

# SCHOOL ADMINISTRATIVE UNIT THIRTY-NINE

Amherst, Mont Vernon, and Souhegan Cooperative School Districts

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## Amherst School District/Amherst Support Staff Association

Agreed Upon Collective Bargaining Agreement with Amherst Support Staff Association  
To appear on the March 10, 2026, warrant

### Frequently Asked Questions

- *What positions are covered under this agreement?*  
Office managers, administrative assistants, information specialists, office assistants, specialized paraprofessionals, student support paraprofessionals, cooks, health assistants, library assistants, and school nutrition service workers. This agreement covers 84 staff members.
- *What is the status of the current contract?*  
Support Staff are currently in the final year of a three-year contract.
- *What is the length of the proposed contract?*  
Four years
- *What are the key financial aspects of the agreement?*  
The agreement makes the following changes to the salary schedule:
  - Year 1: 3.25%, plus a one-step increase
  - Year 2: 3.50%, plus a one-step increase
  - Year 3: 3.25%, plus a one-step increase
  - Year 4: 3.25%, plus a one-step increase
- *What is the cost in each year of the agreement?*
  - Year 1: \$167,298, with a tax impact of 7 cents per \$1,000 property valuation
  - Year 2: \$160,342, with a tax impact of .07/\$1,000
  - Year 3: \$159,111, with a tax impact of .07/\$1,000
  - Year 4: \$166,294, with a tax impact of .07/\$1,000
- *What other financial impacts will the contract have?*
  - Food-service pay is realigned. The lowest-paid level is eliminated, and cooks – the most difficult positions to fill – move to a higher position on the salary scale.
  - The employer match of the payroll-deducted, tax-sheltered annuity increases from \$450 to \$500.
  - Employees who have served the Amherst School for 30 years or more receive a one-time honorarium of \$2,000.
- *What other changes are in the contract?*
  - An increase in available bereavement days for immediate family members from three to five.
  - Paid two-week child-rearing leave for parents and guardians of newborns or newly adopted children.
  - An assurance that the cost of each year of the proposed contract is placed on the warrant.
  - A requirement that the warrant include an article seeking authorization for a special meeting, at the school board's discretion.

- A new notice requirement to ASSA leadership about new hires.
- A provision for office staff to work off-site on non-school instruction days with the principal's approval.
- Addition of a dedicated timeline for notifying employees of their assignments.
- A change in the required date for employees to notify the school board of their retirement, from January 1 to December 1, will help in the budget development process.
- *What changes are there to health insurance?*
  - The employee/employer share of each plan is now separately stated in the agreement. The driver is eliminated.
  - The employer's share of the AB5 plan's cost increases by 3%, but no additional new or current employees may enroll in the plan, which is the most expensive. This change is in the community's long-term financial interest.
- *What happens if this contract does not pass?*

If the contract does not pass, the current contract remains in effect. Support Staff members will not receive an increase, and attracting and retaining employees in this category will pose a significant challenge for the district.
- *Summary*

This proposed contract will make the district more competitive in hiring.