



# State of New Hampshire

## Department of Labor

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**Ken Merrifield**  
Commissioner

**Danielle N. Albert**  
Deputy Commissioner

IA

September 25, 2025

Her Excellency, Governor Kelly A. Ayotte  
And the Honorable Council  
State House  
Concord, New Hampshire 03301

### REQUESTED ACTION

Authorize the Department of Labor to enter into an educational tuition agreement and to pay said costs in the amount of \$3,501.00 as follows:

Institution:	Syracuse University 119 Browne Hall Syracuse NY 13244
Course Title:	SAL 602 Introduction to R for Sports Analytics
Course Date:	October 20, 2025 – December 11, 2025
Employee Name and Classification:	Shaelyn Rix Healthcare Workplace Safety Program Coordinator
Vendor Code:	204651 B001
Funding Source:	02-26-26-260010-6000-066-500544
Total Cost of Course:	\$3,501.00
State Share:	\$3,501.00
Source of Funds:	100% Other (Agency Income)

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### **EXPLANATION**

This course, "Introduction to R for Sports Analytics" will benefit the Department and the employee as it provides the student with the competencies needed to extract, analyze, and present complex data sets. This course serves as an introduction to "R" and covers basic coding, data frames, data cleaning and editing, visualization techniques, and basic modeling of data in "R". The "R" tool is a powerful programming language widely used for statistical computing and data analysis. It provides a rich ecosystem of libraries and tools to handle, visualize, and analyze data effectively. While the course employs sports data for illustrating the program, the skills acquired are transferable to any data set, including material routinely analyzed by this state employee.

Shaelyn Rix is currently the Program Coordinator for the NH Healthcare Workplace Safety Commission (RSA 151-J and RSA 277-C) and has been with the Department for almost two years. This course will be very beneficial in Ms. Rix's current role, as she collects workplace violence data from all of the state's hospitals each month, analyzes and compares the data from a large number of vantage points. She then presents the data monthly to the full Commission. This monthly presentation assists the state's hospitals in creating mitigation strategies that allow them to operate in a manner that is safer for nurses, doctors, and other hospital staff.

The Department of Labor encourages professional and personal growth, which will be beneficial to both the employee and to the Department.

This course will not be taken on State time.

Attached is the fully executed Tuition Agreement for your review.

Respectfully submitted,



Ken Merrifield  
Commissioner  
Department of Labor



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**STATE OF NEW HAMPSHIRE**  
**NEW HAMPSHIRE DEPARTMENT OF LABOR**  
**EDUCATIONAL TUITION AGREEMENT**

Agreement dated this 26<sup>th</sup> day of September 2025 by and through the Department of Labor (hereinafter referred to as the "State) and Shaelyn Rix hereinafter referred to as the "Recipient").

The State and the Recipient do hereby mutually agree as follows:

1. The State shall pay to the named institution the sum of \$3,501.00, which monies shall be used for the purpose of enrolling the Recipient in:

**SAL 602 Introduction to R for Sports Analytics**

which course(s) is being offered by Syracuse University and which course (s) shall commence on October 20, 2025 and terminate on December 11, 2025

2. The Recipient shall complete and achieve a passing grade in each course named in paragraph 1.
3. Should the Recipient fail to complete or achieve a passing grade in each course named in paragraph 1, the Recipient shall pay to the State the sum set forth in paragraph 1, provided, however, that if more than one course is named in paragraph 1, the amount which shall be paid to the State shall be calculated on a pro rata basis.
4. Upon the satisfactory completion of the courses named in paragraph 1, the Recipient shall continue in the employ of the State in his/her current position (or in such other position, at equal or greater compensation, to which he/she may be assigned) for a period of 3 months.
5. The Recipient shall work in any area of the State to which he/she may be assigned, provided that such assignment will not constitute a severe hardship to said Recipient.
6. Should the Recipient breach any of the conditions set forth in paragraphs 4 and 5, the Recipient shall pay to the State a sum equal to all monies previously paid by the State for the Recipient pursuant to the Agreement, provided, however, that the Recipient shall receive a credit for each month in which he/she is employed by the State subsequent to the date upon which the named course(s) are satisfactorily completed, the value of said credit to be calculated on a pro rata basis.
7. The Recipient shall not raise any setoff or counterclaim against the State in any action brought by the State to collect any amount due under this agreement.

- Should any amount be found to be due the State in any action brought against the Recipient pursuant to this Agreement, the State shall, in addition to said amount, be entitled to an award of costs and a reasonable amount in "attorney" fees.

**IN WITNESS WHEREOF** the representatives of the State, in his/her official capacity only, and without personal liability, and the Recipient, have hereunto set their hands on the date first above written.

**RECIPIENT**

**THE STATE OF NEW HAMPSHIRE**

  
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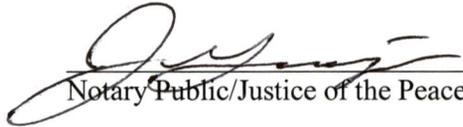
**STATE OF NEW HAMPSHIRE**

**COUNTY OF** Merrimack

On this the 25<sup>th</sup> day of September, 20 25, before me, Shaolin Rix and Kenneth MerriField the undersigned officer, personally appeared, known to me (or satisfactorily proven) to be the person whose name is subscribed to the within instrument and acknowledged that he/she executed the same for the purposes herein contained.

In witness whereof I hereunto set my hand and official seal.



  
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Notary Public/Justice of the Peace