	\$1,024.48	\$1,050.66	\$1,079.03	\$1,105.22	\$1,131.41	\$1,160.86	\$1,193.05	\$1,267.24
	HOURLY	\$19.2264	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061
04	ANNUAL	\$26,636.40	\$27,317.20	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40	\$31,019.20	\$32,948.20	\$34,068.60
	BI-WEEKLY	\$1,024.48	\$1,050.66	\$1,079.03	\$1,105.22	\$1,131.41	\$1,160.86	\$1,193.05	\$1,267.24	\$1,310.33
	HOURLY	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061	\$25.2360
05	ANNUAL	\$27,317.20	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40	\$31,019.20	\$32,948.20	\$34,068.60	\$35,203.20
	BI-WEEKLY	\$1,050.66	\$1,079.03	\$1,105.22	\$1,131.41	\$1,160.86	\$1,193.05	\$1,267.24	\$1,310.33	\$1,353.97
	HOURLY	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061	\$25.2360	\$26.0765
06	ANNUAL	\$28,054.80	\$28,735.60	\$29,416.60	\$30,182.40	\$31,019.20	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60
	BI-WEEKLY	\$1,079.03	\$1,105.22	\$1,131.41	\$1,160.86	\$1,193.05	\$1,267.24	\$1,310.33	\$1,353.97	\$1,405.25
	HOURLY	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061	\$25.2360	\$26.0765	\$27.0641
07	ANNUAL	\$28,735.60	\$29,657.60	\$30,735.60	\$31,813.60	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00
	BI-WEEKLY	\$1,105.22	\$1,140.68	\$1,182.14	\$1,223.60	\$1,267.24	\$1,310.33	\$1,353.97	\$1,405.25	\$1,454.35
	HOURLY	\$21.2857	\$21.9686	\$22.7671	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097
08	ANNUAL	\$29,657.60	\$30,735.60	\$31,813.60	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80
	BI-WEEKLY	\$1,140.68	\$1,182.14	\$1,223.60	\$1,267.24	\$1,310.33	\$1,353.97	\$1,405.25	\$1,454.35	\$1,506.72
	HOURLY	\$21.9686	\$22.7671	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183
09	ANNUAL	\$30,735.60	\$31,813.60	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00
	BI-WEEKLY	\$1,182.14	\$1,223.60	\$1,267.24	\$1,310.33	\$1,353.97	\$1,405.25	\$1,454.35	\$1,506.72	\$1,561.27
	HOURLY	\$22.7671	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689



Community College System of NH  
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Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
10	ANNUAL	\$31,813.60	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00	\$42,110.60
	BI-WEEKLY	\$1,223.60	\$1,267.24	\$1,310.33	\$1,353.97	\$1,405.25	\$1,454.35	\$1,506.72	\$1,561.27	\$1,619.64
	HOURLY	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931
11	ANNUAL	\$32,948.20	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00	\$42,110.60	\$43,855.20
	BI-WEEKLY	\$1,267.24	\$1,310.33	\$1,353.97	\$1,405.25	\$1,454.35	\$1,506.72	\$1,561.27	\$1,619.64	\$1,686.74
	HOURLY	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853
12	ANNUAL	\$34,068.60	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00	\$42,110.60	\$43,855.20	\$45,543.00
	BI-WEEKLY	\$1,310.33	\$1,353.97	\$1,405.25	\$1,454.35	\$1,506.72	\$1,561.27	\$1,619.64	\$1,686.74	\$1,751.65
	HOURLY	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853	\$33.7356
13	ANNUAL	\$35,203.20	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00	\$42,110.60	\$43,855.20	\$45,543.00	\$47,372.80
	BI-WEEKLY	\$1,353.97	\$1,405.25	\$1,454.35	\$1,506.72	\$1,561.27	\$1,619.64	\$1,686.74	\$1,751.65	\$1,822.03
	HOURLY	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853	\$33.7356	\$35.0909
14	ANNUAL	\$36,536.60	\$37,813.00	\$39,174.80	\$40,593.00	\$42,110.60	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20
	BI-WEEKLY	\$1,405.25	\$1,454.35	\$1,506.72	\$1,561.27	\$1,619.64	\$1,686.74	\$1,751.65	\$1,822.03	\$1,891.85
	HOURLY	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853	\$33.7356	\$35.0909	\$36.4357
15	ANNUAL	\$37,813.00	\$39,302.40	\$40,763.20	\$42,295.00	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00
	BI-WEEKLY	\$1,454.35	\$1,511.63	\$1,567.82	\$1,626.73	\$1,686.74	\$1,751.65	\$1,822.03	\$1,891.85	\$1,968.23
	HOURLY	\$28.0097	\$29.1129	\$30.1950	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066
16	ANNUAL	\$39,302.40	\$40,763.20	\$42,295.00	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20
	BI-WEEKLY	\$1,511.63	\$1,567.82	\$1,626.73	\$1,686.74	\$1,751.65	\$1,822.03	\$1,891.85	\$1,968.23	\$2,043.51
	HOURLY	\$29.1129	\$30.1950	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564
17	ANNUAL	\$40,763.20	\$42,295.00	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20
	BI-WEEKLY	\$1,567.82	\$1,626.73	\$1,686.74	\$1,751.65	\$1,822.03	\$1,891.85	\$1,968.23	\$2,043.51	\$2,124.24
	HOURLY	\$30.1950	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113
18	ANNUAL	\$42,295.00	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20	\$57,443.00
	BI-WEEKLY	\$1,626.73	\$1,686.74	\$1,751.65	\$1,822.03	\$1,891.85	\$1,968.23	\$2,043.51	\$2,124.24	\$2,209.35
	HOURLY	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503

Community College System of NH  
Wage Schedule A180 - 26 Payments (180 Day Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
19	ANNUAL	\$43,855.20	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20	\$57,443.00	\$60,222.80
	BI-WEEKLY	\$1,686.74	\$1,751.65	\$1,822.03	\$1,891.85	\$1,968.23	\$2,043.51	\$2,124.24	\$2,209.35	\$2,316.26
	HOURLY	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095
20	ANNUAL	\$45,543.00	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20	\$57,443.00	\$60,222.80	\$62,747.60
	BI-WEEKLY	\$1,751.65	\$1,822.03	\$1,891.85	\$1,968.23	\$2,043.51	\$2,124.24	\$2,209.35	\$2,316.26	\$2,413.37
	HOURLY	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095	\$46.4797
21	ANNUAL	\$47,372.80	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20	\$57,443.00	\$60,222.80	\$62,747.60	\$65,357.20
	BI-WEEKLY	\$1,822.03	\$1,891.85	\$1,968.23	\$2,043.51	\$2,124.24	\$2,209.35	\$2,316.26	\$2,413.37	\$2,513.74
	HOURLY	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095	\$46.4797	\$48.4128
22	ANNUAL	\$49,188.20	\$51,174.00	\$53,131.20	\$55,230.20	\$57,443.00	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20
	BI-WEEKLY	\$1,891.85	\$1,968.23	\$2,043.51	\$2,124.24	\$2,209.35	\$2,316.26	\$2,413.37	\$2,513.74	\$2,620.66
	HOURLY	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095	\$46.4797	\$48.4128	\$50.4720
23	ANNUAL	\$51,174.00	\$53,244.60	\$55,499.80	\$57,811.80	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40
	BI-WEEKLY	\$1,968.23	\$2,047.87	\$2,134.61	\$2,223.53	\$2,316.26	\$2,413.37	\$2,513.74	\$2,620.66	\$2,730.86
	HOURLY	\$37.9066	\$39.4405	\$41.1110	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943
24	ANNUAL	\$53,244.60	\$55,499.80	\$57,811.80	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60
	BI-WEEKLY	\$2,047.87	\$2,134.61	\$2,223.53	\$2,316.26	\$2,413.37	\$2,513.74	\$2,620.66	\$2,730.86	\$2,850.33
	HOURLY	\$39.4405	\$41.1110	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952
25	ANNUAL	\$55,499.80	\$57,811.80	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20
	BI-WEEKLY	\$2,134.61	\$2,223.53	\$2,316.26	\$2,413.37	\$2,513.74	\$2,620.66	\$2,730.86	\$2,850.33	\$2,968.16
	HOURLY	\$41.1110	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646
26	ANNUAL	\$57,811.80	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20	\$80,505.20
	BI-WEEKLY	\$2,223.53	\$2,316.26	\$2,413.37	\$2,513.74	\$2,620.66	\$2,730.86	\$2,850.33	\$2,968.16	\$3,096.35
	HOURLY	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335
27	ANNUAL	\$60,222.80	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20	\$80,505.20	\$84,689.40
	BI-WEEKLY	\$2,316.26	\$2,413.37	\$2,513.74	\$2,620.66	\$2,730.86	\$2,850.33	\$2,968.16	\$3,096.35	\$3,257.28
	HOURLY	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329

Community College System of NH  
Wage Schedule A180 - 26 Payments (180 Day Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
28	ANNUAL	\$62,747.60	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20	\$80,505.20	\$84,689.40	\$88,561.40
	BI-WEEKLY	\$2,413.37	\$2,513.74	\$2,620.66	\$2,730.86	\$2,850.33	\$2,968.16	\$3,096.35	\$3,257.28	\$3,406.21
	HOURLY	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329	\$65.6010
29	ANNUAL	\$65,357.20	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20	\$80,505.20	\$84,689.40	\$88,561.40	\$92,490.20
	BI-WEEKLY	\$2,513.74	\$2,620.66	\$2,730.86	\$2,850.33	\$2,968.16	\$3,096.35	\$3,257.28	\$3,406.21	\$3,557.32
	HOURLY	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329	\$65.6010	\$68.5113
30	ANNUAL	\$68,137.20	\$71,002.40	\$74,108.60	\$77,172.20	\$80,505.20	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00
	BI-WEEKLY	\$2,620.66	\$2,730.86	\$2,850.33	\$2,968.16	\$3,096.35	\$3,257.28	\$3,406.21	\$3,557.32	\$3,719.88
	HOURLY	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329	\$65.6010	\$68.5113	\$71.6422
31	ANNUAL	\$71,002.40	\$74,236.00	\$77,583.40	\$80,987.40	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00	\$100,943.60
	BI-WEEKLY	\$2,730.86	\$2,855.23	\$2,983.98	\$3,114.90	\$3,257.28	\$3,406.21	\$3,557.32	\$3,719.88	\$3,882.45
	HOURLY	\$52.5943	\$54.9897	\$57.4692	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730
32	ANNUAL	\$74,236.00	\$77,583.40	\$80,987.40	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00	\$100,943.60	\$105,198.60
	BI-WEEKLY	\$2,855.23	\$2,983.98	\$3,114.90	\$3,257.28	\$3,406.21	\$3,557.32	\$3,719.88	\$3,882.45	\$4,046.10
	HOURLY	\$54.9897	\$57.4692	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249
33	ANNUAL	\$77,583.40	\$80,987.40	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00	\$100,943.60	\$105,198.60	\$109,397.00
	BI-WEEKLY	\$2,983.98	\$3,114.90	\$3,257.28	\$3,406.21	\$3,557.32	\$3,719.88	\$3,882.45	\$4,046.10	\$4,207.58
	HOURLY	\$57.4692	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249	\$81.0348
34	ANNUAL	\$80,987.40	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00	\$100,943.60	\$105,198.60	\$109,397.00	\$113,637.80
	BI-WEEKLY	\$3,114.90	\$3,257.28	\$3,406.21	\$3,557.32	\$3,719.88	\$3,882.45	\$4,046.10	\$4,207.58	\$4,370.68
	HOURLY	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249	\$81.0348	\$84.1761
35	ANNUAL	\$84,689.40	\$88,561.40	\$92,490.20	\$96,717.00	\$100,943.60	\$105,198.60	\$109,397.00	\$113,637.80	\$118,119.80
	BI-WEEKLY	\$3,257.28	\$3,406.21	\$3,557.32	\$3,719.88	\$3,882.45	\$4,046.10	\$4,207.58	\$4,370.68	\$4,543.07
	HOURLY	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249	\$81.0348	\$84.1761	\$87.4961

Community College System of NH  
Wage Schedule A234 - 26 Payments (12 Month Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01	ANNUAL	\$32,212.18	\$32,949.54	\$33,742.28	\$34,627.32	\$35,512.36	\$36,471.24	\$37,356.28	\$38,241.58	\$39,237.12
	BI-WEEKLY	\$1,238.93	\$1,267.29	\$1,297.78	\$1,331.82	\$1,365.86	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12
	HOURLY	\$18.3545	\$18.7747	\$19.2264	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573
02	ANNUAL	\$32,949.54	\$33,742.28	\$34,627.32	\$35,512.36	\$36,471.24	\$37,356.28	\$38,241.58	\$39,237.12	\$40,324.96
	BI-WEEKLY	\$1,267.29	\$1,297.78	\$1,331.82	\$1,365.86	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12	\$1,550.96
	HOURLY	\$18.7747	\$19.2264	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772
03	ANNUAL	\$33,742.28	\$34,627.32	\$35,512.36	\$36,471.24	\$37,356.28	\$38,241.58	\$39,237.12	\$40,324.96	\$42,832.66
	BI-WEEKLY	\$1,297.78	\$1,331.82	\$1,365.86	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12	\$1,550.96	\$1,647.41
	HOURLY	\$19.2264	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061
04	ANNUAL	\$34,627.32	\$35,512.36	\$36,471.24	\$37,356.28	\$38,241.58	\$39,237.12	\$40,324.96	\$42,832.66	\$44,289.18
	BI-WEEKLY	\$1,331.82	\$1,365.86	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12	\$1,550.96	\$1,647.41	\$1,703.43
	HOURLY	\$19.7307	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061	\$25.2360
05	ANNUAL	\$35,512.36	\$36,471.24	\$37,356.28	\$38,241.58	\$39,237.12	\$40,324.96	\$42,832.66	\$44,289.18	\$45,764.16
	BI-WEEKLY	\$1,365.86	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12	\$1,550.96	\$1,647.41	\$1,703.43	\$1,760.16
	HOURLY	\$20.2350	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061	\$25.2360	\$26.0765
06	ANNUAL	\$36,471.24	\$37,356.28	\$38,241.58	\$39,237.12	\$40,324.96	\$42,832.66	\$44,289.18	\$45,764.16	\$47,497.58
	BI-WEEKLY	\$1,402.74	\$1,436.78	\$1,470.83	\$1,509.12	\$1,550.96	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83
	HOURLY	\$20.7814	\$21.2857	\$21.7900	\$22.3573	\$22.9772	\$24.4061	\$25.2360	\$26.0765	\$27.0641
07	ANNUAL	\$37,356.28	\$38,554.88	\$39,956.28	\$41,357.68	\$42,832.66	\$44,289.18	\$45,764.16	\$47,497.58	\$49,156.90
	BI-WEEKLY	\$1,436.78	\$1,482.88	\$1,536.78	\$1,590.68	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65
	HOURLY	\$21.2857	\$21.9686	\$22.7671	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097
08	ANNUAL	\$38,554.88	\$39,956.28	\$41,357.68	\$42,832.66	\$44,289.18	\$45,764.16	\$47,497.58	\$49,156.90	\$50,927.24
	BI-WEEKLY	\$1,482.88	\$1,536.78	\$1,590.68	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74
	HOURLY	\$21.9686	\$22.7671	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183
09	ANNUAL	\$39,956.28	\$41,357.68	\$42,832.66	\$44,289.18	\$45,764.16	\$47,497.58	\$49,156.90	\$50,927.24	\$52,770.90
	BI-WEEKLY	\$1,536.78	\$1,590.68	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65
	HOURLY	\$22.7671	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689

Community College System of NH  
Wage Schedule A234 - 26 Payments (12 Month Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
10	ANNUAL	\$41,357.68	\$42,832.66	\$44,289.18	\$45,764.16	\$47,497.58	\$49,156.90	\$50,927.24	\$52,770.90	\$54,743.78
	BI-WEEKLY	\$1,590.68	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65	\$2,105.53
	HOURLY	\$23.5656	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931
11	ANNUAL	\$42,832.66	\$44,289.18	\$45,764.16	\$47,497.58	\$49,156.90	\$50,927.24	\$52,770.90	\$54,743.78	\$57,011.76
	BI-WEEKLY	\$1,647.41	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65	\$2,105.53	\$2,192.76
	HOURLY	\$24.4061	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853
12	ANNUAL	\$44,289.18	\$45,764.16	\$47,497.58	\$49,156.90	\$50,927.24	\$52,770.90	\$54,743.78	\$57,011.76	\$59,205.90
	BI-WEEKLY	\$1,703.43	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65	\$2,105.53	\$2,192.76	\$2,277.15
	HOURLY	\$25.2360	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853	\$33.7356
13	ANNUAL	\$45,764.16	\$47,497.58	\$49,156.90	\$50,927.24	\$52,770.90	\$54,743.78	\$57,011.76	\$59,205.90	\$61,584.64
	BI-WEEKLY	\$1,760.16	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65	\$2,105.53	\$2,192.76	\$2,277.15	\$2,368.64
	HOURLY	\$26.0765	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853	\$33.7356	\$35.0909
14	ANNUAL	\$47,497.58	\$49,156.90	\$50,927.24	\$52,770.90	\$54,743.78	\$57,011.76	\$59,205.90	\$61,584.64	\$63,944.66
	BI-WEEKLY	\$1,826.83	\$1,890.65	\$1,958.74	\$2,029.65	\$2,105.53	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41
	HOURLY	\$27.0641	\$28.0097	\$29.0183	\$30.0689	\$31.1931	\$32.4853	\$33.7356	\$35.0909	\$36.4357
15	ANNUAL	\$49,156.90	\$51,093.12	\$52,992.16	\$54,983.50	\$57,011.76	\$59,205.90	\$61,584.64	\$63,944.66	\$66,526.20
	BI-WEEKLY	\$1,890.65	\$1,965.12	\$2,038.16	\$2,114.75	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70
	HOURLY	\$28.0097	\$29.1129	\$30.1950	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066
16	ANNUAL	\$51,093.12	\$52,992.16	\$54,983.50	\$57,011.76	\$59,205.90	\$61,584.64	\$63,944.66	\$66,526.20	\$69,070.56
	BI-WEEKLY	\$1,965.12	\$2,038.16	\$2,114.75	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56
	HOURLY	\$29.1129	\$30.1950	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564
17	ANNUAL	\$52,992.16	\$54,983.50	\$57,011.76	\$59,205.90	\$61,584.64	\$63,944.66	\$66,526.20	\$69,070.56	\$71,799.26
	BI-WEEKLY	\$2,038.16	\$2,114.75	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51
	HOURLY	\$30.1950	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113
18	ANNUAL	\$54,983.50	\$57,011.76	\$59,205.90	\$61,584.64	\$63,944.66	\$66,526.20	\$69,070.56	\$71,799.26	\$74,675.90
	BI-WEEKLY	\$2,114.75	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51	\$2,872.15
	HOURLY	\$31.3296	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503

Community College System of NH  
Wage Schedule A234 - 26 Payments (12 Month Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
19	ANNUAL	\$57,011.76	\$59,205.90	\$61,584.64	\$63,944.66	\$66,526.20	\$69,070.56	\$71,799.26	\$74,675.90	\$78,289.64
	BI-WEEKLY	\$2,192.76	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51	\$2,872.15	\$3,011.14
	HOURLY	\$32.4853	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095
20	ANNUAL	\$59,205.90	\$61,584.64	\$63,944.66	\$66,526.20	\$69,070.56	\$71,799.26	\$74,675.90	\$78,289.64	\$81,571.88
	BI-WEEKLY	\$2,277.15	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51	\$2,872.15	\$3,011.14	\$3,137.38
	HOURLY	\$33.7356	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095	\$46.4797
21	ANNUAL	\$61,584.64	\$63,944.66	\$66,526.20	\$69,070.56	\$71,799.26	\$74,675.90	\$78,289.64	\$81,571.88	\$84,964.36
	BI-WEEKLY	\$2,368.64	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51	\$2,872.15	\$3,011.14	\$3,137.38	\$3,267.86
	HOURLY	\$35.0909	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095	\$46.4797	\$48.4128
22	ANNUAL	\$63,944.66	\$66,526.20	\$69,070.56	\$71,799.26	\$74,675.90	\$78,289.64	\$81,571.88	\$84,964.36	\$88,578.36
	BI-WEEKLY	\$2,459.41	\$2,558.70	\$2,656.56	\$2,761.51	\$2,872.15	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86
	HOURLY	\$36.4357	\$37.9066	\$39.3564	\$40.9113	\$42.5503	\$44.6095	\$46.4797	\$48.4128	\$50.4720
23	ANNUAL	\$66,526.20	\$69,217.98	\$72,149.74	\$75,155.34	\$78,289.64	\$81,571.88	\$84,964.36	\$88,578.36	\$92,303.12
	BI-WEEKLY	\$2,558.70	\$2,662.23	\$2,774.99	\$2,890.59	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12
	HOURLY	\$37.9066	\$39.4405	\$41.1110	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943
24	ANNUAL	\$69,217.98	\$72,149.74	\$75,155.34	\$78,289.64	\$81,571.88	\$84,964.36	\$88,578.36	\$92,303.12	\$96,341.18
	BI-WEEKLY	\$2,662.23	\$2,774.99	\$2,890.59	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43
	HOURLY	\$39.4405	\$41.1110	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952
25	ANNUAL	\$72,149.74	\$75,155.34	\$78,289.64	\$81,571.88	\$84,964.36	\$88,578.36	\$92,303.12	\$96,341.18	\$100,323.86
	BI-WEEKLY	\$2,774.99	\$2,890.59	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61
	HOURLY	\$41.1110	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646
26	ANNUAL	\$75,155.34	\$78,289.64	\$81,571.88	\$84,964.36	\$88,578.36	\$92,303.12	\$96,341.18	\$100,323.86	\$104,656.76
	BI-WEEKLY	\$2,890.59	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61	\$4,025.26
	HOURLY	\$42.8235	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335
27	ANNUAL	\$78,289.64	\$81,571.88	\$84,964.36	\$88,578.36	\$92,303.12	\$96,341.18	\$100,323.86	\$104,656.76	\$110,096.22
	BI-WEEKLY	\$3,011.14	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61	\$4,025.26	\$4,234.47
	HOURLY	\$44.6095	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329

Community College System of NH  
Wage Schedule A234 - 26 Payments (12 Month Academic Staff)  
Effective July 31, 2020

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
28	ANNUAL	\$81,571.88	\$84,964.36	\$88,578.36	\$92,303.12	\$96,341.18	\$100,323.86	\$104,656.76	\$110,096.22	\$115,129.82
	BI-WEEKLY	\$3,137.38	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61	\$4,025.26	\$4,234.47	\$4,428.07
	HOURLY	\$46.4797	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329	\$65.6010
29	ANNUAL	\$84,964.36	\$88,578.36	\$92,303.12	\$96,341.18	\$100,323.86	\$104,656.76	\$110,096.22	\$115,129.82	\$120,237.26
	BI-WEEKLY	\$3,267.86	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61	\$4,025.26	\$4,234.47	\$4,428.07	\$4,624.51
	HOURLY	\$48.4128	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329	\$65.6010	\$68.5113
30	ANNUAL	\$88,578.36	\$92,303.12	\$96,341.18	\$100,323.86	\$104,656.76	\$110,096.22	\$115,129.82	\$120,237.26	\$125,732.10
	BI-WEEKLY	\$3,406.86	\$3,550.12	\$3,705.43	\$3,858.61	\$4,025.26	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85
	HOURLY	\$50.4720	\$52.5943	\$54.8952	\$57.1646	\$59.6335	\$62.7329	\$65.6010	\$68.5113	\$71.6422
31	ANNUAL	\$92,303.12	\$96,506.80	\$100,858.42	\$105,283.62	\$110,096.22	\$115,129.82	\$120,237.26	\$125,732.10	\$131,226.68
	BI-WEEKLY	\$3,550.12	\$3,711.80	\$3,879.17	\$4,049.37	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85	\$5,047.18
	HOURLY	\$52.5943	\$54.9897	\$57.4692	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730
32	ANNUAL	\$96,506.80	\$100,858.42	\$105,283.62	\$110,096.22	\$115,129.82	\$120,237.26	\$125,732.10	\$131,226.68	\$136,758.18
	BI-WEEKLY	\$3,711.80	\$3,879.17	\$4,049.37	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85	\$5,047.18	\$5,259.93
	HOURLY	\$54.9897	\$57.4692	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249
33	ANNUAL	\$100,858.42	\$105,283.62	\$110,096.22	\$115,129.82	\$120,237.26	\$125,732.10	\$131,226.68	\$136,758.18	\$142,216.10
	BI-WEEKLY	\$3,879.17	\$4,049.37	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85	\$5,047.18	\$5,259.93	\$5,469.85
	HOURLY	\$57.4692	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249	\$81.0348
34	ANNUAL	\$105,283.62	\$110,096.22	\$115,129.82	\$120,237.26	\$125,732.10	\$131,226.68	\$136,758.18	\$142,216.10	\$147,729.14
	BI-WEEKLY	\$4,049.37	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85	\$5,047.18	\$5,259.93	\$5,469.85	\$5,681.89
	HOURLY	\$59.9907	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249	\$81.0348	\$84.1761
35	ANNUAL	\$110,096.22	\$115,129.82	\$120,237.26	\$125,732.10	\$131,226.68	\$136,758.18	\$142,216.10	\$147,729.14	\$153,555.74
	BI-WEEKLY	\$4,234.47	\$4,428.07	\$4,624.51	\$4,835.85	\$5,047.18	\$5,259.93	\$5,469.85	\$5,681.89	\$5,905.99
	HOURLY	\$62.7329	\$65.6010	\$68.5113	\$71.6422	\$74.7730	\$77.9249	\$81.0348	\$84.1761	\$87.4961

Appendix C  
CCSNH – Dental Plan Summary



# CCSNH - Staff

Group Number: 11000

## Outline of Coverage Delta Dental PPO plus Premier Network



Northeast Delta Dental

*Read Your Dental Plan Description Carefully—This Outline of Coverage provides a very brief description of the important features of your dental benefits plan. This is not the insurance contract, and only the actual policy provisions will control. The Dental Plan Description itself sets forth in detail the rights and obligations of both you and your insurance company. It is therefore important that you **READ YOUR Dental Plan Description CAREFULLY!** Not all time limitations and exclusions are shown herein. Benefit percentages shown are based on the actual charges submitted up to the Maximum Allowable Charge for participating dentists, or Delta Dental's allowance for non-participating dentists.*

Staff			
Diagnostic / Preventive (Coverage A)	Basic Restorative (Coverage B)	Major Restorative (Coverage C)	Orthodontics (Coverage D)
No Deductible	No Deductible	Calendar Year Deductible per Person: \$25**	No Deductible
<b>DIAGNOSTIC:</b> Evaluations twice in a calendar year; this includes periodic, limited, problem-focused, and comprehensive evaluations.  X-rays (complete series or panoramic film) once in a 5-year period  Bitewing x-rays twice per calendar year  X-rays of individual teeth as necessary  Brush biopsy once in a 12-month period  <b>PREVENTIVE:</b> Three cleanings in a calendar year  Fluoride once in a calendar year to age 18  Space maintainers once in a lifetime to age 16  Sealant application to permanent molars, once in a 3-year period per tooth, for children to age 19	<b>RESTORATIVE:</b> Amalgam (silver) fillings; Composite (white) fillings (on anterior teeth only)  <b>ORAL SURGERY:</b> Surgical and routine extractions  <b>ENDODONTICS:</b> Root canal therapy  <b>PERIODONTICS:</b> Periodontal maintenance (cleaning)  <b>Note:</b> Cleanings are limited to three in a calendar year; these may be routine (Coverage A) or periodontal (Coverage B), or a combination of both.  Treatment of gum disease  Clinical crown lengthening once per tooth per lifetime  <b>DENTURE REPAIR:</b> Repair of a removable denture to its original condition  Rebase and reline (dentures)  <b>EMERGENCY PALLIATIVE TREATMENT</b>	<b>PROSTHODONTICS:</b> Removable and fixed partial dentures (bridge); complete dentures  Crowns  Onlays  <i>**Any expenses incurred during the last 3 months of the calendar year which is applied against an individual's deductible will also reduce his/her deductible for the next calendar year</i>	<b>ORTHODONTICS:</b> Correction of malposed (crooked) teeth for children and adults
Delta Dental Pays: 100%	Delta Dental Pays: 80%	Delta Dental Pays: 50%	Delta Dental Pays: 50%
Calendar Year Maximum: \$1,800 per Person Health through Oral Wellness® program included (please see reverse for details)			Lifetime Maximum: \$1,500 per Person

Eff. 1/1/2020

## Delta Dental PPO plus Premier Network

You will get the best value from your Delta Dental Plan when you receive your dental care from one of our PPO (greatest savings) or Premier network participating dentists:

- ✓ No Balance Billing: Because participating dentists accept Northeast Delta Dental's allowed fees for services, you will typically pay less when you visit a participating dentist.
- ✓ No Claims Paperwork: Participating dentists will prepare and submit claims for you.
- ✓ Direct Payment: Northeast Delta Dental pays participating dentists directly, so you don't have to pay the covered amount up front and wait for a reimbursement check.

To find out if your dentist participates in our PPO or Premier network, you can: call your dentist, visit our website at [nedelta.com](http://nedelta.com), or call Customer Service at 1-800-832-5700.

## Claim Process for Participating Dentists

Your participating dentist will submit your claim to Northeast Delta Dental (claims for any of your covered dependents should be submitted under *your* Subscriber ID number). Northeast Delta Dental will produce an Explanation of Benefits (available through our Benefit Lookup site at [nedelta.com](http://nedelta.com)) detailing what has been processed under your plan's coverage. You are responsible to pay any outstanding balance directly to the dentist.

## Non-Participating Dentists

If you visit a non-participating dentist, you may be required to submit your own claim and pay for services at the time they are provided. Claim forms are available by visiting [nedelta.com](http://nedelta.com) or by calling Northeast Delta Dental. Payment will be made to you, the Subscriber, unless the state in which the services are rendered requires that assignment of benefits be honored and Northeast Delta Dental receives written notice of such assignment. Payment for treatment performed by a non-participating dentist will be limited to the lesser of the dentist's actual submitted charge or Delta Dental's allowance for non-participating dentists in the geographic area in which services are provided. It is your responsibility to make full payment to the dentist.

## Predetermination of Benefits

Northeast Delta Dental recommends that you ask your dentist to submit a *pre-treatment estimate* for any dental work involving costly or extensive treatment plans. Predeterminations helps avoid any potential confusion and enable us to help you estimate any out-of-pocket expenses you may incur.

## Coordination of Benefits

When an individual covered under this plan has additional group coverage, the Coordination of Benefits (COB) provision described in your Dental Plan Description booklet will determine the sequence and extent of payment. If you have any questions about COB, please contact our Customer Service Department at 1-800-832-5700.

## Identification Cards

Two identification cards will be produced and distributed shortly after your initial enrollment. Both cards are issued in your name but can be used by any family member covered under your plan. Any future cards will be issued electronically via our Benefit Lookup site accessible through [nedelta.com](http://nedelta.com). You can also use our smartphone app and enjoy access to dentist search, claims and coverage, and your ID card. Simply scan the QR code to the right.



## Health through Oral Wellness® (HOW®)

A healthy mouth is part of a healthy life, and Northeast Delta Dental's innovative Health through Oral Wellness program (HOW) works with your dental benefits to help you achieve and maintain better oral wellness. HOW is all about YOU because it's based on your specific oral health risk and needs. Best of all, it's secure and confidential. Here's how to get started:



### 1. REGISTER

Go to [healththroughoralwellness.com](http://healththroughoralwellness.com) and click on "Register Now."

### 2. KNOW YOUR SCORE

After you register, please take the free oral health risk assessment by clicking on "Free Assessment" in the Know Your Score section of the website.

### 3. SHARE YOUR SCORE WITH YOUR DENTIST

The next step is to share your results with your dentist at your next dental visit. Your dentist can discuss your results with you and perform a clinical version of the risk assessment. Based on your risk, you may be eligible for additional preventive benefits.\*

*\*Additional preventive benefits are subject to the provisions of your Northeast Delta Dental policy.*

## Dental Plan Description Booklet

The Dental Plan Description booklet will be made available shortly after your enrollment. This benefit booklet describes your dental benefits and explains how to use them. Please read it carefully to understand the benefits and provisions of your Northeast Delta Dental plan.

## Who is Eligible?

You, your spouse (or Civil Union Partner in states where applicable), your children up to age 26, regardless of student status, and any incapacitated dependent children, regardless of age. If enrolling one eligible dependent, all of your eligible dependents must be enrolled, unless they are covered under another dental program.

## Renewability

Your plan will automatically renew for a new twelve (12) month Plan Year if the premium continues to be paid. Premiums are subject to change annually in accordance with advance notice. You or Northeast Delta Dental may choose not to renew this plan upon advance notice. The plan will not be renewed if this dental program is no longer available.

**THIS INFORMATION SHOULD BE USED ONLY AS A GUIDELINE. FOR DETAILED INFORMATION ON THE TERMS, CONDITIONS, LIMITATIONS AND EXCLUSIONS, PLEASE REFER TO THE APPROPRIATE DENTAL PLAN DESCRIPTION.**

## Appendix D

### CCSNH – Medical Insurance Plan Summaries

#### Health Insurance:

- a. CCSNH shall make available to all full-time covered employees and their eligible dependents a CDHP Lumenos BlueChoice New England Health Plan; a CDHP Lumenos National PPO Health Plan; and an Access Blue New England Health Maintenance Organization Site of Service (HMO SOS) Plan. The CCSNH shall provide a health reimbursement arrangement (HRA) for the purpose of funding 50% of the general in-network annual deductible costs established for each plan. The Association acknowledges that the medical plan(s) provider shall be chosen by the CCSNH, and that the election by any employee(s) to participate in a plan shall not entitle said employee(s) to any further benefits not expressly provided for by this Agreement. The plan design for the above referenced medical plans shall be described in the Appendix and posted on the CCSNH intranet site.
- b. Prescription Drugs:
  1. The prescription drug plan shall include the following:
    - Mandatory Mail Order for Maintenance Drugs after three (3) retail purchases per prescription, with employee opt-out.
    - Mandatory Generic Substitution with DAW 2 (i.e., the only exception is physician ordered “Dispense as Written”)
  2. The prescription drug plan shall include four tiers (tier 1- generics; tier 2 – preferred brand name; tier 3 – non-preferred brand name drugs; and tier 4 – specialty drugs) with retail copayments set at \$10/\$35/\$50/30% coinsurance to a \$250 maximum.
- c. Health Reimbursement Arrangement: The CCSNH shall establish a health reimbursement arrangement (HRA) for the purpose of funding 50% of the costs associated with the general in-network annual deductible costs established for each plan. The HRA claims payment process for deductible services shall be administered by a third-party administrator selected by the CCSNH. The HRA administrator will process all annual deductible claims and make payment directly to the health care provider for the deductible medical services rendered to the employee or his/her dependent(s) covered under the CCSNH medical plan. Such payment(s) will be directly applied to the employee’s or his/her dependent’s patient account.
- d. Married CCSNH full-time employees, who are covered under the CCSNH health insurance plan, shall each be entitled to receive the fitness equipment reimbursement or the health club benefit per calendar year.
- e. A Smoking Cessation Program will be established effective May 1, 2012.
- f. Coverage shall be provided for dependents to age twenty-six (26) effective January 1, 2011 unless required earlier by federal law.
- g. The Employer shall provide coverage under the health plans consistent with Chapter 321 of the Laws of 2006, and known as Michelle’s Law and codified in RSA 415.
- h. Medical Insurance Buy-Out Program: The CCSNH shall offer an annual financial incentive, in the form of a cash payment, to full-time covered employees who elect to provide health insurance for themselves and their eligible dependents through a non-CCSNH source.

## MEDICAL PLAN-WHITE OPTION

The White Plan is a Point-of-Service Plan, meaning that it offers both in-network and out-of-network benefits, but benefits are richer when accessing in-network providers. It has a \$4,000 individual deductible and an \$8,000 family deductible for in-network providers; the first 50% of which is covered by CCSNH through a Health Reimbursement Account (HRA). Below is a high-level overview of the plan; a more comprehensive Summary of Benefits and Coverage is available on [myCCSNH](#).

White Plan – (CDHP Lumenos BlueChoice New England with HRA)		
Within the White Plan, you are <b>100% covered for Preventative Care</b> . This includes:		
<b>Child Preventative Care</b> *Office Visits for preventative services *Screening Tests for vision, hearing and lead exposure. Also includes pelvic exam and Pap tests for females who are 18, or have been sexually active * Immunizations (Hep A, Hep B, Diphthereria [Tetanus, Pertussis/DtaP],Chicken Pox, Influenza, Pneumonia, HPV-cervical cancer, H. Influenza Type B, Polio, Measles, Mumps, and Rubella (MMR))	<b>Adult Preventative Care</b> *Office Visits for preventative services *Screening Tests (cholesterol and lipid level tests, colorectal cancer, prostate cancer, diabetes, and osteoporosis). Also, includes mammograms, as well as pelvic exams and Pap test. *Immunizations (Hep A, Hep B, Diphthereria [Tetanus, Pertussis/DtaP], Chicken Pox, Influenza, Pneumonia, HPV-cervical cancer)	
For Other Care		
First - You will use your CCSNH HRA allocation (\$2,000 towards Individual Coverage, \$4,000 toward Family Coverage) to pay towards covered expenses (see below).		
Covered Expenses include, but are not limited to: <div><div>-Physician Office Visits</div><div>-Maternity Care</div><div>-Inpatient Hospital Services</div><div>-Chiropractic Care</div><div>-Outpatient Hospital Services</div><div>-Prescription Drugs</div><div>-Diagnostic X-rays/Lab Tests</div><div>-Home Health Care</div><div>-Durable Medical Equipment</div><div>-Emergency Hospital Services</div><div>-Physical, Speech, &amp; Occupational Therapy</div><div>-Hospice Care</div><div>-Inpatient and Outpatient Mental Health and Substance Abuse Services</div></div> <div>*Some covered services have limitations or other restrictions. Please refer to full Summary of Benefits and Coverage.</div>		
Then - If you use all the money in your HRA, you will pay out of pocket until you meet your annual deductible.		
	In Network	Out of Network
Annual Deductible (in-network and out-of-network deductibles do not cross accumulate)	\$4,000 for Single \$8,000 for Family	\$8,000 for Single \$16,000 for Family
After - You meet your annual deductible, the plan pays 100% for network providers and 70% for out-of-network providers and your prescription costs will now be co-pays.		
Prescriptions	Rx Retail: \$10/\$35/\$50/30% coinsurance to \$250 max Rx Mail (90 day fill): \$20/\$70/\$150/limited mail order	
Additional Cost Protections for You		
The total amount you spend out-of-pocket in this plan is limited. Once you spend that amount, the plan pays 100% of the cost of covered services for the remainder of the benefit year. Your Annual Out-of-Pocket Maximum consists of funds you spend from your HRA, your deductible responsibility, and your Rx-CoPay and/or Co-Insurance Amounts.		
	In Network	Out of Network
Annual Out-of-Pocket Maximums	\$6,850 Individual Coverage \$13,700 Family Coverage	\$16,000 Individual \$24,000 Family

*The benefit summary shown above does not replace the official plan documents or contracts that govern your eligibility to participate in these plans or the amount of benefits you may receive. If there is a discrepancy between the official plan documents and this summary, your actual benefits will always be governed by the plan documents. Some of the above services may require precertification. Please confirm with Anthem.*

## MEDICAL PLAN-GREEN OPTION

The Green Plan has a plan design and benefits very similar to the White Plan. The main distinction is that the Green Plan uses the broader “National” network of providers, instead of the New England network used in the White and Purple Plans. This buy-up plan (the employee contributions are higher, see rates on page 11) may be suited for those who regularly access non-emergency care outside of New England. Below is a high-level overview of the plan; a more comprehensive Summary of Benefits and Coverage is available on [myCCSNH](#).

GREEN Plan – (CDHP Lumenos National PPO Health Plan, with HRA)		
Within the Green Plan, you are <b>100% covered for Preventative Care</b> . This includes:		
<b>Child Preventative Care</b> *Office Visits for preventative services *Screening Tests for vision, hearing and lead exposure. Also includes pelvic exam and Pap tests for females who are 18, or have been sexually active *Immunizations (Hep A, Hep B, Diphthereria [Tetanus, Pertussis/DtaP], Chicken Pox, Influenza, Pneumonia, HPV-cervical cancer, H. Influenza Type B, Polio, Measles, Mumps, and Rubella (MMR))	<b>Adult Preventative Care</b> *Office Visits for preventative services *Screening Tests (cholesterol and lipid level tests, colorectal cancer, prostate cancer, diabetes, and osteoporosis). Also, includes mammograms, as well as pelvic exams and Pap test. *Immunizations (Hep A, Hep B, Diphthereria [Tetanus, Pertussis/DtaP], Chicken Pox, Influenza, Pneumonia, HPV-cervical cancer)	
For Other Care		
<b>First</b> - You will use your CCSNH HRA allocation (\$2,000 towards Individual Coverage, \$4,000 toward Family Coverage) to pay towards covered expenses (see below).		
Covered Expenses include, but are not limited to: <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;">-Physician Office Visits</div> <div style="width: 33%;">-Maternity Care</div> <div style="width: 33%;">-Inpatient Hospital Services</div> <div style="width: 33%;">-Chiropractic Care</div> <div style="width: 33%;">-Outpatient Hospital Services</div> <div style="width: 33%;">-Prescription Drugs</div> <div style="width: 33%;">-Diagnostic X-rays/Lab Tests</div> <div style="width: 33%;">-Home Health Care</div> <div style="width: 33%;">-Durable Medical Equipment</div> <div style="width: 33%;">-Emergency Hospital Services</div> <div style="width: 33%;">-Physical, Speech, &amp; Occupational Therapy</div> <div style="width: 33%;">-Hospice Care</div> <div style="width: 33%;">-Inpatient and Outpatient Mental Health and Substance Abuse Services</div> </div> *Some covered services have limitations or other restrictions. Please refer to full Summary of Benefits and Coverage.		
<b>Then</b> - If you use all the money in your HRA, you will pay out of pocket until you meet your annual deductible.		
	In Network	Out of Network
Annual Deductible (in-network and out-of-network deductibles do not cross accumulate)	\$4,000 for Single \$8,000 for Family	\$8,000 for Single \$16,000 for Family
<b>After</b> - You meet your annual deductible, the plan pays 100% for network providers and 70% for out-of-network providers.		
Additional Cost Protections for You		
The total amount you spend out-of-pocket in this plan is limited. Once you spend that amount, the plan pays 100% of the cost of covered services for the remainder of the benefit year. Your Annual Out-of-Pocket Maximums consists of funds you spend from your HRA, your deductible responsibility and your Co-Insurance Amounts.		
	In Network	Out of Network
<b>Annual Out-of-Pocket Maximums</b>	\$6,850 Individual Coverage \$13,700 Family Coverage	\$16,000 Individual \$24,000 Family

*The benefit summary shown above does not replace the official plan documents or contracts that govern your eligibility to participate in these plans or the amount of benefits you may receive. If there is a discrepancy between the official plan documents and this summary, your actual benefits will always be governed by the plan documents. Some of the above services may require precertification. Please confirm with Anthem.*

## MEDICAL PLAN-PURPLE OPTION

The Purple Plan is an Access Blue New England HMO Site of Service Plan, which is a health plan designed to reward members for using lower cost health care providers (e.g. independent labs are no cost to plan members). It requires up front copayments for doctor visits, specialty care, outpatient surgical (approved facilities), and prescriptions. However, none of these expenses are applied to your deductible, meaning that the funding by CCSNH for your HRA is preserved for other medical expenses that are subject to your plan deductible. Below is a high-level overview of the plan; a more comprehensive Summary of Benefits and Coverage is available on [myCCSNH](#).

<b>PURPLE Plan (Access Blue New England HMO Site of Service, with HRA)</b>	
<b>Services Covered 100% for Preventative Care</b>	
<b>Child Preventative Care</b> *Office Visits for preventative services *Screening Tests for vision, hearing and lead exposure. Also includes pelvic exam and Pap tests for females who are 18, or have been sexually active * Immunizations (Hep A, Hep B, Diphtheria [Tetanus, Pertussis/DtaP], Chicken Pox, Influenza, Pneumonia, HPV-cervical cancer, H. Influenza Type B, Polio, Measles, Mumps, and Rubella (MMR))	<b>Adult Preventative Care</b> *Office Visits for preventative services *Screening Tests (cholesterol and lipid level tests, colorectal cancer, prostate cancer, diabetes, and osteoporosis). Also, includes mammograms, as well as pelvic exams and Pap test. *Immunizations (Hep A, Hep B, Diphtheria [Tetanus, Pertussis/DtaP], Chicken Pox, Influenza, Pneumonia, HPV-cervical cancer)
Lab tests furnished by an independent laboratory provider	
<b>Services Subject to Co-Payment Only</b>	
Medical exams, injections (including allergy injections), office surgery and anesthesia	\$25 per visit to your PCP \$50/Visit to Specialist or Network Walk-In Center
Surgery and anesthesia in an independent ambulatory surgery center	\$125 per admission
Physical/Occupational/Speech therapy (up to 20 visits per therapy, per member, per calendar year)	\$50 per visit
Urgent care facility charge	\$125 per visit
Chiropractic visit (chiropractic x-ray subject to deductible)	\$50
Prescriptions	Rx Retail: \$10/\$35/\$50/30% coinsurance to \$250 max Rx Mail (90 day fill): \$20/\$70/\$150/limited mail order
<b>Services Subject to Deductible</b> You will use your HRA allocation from CCSNH to pay towards deductible expenses (see below). If you use all the money in your HRA, you will pay out of pocket until you meet your annual deductible. \$2,000 HRA towards Individual Coverage \$4,000 towards Family Coverage	
Lab tests furnished by a non-independent lab provider	Deductible
Urgent Care physician fee, CT scan, MRI	Deductible
Inpatient and Outpatient Hospitalization	Deductible
Emergency Room Services	\$250 co-pay plus Deductible
Other services in Certificate of Coverage	Deductible
<b>In Network</b>	
Annual Deductible	\$4,000 for Single \$8,000 for Family
After you meet your annual deductible, you will continue to be responsible for any applicable copayments until you meet the out of pocket maximum of \$6,600 (single) / \$13,200 (family)	

*The benefit summary shown above does not replace the official plan documents or contracts that govern your eligibility to participate in these plans or the amount of benefits you may receive. If there is a discrepancy between the official plan documents and this summary, your actual benefits will always be governed by the plan documents. Some of the above services may require precertification. Please confirm with Anthem.*

## Appendix E

Same Sex Domestic Partner Benefit Eligibility shall be eliminated effective July 1, 2014.

A benefits-eligible employee may obtain benefits for their same sex domestic partner and their eligible dependents. Eligibility for same sex partner domestic partner coverage requires the filing of a complete and authorized "Affidavit of Same Sex Domestic Partnership." Such documents must be filed with the CCSNH Human Resources Office. The Affidavit of Same Sex Domestic Partnership requires that the employee and the employee's same sex domestic partner attest to the following:

1. The partners are of the same gender, are at least 18 years of age, and are mentally competent to consent to contract;
2. The parties are each other's sole same sex domestic partner, responsible for each other's common welfare and financial obligations;
3. Neither party is legally recognized as being married to another person or the common law spouse of another person in the State of New Hampshire, nor are the partners related by blood to a degree that would prohibit marriage in the State of New Hampshire;
4. The domestic partnership has been in existence for the past six (6) consecutive months prior to filing the Affidavit of Same Sex Domestic Partnership;
5. The employee and his/her same-sex domestic partner share a residence; and
6. One of the following four (4) conditions must exist for the partnership (the CCSNH employee may be asked to produce confirming documentation):
  - a. The parties have one of the following arrangements:
    - i. Joint ownership of a motor vehicle
    - ii. Joint bank account(s)
    - iii. Joint credit card account(s)
    - iv. Lease for a residence identifying both parties as tenants
    - v. Joint mortgage or ownership of residence.
  - b. The employee has designated the same sex domestic partner as:
    - i. A beneficiary of the employee's life insurance coverage; or
    - ii. A beneficiary for the death benefit payable from the employee's state retirement annuity; or
    - iii. A primary beneficiary in his/her will or trust
  - c. The parties have executed a "relationship contract" which obligates each of the parties to provide support for the other and provides, in the event of termination of the domestic partnership, for a substantially equal division of any property acquired during the relationship.
  - d. Proof of a legally issued and recognized civil marriage or civil union<sup>1</sup>.

<sup>1</sup>Civil marriage is the legal term currently used in New Hampshire to designate a marriage between same-sex parties pursuant to NHRSA 457. Civil union refers to any civil "marriage-equivalent" relationship between same-sex partners that is legally contracted outside of New Hampshire, by whatever name designated. Civil union and marriage are not intended to include common law marriage, even if such relationship is recognized by law in the jurisdiction of the employee's residence.

## Appendix F

### Bonus Leave Earned Prior to July 1, 1995

F.1 Bonus Leave Earned Prior to July 1, 1995: CCSNH employees, who possess a balance of bonus leave earned prior to July 1, 1995 shall be eligible to retain said balances of bonus leave in addition to any other forms of leave provided in this Agreement. Use of such earned bonus leave shall be administered in accordance with the Article 20 of this Agreement.

A covered employee who resigns, retires, or is dismissed shall receive a sum equal to the number of days of bonus leave earned prior to July 1, 1995 remaining to his/her credit, provided that any or all amounts may be applied to offset any amounts owed to the CCSNH by the employee. In the event of death, a sum equal to the number of days of said bonus leave remaining shall be paid to the employee's estate.



## Appendix G

### Memorandum of Understanding

Between the Community College System of New Hampshire and  
The State Employees' Association of New Hampshire, Inc., SEIU Local 1984

#### Medical and Dental Insurance Coverage for Married CCSNH Employees

The parties agree that Article XVI, Section 16.2, of the said CBA shall be interpreted and enforced in the following way with respect to married couples, both of whom are benefit eligible employees of the CCSNH, when they elect to be covered by the CCSNH health and dental insurance plan(s) under section 16.2.1 and 16.2.2.

Marriage is the legally recognized union of two people. The CCSNH recognizes marriages legally contracted in or outside of the State of New Hampshire in accordance with NH RSA 457, as amended. Pursuant to NH RSA 457 civil marriage is the legal term to designate a marriage between same-sex parties. Civil union refers to any civil "marriage-equivalent" relationship between same-sex partners that is legally contracted outside of New Hampshire, by whatever name designated. Civil union and marriage are not intended to include common law marriage or domestic partner relationships, even if such relationship is recognized by law in the jurisdiction of the employee's residence.

1. For married couples with no dependents: the individuals may jointly elect one 2-Person Plan, or they may separately elect two 1-Person (Employee Only) Plans.
2. For married couples with one dependent: the individuals may jointly elect one Family Plan, or they may separately elect one 1-Person (Employee Only) Plan and one 2-Person Plan.
3. For married couples with two or more dependents: the individuals may jointly elect one Family Plan, or they may separately elect one 1-Person (Employee Only) Plan and one Family Plan.
4. No CCSNH employee or dependent will be covered by more than one health or dental insurance plan.

## Appendix H

### Contract Modification Agreement

Between the Community College System of New Hampshire and the State Employees' Association of New Hampshire, Inc., SEIU Local 1984

The Community College System of New Hampshire ("CCSNH") and State Employees' Association of New Hampshire, Inc., SEIU Local 1984 ("SEA") on behalf of the full-time and part-time staff, enter this Agreement related to health insurance benefits the CCSNH provides to its employees who are bargaining unit members represented by the SEA.

WHEREAS, the CCSNH and the SEA are parties to a Collective Bargaining Agreement ("CBA") effective August 15, 2013 to June 30, 2015; and

WHEREAS, the CCSNH and SEA are engaged in subsequent collective bargaining negotiations regarding a successor agreement to the CBA, but have not yet completed these negotiations; and

WHEREAS, the CBA contains a clause, Section 40.2, that mandates that all provisions of the CBA remain in full effect until the conclusion of any renegotiation of the CBA; and

WHEREAS, the parties have agreed to modify Article 17.2.1 of the existing CBA related to health insurance coverage so that changes in health insurance can be implemented effective January 1, 2016, even though a successor CBA has not yet been fully resolved between the parties;

NOW, THEREFORE, in consideration of the mutual agreements contained herein and other good and valid consideration that the parties hereby acknowledge, the parties agree as follows:

1. Article 17.2.1, Health Insurance, of the 2013-2015 CBA between CCSNH and SEA will be modified as follows:

<p><i>Effective January 1, 2016 – The CCSNH shall make available a CDHP Lumenos BlueChoice New England Health Plan with (1) General In-Network Deductibles at \$4000(Individual)/\$8000(Family); (2) a HRA funded at 50% by CCSNH (\$2000/\$4000); (3) Rx \$10/\$35/\$50 copay for retail (30 day fill) that applies after deductibles are met; &amp; (4) 100% Preventive Care coverage for nationally recommended services. Note: Plan is Embedded &amp; referred to as "POS HDHP - #NS BHRA1212VF."</i></p>	<p><i>Effective January 1, 2016, CCSNH shall make available a CDHP Lumenos National PPO Health Plan with (1) General In-Network Deductibles at \$4000 (Individual)/\$8000(Family) &amp; (2) HRA funded at 50% by CCSNH (\$2000/\$4000) &amp; (3) 100% Preventive Care coverage for nationally recommended services. Rx on this plan goes towards deductible. Note: Plan is Embedded &amp; referred to as "PPO HDHP Lumenos with HRA - #NS GHRA696VI."</i></p>	<p><i>Effective January 1, 2016, CCSNH shall make available a HMO Site of Service (SOS) Health Plan with (1) Office Copays set at \$25 for primary care and \$50 for specialty care; (2) laboratory services at an independent facility covered at 100% (3) General In-Network Deductibles at \$4000 (Individual)/\$8000 (Family); (4) HRA funded at 50% by CCSNH(\$2000/\$4000); (5) 100% Preventive Care coverage for nationally recommended services; &amp; (6) Rx at \$10/\$35/\$50 for retail 30 day fill. Note: Plan is Embedded &amp; referred to as "HMO SOS, #NS ABVP211VJ: SOS"</i></p>
<p>Employee Contribution to Medical Plan for 2016 Plan Year</p>	<p>Employee Contribution to Medical Plan for 2016 Plan Year</p>	<p>Employee Contribution to Medical Plan for 2016 Plan Year</p>

<i>Employee Only (Single) Plan</i>  \$35.00/pay period for 26 pay periods	<i>Employee Only (Single Plan)</i>  The employee shall contribute \$35.00/pay period calculated based on 26 pay periods plus the amount of the premium difference between the PPO HDHP Plan and the POS HDHP Plan calculated based on 26 pay periods.	<i>Employee Only (Single Plan)</i>  The employee shall contribute \$35.00/pay period calculated based on 26 pay periods.
<i>Family – 2 Persons Covered</i>  \$57.00/pay period for 26 pay periods	<i>Family - 2 Persons Covered</i>  The employee shall contribute \$57.00/pay period calculated based on 26 pay periods plus the amount of the premium difference between the PPO HDHP Plan and the POS HDHP Plan calculated based on 26 pay periods.	<i>Family - 2 Persons Covered</i>  The employee shall contribute \$57.00/pay period calculated based on 26 pay periods
<i>Family – 3 + Persons Covered</i>  \$73.00/pay period for 26 pay periods	<i>Family – 3 + Persons Covered</i>  The employee shall contribute \$73.00/pay period calculated based on 26 pay periods plus the amount of the premium difference between the PPO HDHP Plan and the POS HDHP Plan calculated based on 26 pay periods.	<i>Family – 3 + Persons Covered</i>  The employee shall contribute \$73.00/pay period calculated based on 26 pay periods.


2. In addition, the prescription drug plan shall be amended effective January 1, 2016 to include the following:

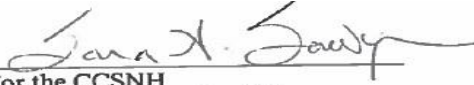
- Mandatory Mail Order for Maintenance Drugs after three (3) retail purchases per prescription, with employee opt-out.
- Mandatory Generic Substitution with DAW 2 (i.e., the only exception is physician ordered “Dispense as Written”)

3. In consideration of the foregoing, the CCSNH agrees that it will make the following payments:

- CCSNH agrees to a one-time, non-base payment of \$750.00 to all full-time covered CCSNH employees to be paid on January 8, 2016, the first pay date in January. This payment will be processed as a wage payment and will be subject to state and federal withholding.
- CCSNH agrees to add \$500.00 to base pay effective April 1, 2016. CCSNH Wage/Salary Schedules contained in Appendix B of the 2013 -2015 Agreement shall be recalculated to reflect this wage adjustment. Each covered employee shall be paid in accordance with the salary schedules contained in Appendix B of this Agreement.

4. Nothing in this Contract Modification Agreement is intended to, nor shall it, relieve either party of its obligation to continue bargaining in good faith regarding agreement on a successor CBA.

  
For the SEA  
Date: 11/4/15

  
For the CCSNH  
Date: 11-4-2015

## Appendix I

### Employee Appointed to the CCSNH Board of Trustees

In accordance with NH RSA 188-F II (1)(1), one member of the CCSNH Board of Trustees shall be an employee of Community College System of New Hampshire. Such employee-trustee position shall rotate among the institutions within the Community College System of New Hampshire, proceeding in alphabetical order beginning with the college that is first alphabetically. The Employee-Trustee shall be selected through an election at an all- college/institutional forum whereby three (3) employees shall be nominated as a slate of employees to be forwarded to the governor, who shall choose one (1) to be appointed with the advice and consent of the executive council.

The Employee-Trustee shall serve a two (2) year term. In the event the Employee-Trustee is unable for any reason to serve the entire term, the Chairman of the Board of Trustees shall declare a vacancy in the Employee-Trustee position. Upon expiration or vacancy of such term, the next institution in order shall nominate a slate of three (3) employees, whose names shall be forwarded to the governor for consideration. All CCSNH board members shall be New Hampshire residents.

Board Members serve the public trust and have a clear obligation to fulfill their responsibilities in a manner consistent with this fact. Board members shall not be eligible to participate in a vote when the board member has recused himself or herself from participation because he or she has a pecuniary or personal interest or other conflict of interest. The Employee-Trustee shall suffer no adverse employment action based upon his or her appointment and assigned responsibilities as a member of the CCSNH Board of Trustees.

The Employee-Trustee shall fulfill the responsibilities and expectations of a Trustee as set forth in the CCSNH Board Bylaws and BOT Policy (CCSNH BOT Policy 200). It is expected that the Employee-Trustee will attend Board meetings, serve on at least one (1) Board standing committee, and attend designated college or System events.

Pursuant to RSA 188-F:5, members of the Board of Trustees receive no compensation for their service but shall be reimbursed for expenses reasonably incurred by them in performance of their duties including mileage and tolls. When attending Board and/or Board Committee meetings or participating in related Board events and/or activities, the Employee-Trustee shall suffer no loss of regular pay or accrued leave time.