

189:14-a Failure to be Renominated or Reelected. –

I. (a) Any teacher who has a professional standards certificate from the state board of education and who has taught for one or more years in the same school district shall be notified in writing on or before April 15 or within 15 days of the adoption of the district budget by the legislative body, whichever is later, if that teacher is not to be renominated or reelected, provided that no notification shall occur later than the Friday following the second Tuesday in May.

(b) School boards shall have a teacher performance evaluation policy.

(c) Any such teacher who has taught for 5 consecutive years or more in the teacher's current school district, or who taught for 3 consecutive years or more in the teacher's current school district before July 1, 2011, and who has been so notified may request in writing within 10 days of receipt of said notice a hearing before the school board and may in said request ask for reasons for failure to be renominated or reelected. For purposes of this section only, a leave of absence shall not interrupt the consecutive nature of a teacher's service, but neither shall such a leave be included in the computation of a teacher's service. Computation of a teacher's service for any other purposes shall not be affected by this section. The notice shall advise the teacher of all of the teacher's rights under this section. The school board, upon receipt of said request, shall provide for a hearing on the request to be held within 15 days. The school board shall issue its decision in writing within 15 days of the close of the hearing.

II. Any teacher who has a professional standards certificate from the state board of education shall be entitled to all of the rights for notification and hearing in paragraphs I(b), III, and IV of this section if:

(a) The teacher has taught for 5 consecutive years or more in any school district in the state and has taught for 3 consecutive years or more in the teacher's current school district; or

(b) Before July 1, 2011, the teacher taught for 3 consecutive years or more in any school district in the state and taught for 2 consecutive years or more in the teacher's current school district.

III. In cases of nonrenomination or nonreelection because of reduction in force, the reduction in force shall not be based solely on seniority.

IV. In all proceedings before the school board under this section, the burden of proof for nonrenewal of a teacher shall be on the superintendent of the local school district by a preponderance of the evidence. Except as provided in paragraph III, the grounds for nonrenomination and nonreelection shall be determined at the sole discretion of the school board.

V. "Teacher" means any professional employee of any school district whose position requires certification as a professional engaged in teaching. The term "teacher" shall also include principals, assistant principals, librarians, and guidance counselors.

Source. 1957, 285:1. 1981, 250:1. 1986, 39:1. 1995, 174:2. 2000, 16:8. 2003, 204:2, 3. 2011, 267:1, eff. July 1, 2011.

2019-2022 DTU COLLECTIVE BARGAINING AGREEMENT LANGUAGE

ARTICLE IV – WORKING CONDITIONS

N. TEACHER RIGHTS

1. The dismissal notification required by RSA 189:13 shall be in writing stating just cause. Teacher non-renewals shall be governed solely by RSA 189:14-a and 14-b. Teachers shall be notified of non-renewal no later than April 15th. All other types of formal discipline and reprimands shall be in writing stating just cause.

ARTICLE V - COMPENSATION

A. BASIC SALARY SCHEDULES

The salaries and differentials of teachers are as agreed to as set forth in Appendix A, which is attached hereto and made part of this Agreement.

Teachers shall notify the District in writing by December 1st if they anticipate earning a salary track change in the first or second semester of the next school year. Track changes shall be awarded either at the beginning of the contract year or on the first day of the third academic quarter. To receive the track change, the teacher must provide evidence of the completed course work (an official or unofficial record) one (1) week prior to the first day of the contract year or one (1) week prior to the first day of the third academic quarter. If an unofficial transcript or grade report is provided, an official transcript or grade report must be provided by the teacher within thirty (30) days of submitting the unofficial transcript or grade report. If evidence of a salary track change is not provided by one (1) week prior to the first day of the third academic quarter, teachers must re-submit notification by December 1st that they anticipate earning a salary track change during the next contract year.

L. RETIREMENT

Teachers must submit in writing, their irrevocable intent to retire or resign by November 15th of the last school year of employment or severance pay may be delayed one year for budgetary purposes. Notwithstanding, teachers may withdraw their intent to retire prior to April 15th in the event that there are significant and demonstrable changes in life/financial circumstances such as, but not limited to, the death of a spouse, unanticipated responsibility for dependents, illness of a family member, loss of a family member's income, loss of assets due to investment losses, or a reduction in benefits provided by the New Hampshire Retirement System.