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The State of New Hampshire
Department of Environmental Services

Robert R. Scott, Commissioner

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DEC 17 2025



November 13, 2025

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

REQUESTED ACTION

Authorize the Department of Environmental Services to enter into an educational tuition agreement and to pay said costs in the amount of \$3,200.00 as follows:

Institution: University of New Hampshire
105 Main Street,
Durham, New Hampshire 03824

Course Title: GSS 805: Applied GIS for Research

Course Dates: January 20, 2026 to May 4, 2026

Degree Program: Graduate Geospatial Certificate

Employee Name and Classification: Aidan Barry, Coastal Resilience and Habitat Specialist

Vendor Code: 315187 B123

Employee Start Date: March 25, 2022

Funding Source: 03-44-44-442010-3642-066-500544

Total Cost of Course: \$3,200.00

State Share: \$3,200.00

Source of Funds: 100% Federal Funds

Her Excellency, Governor Kelly A. Ayotte

And the Honorable Council

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JUSTIFICATION

Aidan Barry is a Coastal Resilience & Habitat Specialist in our Water Division. The course he will be taking, GSS 805: Applied GIS for Research will help him in his duties, which involve the management of geospatial data for the Coastal Program and analyzing monitoring data through GIS. Aidan was encouraged by the Coastal Program administrator to take this course as part of his professional development plan. Aidan is planning to use the knowledge gained from this course to strengthen the Coastal Program's geospatial capacity including mapping coastal hazards, assessing flood risks, and supporting habitat planning.

He is required to sign a contract, which obligates him to work for the State for four months after satisfactory completion of the course. He must also complete and achieve a passing grade for the course. If he does not comply with the terms of the contract, he will be liable to return the amount paid. It should be noted that the course would not be taken on State time.

This tuition assistance has been a very successful program of the department and has resulted in many benefits to the State. The cost is minimal when compared to the cost of salary and benefits. The course being taken relates to Aidan's work and is part of a degree program that he is enrolled in. We have found that this program is an excellent way to train individuals so they can keep up with the latest developments in their work.

We respectfully request your approval.

A handwritten signature in black ink, appearing to read "Robert R. Scott", is written over a solid horizontal line.

Robert R. Scott
Commissioner

DEPARTMENT OF ENVIRONMENTAL SERVICES

REQUEST FOR TUITION ASSISTANCE

Employee Name & Title Aidan Barry – Coastal Resilience & Habitat Specialist

Course Title GSS 805: Applied GIS for Research Credit Hours: 4

Course Dates From January 20, 2026 To May 4, 2026

Educational Institution University of New Hampshire

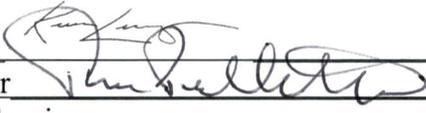
Address 105 Main Street, Durham, New Hampshire 03824

Cost of Course \$3,200.00

Funding Code/Program Coastal Zone Management 03-44-44-442010-3642-066-500544

Justification Aidan has expressed interest in advancing his geospatial and GIS skills to enhance the NH Coastal Program's capacity for spatial analysis, data management, and visualization. The Applied GIS for Research course is a core requirement of the UNH Graduate Geospatial Certificate program and provides foundational training in spatial data quality, data conversion, database design, data management, analysis, and visualization. Completion of this course will strengthen Aidan's ability to apply GIS tools to ongoing and future Coastal Program projects, such as mapping coastal hazards, assessing flood risks, and supporting resilience and habitat planning. It will also provide access to advanced coursework in geospatial science, further expanding the Program's in-house technical expertise and analytical capabilities.

Approvals:

Supervisor
Division Director  11/6/25
Administrative Services
Funding Source 100% Federal Funds
Governor & Council

**THE STATE OF NEW HAMPSHIRE
EDUCATIONAL TUITION AGREEMENT**

Agreement dated this 15 day of October 20 25 by and through
the Department of Environmental Services (hereinafter referred to as the "State) and
Aidan Barry
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 \$3,200.00, which monies shall be used for the purpose of enrolling the Recipient in:

GSS 805: Applied GIS for Research

which course(s) is being offered by University of New Hampshire and which course(s)
shall commence on January 20 20 26 and terminate May 4 20 26

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 four(4) 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.
- 8. 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

Aidan Barry

Robert R. Scott

Aidan Barry

Robert R. Scott, Commissioner

STATE OF NEW HAMPSHIRE

COUNTY OF Rockingham

On this the 15 day of October, 20 25, before me, June Philbrook the undersigned officer, personally appeared, Aidan Barry 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.

June Philbrook
Notary Public/Justice of the Peace

