

**EPPING SCHOOL BOARD'S AGREEMENT WITH  
THE EPPING EDUCATION ASSOCIATION FOR  
MODIFICATION OF STATUS QUO**

Personal Leave:

Yearly, the district will buy back up to two (2) unused personal leave days per employee on the first payroll date in July of each year at the rate of \$50.00 per day.

Childbearing:

A partner employee shall be entitled, upon request, to a leave of absence of up to one school year (186 days) immediately following the birth of their child. The employee shall notify the Superintendent at least thirty (30) days prior to the date on which the leave is to begin, except in cases of emergency. Employees approved for such leave shall be eligible to use any available leave time they have accrued. (This leave is inclusive of anytime provided via FMLA)

Additionally, a private location with a lockable door and chair (not a bathroom) will be provided for nursing parents to pump breastmilk for their child. ~~The employee shall notify the Superintendent at least thirty (30) days prior to the date on which the leave is to begin, except in cases of emergency.~~ *William 9/15/22*

Lunch Time

It is the intention of the parties that all employees will be afforded a thirty (30) minute uninterrupted lunch. Therefore, all efforts possible will be made to ensure professional employees shall receive a duty-free uninterrupted lunch period of no less than 30 minutes.

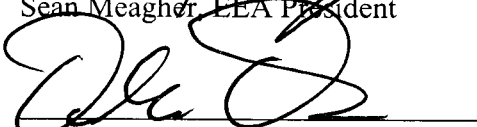
In any instance where unforeseen circumstances occur and an employee is unable to be provided a duty-free uninterrupted lunch period of no less than 30 minutes, the employee and the Supervisor will work to identify another period of time, within five (5) working days of when any such missed time was missed, where the time missed will be restored to the employee.


If any employee has a medical reason which requires the employee to have a lunch period provided consistently every day, which cannot be disrupted even in emergency situations, then the employee will raise the issue to the attention of the employer immediately. Once notified, the employer will work with the employee and Association; if representation is requested by the employee, to address the employees request for medical accommodations. In such circumstances, the ADA process will be followed in accordance with the law.

Seen and Agreed to on September 15, 2022

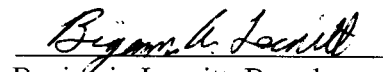
FOR THE ASSOCIATION

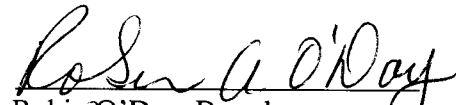
  
Sean Meagher, EEA President

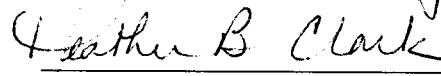
  
Deborah Dyer, EEA

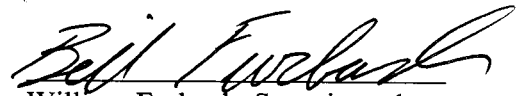
  
Nicole Argraves, NHNEA UniServ Director

FOR THE SCHOOL BOARD

  
Benjamin Leavitt, Board

  
Robin O'Day, Board

  
Heather Clark, Board Chair

  
William Furbush, Superintendent