

MASTER COLLECTIVE BARGAINING AGREEMENT

Between

Concord School District

And

Maintenance / Transportation Association

July 1, 2009 – June 30, 2012

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I. Grievance Procedure

A. Definition

1. A "grievance" is a claim based upon the interpretation, meaning or application of any of the provisions of this Agreement. Only claims based upon the interpretation, meaning or application of any of the provisions of this Agreement shall constitute grievances under this Article.
2. An "aggrieved" person is the person [s] making this claim or the association.
3. A "party in interest" is the person[s] making the claim and any person[s] who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Procedure

1. An employee with a grievance shall first discuss it with his or her immediate supervisor in an attempt to mutually resolve the matter at that level. A written decision shall be rendered by the supervisor within five (5) work days.
2. If the employee is not satisfied with the resolution of the grievance following his or her discussion with the immediate supervisor, the employee with a grievance shall first submit it in writing through the Association's Grievance Representative to the immediate supervisor within five work days. The immediate supervisor shall meet with the employee and the Association's Grievance Representative within five (5) work days after receiving the written grievance.
3. If the aggrieved person is not satisfied with the disposition of the grievance by the immediate supervisor or if no decision has been rendered within 5 work days after his/her meeting, the employee shall file the written grievance with the president of the Association and/or the Association's grievance committee within five (5) work days if he/she wishes to proceed with the grievance. If the Association feels that the grievance should be appealed, a written grievance shall be filed with the Director of Human Resources or his/her designee within five (5) work days.
4. If the Association is not satisfied with the disposition of the grievance by the Director of Human Resources or his/her designee, or if no written decision has been rendered within five (5) work days, the Association may file a written grievance with the Superintendent or his/her designee within ten (10) work days.
5. If the Association is not satisfied with the disposition of the grievance by the Superintendent or his/her designee, or if no written decision has been rendered within ten (10) work days, the Association may request a hearing with the School Board. The School Board hearing will be held within twenty (20) work days of receipt of the written request and a written decision rendered within ten (10) work days.

6. If the decision of the Board does not resolve the grievance, the grievance may be appealed to arbitration in the following manner: The Board shall be notified in writing within twenty (20) calendar days after the date of its decision that the grievance is being submitted for arbitration.

6.1 The following procedure shall be used to secure the services of an arbitrator:

6.1.1 The parties will attempt to agree upon a mutually satisfactory third party to serve as arbitrator. If no agreement is reached within ten (10) calendar days, the American Arbitration Association (AAA) will be notified and requested to submit a roster of at least seven (7) persons qualified to function as arbitrator.

6.1.2 If the parties are unable to determine a mutually satisfactory arbitrator from the submitted roster within ten (10) calendar days, they shall request the AAA to submit a second roster of at least seven (7) names.

6.1.3 If the parties are unable to determine, within ten (10) calendar days of the receipt of the second list, a mutually satisfactory arbitrator, the AAA shall submit a third roster with three (3) names. If an arbitrator cannot be mutually agreed upon within ten (10) calendar days, the parties shall arrange a conference telephone call with the Chairman or designee of the AAA during which each party shall be given an opportunity to establish good cause as to why any individual on the roster should not be appointed. The Chairman shall then designate an arbitrator from said roster.

6.1.4 The arbitrator shall limit him/herself to the issues submitted to him/her. The arbitrator shall be bound by and must comply with all of the terms of this Agreement. The arbitrator shall have no power to add to, delete from, or modify in any way any of the provisions of this Agreement. The decision of the arbitrator shall be binding.

6.1.5 The arbitrator shall issue and mail the arbitrator's report to each party within thirty (30) calendar days of the completion of the arbitrator's hearing.

6.1.6 The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence, and any other relevant expense shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

7. No reprisals of any kind will be taken by the District or by the Association against any employee, District staff member, or any other participant in the grievance procedure.

8. A grievance which is not filed within 45 work days of the events or event underlying the alleged grievance shall be waived regardless of whether the employee knew or should have known of the act or the condition on which the grievance is based.

9. Time limits for the processing of grievances may be extended by mutual agreement, in writing, by both parties.

10. Forms for the grievance procedure will be jointly prepared by the Superintendent or his/her designee and the Association, and will be given appropriate distribution.

II. Evaluation

A. Evaluations for each employee shall be conducted on an annual basis at a date not later than June 1 of each year. Any employee who receives an acceptable evaluation shall be determined to be an employee in good standing.

B. An employee who receives an unacceptable evaluation will not be eligible for salary increases or job promotions until all deficient areas of job performance have been eliminated. Prior to receiving an unacceptable evaluation, the parties agree that the employee shall receive:

1. specific, verbal and written information regarding the areas of deficient performance;

2. verbal and written instructions as to what the employee must do to eliminate deficit performance;

and

3. reasonable opportunities (at least two) to meet with the supervisor to discuss progress towards improved performance, excluding discipline issues.

C. Probationary Period - All newly hired employees shall be placed on a six (6) month probationary period of employment. For the first two (2) months of the probationary period, newly hired employees shall not receive health insurance and leave benefits as specified in this Agreement. If the individual hired is currently an employee of the District and member of the bargaining unit on contract and in good standing, with more than sixty (60) days of employment, the probationary period described above shall not apply. If at the end of the six (6) month period the employee's performance is rated as unacceptable, then the employee shall be terminated without regard to the evaluation procedures described above. If the employee is rated acceptable, then he/she will be given a contract and benefits in accordance with this Agreement for the balance of the work year and shall receive leave benefits in accordance with this Agreement retroactive to their date of hire.

D. Physical Examinations - Physical examinations may be required by the District after a conditional offer of employment has been extended to an applicant and thereafter. An offer of employment is conditional upon the results of the physical examination. The District will be responsible for the cost of any physical examination or medical procedure it requires, including a tuberculin test. The physical examination shall include a tuberculin skin test which shall be administered in accordance with Concord School Board policy.

III. Temporary Employees

Temporary employees include all personnel hired by the District for six (6) months or less. Temporary employees shall not be considered members of the Association. A vacancy caused by an employee taking an approved leave of absence shall be filled by a temporary employee unless the leave exceeds six (6) months. If the leave exceeds six (6) months, the vacancy will be filled by an employee on a contract with a defined period of employment who will be subject to the probationary period in Article II.C.

IV. Association Rights

A. The employer agrees that it will in no way discriminate against or between bargaining unit members because of their race, creed, religion, color, national origin, age, sex, marital status, disability, sexual orientation, or Association membership.

B. The bargaining unit member shall have the right to review the contents of his or her personnel file and to have a representative of the Association and the District accompany him/her. The bargaining unit member may submit a written notation regarding any material, including complaints, and the same shall be attached to the file copy of the material in question. When a bargaining unit member is requested to sign material placed in the file, such a signature shall be understood to indicate his/her awareness of the material, but shall not be interpreted to mean agreement with the content of the material.

C. The Association shall schedule the use of the school building with the supervisor at reasonable times without cost for the meetings.

D. The Association will be given an opportunity to present reports and announcements at building and/or District meetings.

E. The Association will have the right to post notices pertaining to its activities and matters of concern on the bulletin board and shall have the use of the inter office mail system.

V. Management Rights

The Association agrees that, subject to the express provisions of this Agreement, the supervision, management, and control of the District's business and operations, in all its phases and details, including those matters defined by RSA 273-A, as being "managerial policy within the exclusive prerogative of the public employer, or confided exclusively to the public employer by statute or regulations adopted pursuant to statute" are exclusively vested in the District and its designated agents. The District and its agents shall have jurisdiction over all matters concerning the management of the Concord School District, including but not limited to, the functions, programs and methods of the District, including the use of technology, and the direction and number of personnel except as modified by this Agreement.

VI. Wages

A. The salary and classification schedule for all employees covered by this Agreement is set forth in Appendix A, which is attached hereto and made a part hereof. New hires may be placed on the salary schedule at a level determined by the District provided that the District's placement does not exceed the employee's relevant job experience.

B. Call in Pay - Any employee called in or called back to work by the District for emergency reasons at any time other than regular shift shall receive a minimum of three (3) hours pay at their prevailing rate.

C. Overtime - It is the expectation of the District that employees of the bargaining unit will make themselves available for overtime in emergency situations and on an as needed basis. The District will provide cell phones and pagers to certain employees to facilitate communication and availability in the event of an emergency

without restricting the employee's ability to engage in alternative activities when they are not at work in the District. Overtime is defined as authorized work in excess of forty (40) hours in one week. Paid holidays, vacation, and bereavement time shall count as hours worked. Employees shall be paid one and one-half (1-1/2) times their hourly rate of pay for all hours worked in excess of forty (40) in one week. Work performed on Sunday shall be paid at two times their hourly rate of pay.

D. An employee must have completed sixty (60) days of employment with the District by July 1 to be eligible to receive a step increase.

VII. Benefits

A. Health Insurance

1. Choice of Benefits

a. For the **2009-2010** contract year only, the District will offer employees who were hired on or before June 30, 2002 and are scheduled to work thirty (30) hours or more per week ("JW Plan Eligible Employees") a choice of three medical benefits plans: (1) Blue Cross/Blue Shield/Anthem JW Plan with Managed Care ("JW Plan") or its equivalent, (2) a Point of Service (**POS**) plan, and (3) a Health Maintenance Organization (**HMO**) plan. However, should any JW Plan Eligible Employee elect to change his or her enrollment out of the JW Plan, he or she shall thereafter only be eligible for a choice of two medical benefits plans in accordance with Article VII.A.1.b (below).

b. For the **2009-2010**, **2010-2011** and **2011-2012** contract years, the District will offer all employees who are scheduled to work thirty (30) hours or more per week a choice of two medical benefits plans: (1) a Point of Service (**POS**) plan and (2) a Health Maintenance Organization (**HMO**) plan.

c. For the **2009-2010** contract year, JW Plan Eligible Employees enrolled in the Blue Cross/Blue Shield/Anthem JW Plan with Managed Care or its equivalent will contribute the following toward the cost of the employee's health plan (i.e., single, two-person or family) as determined by the District on or before September 1 of each year:

For the **2009-2010** contract year, the JW Plan payment will be 20% of the audited annual cost of the plan subscribed to by the employee.

d. For the **2009-2010**, **2010-2011** and **2011-2012** contract years, employees who elect to enroll in a **POS** plan will contribute the following toward the cost of the individual employee's health plan (i.e., single, two-person or family) as determined by the District on or before September 1 of each year:

For the **2009-2010**, **2010-2011** and **2011-2012** contract years, the **POS** payment will be 14% of the audited cost of the plan subscribed to by the employee.

e. For the **2009-2010**, **2010-2011** and **2011-2012** contract years, employees who elect to enroll in an **HMO** plan will contribute the following toward the cost of the individual employee's health plan (i.e., single, two-person or family) as determined by the District on or before September 1 of each year:

For the **2009-2010**, **2010-2011** and **2011-2012** contract years, the **HMO** payment will be 10% of

the audited cost of the plan subscribed to by the employee

f. Wellness Program. A wellness program will be offered as an element of medical benefits regardless of the specific plan chosen by the employee. Employees may participate in the wellness program.

g. Declination Payment - The District will pay the following amounts to employees eligible for health insurance who, during an open enrollment period, decline health insurance for the subsequent health insurance plan year and provide proof of health insurance coverage from a source other than the District health insurance plan:

- \$ 700 to an employee eligible for a single person plan
- \$1,000 to an employee eligible for a two-person plan
- \$1,400 to an employee eligible for a family plan

h. The District will offer employees eligible for insurance the option to enroll in civil union benefits in the medical insurance plans offered by the District, provided that the employee complete and submit all forms required by the medical benefits plan provider to establish his or her eligibility for benefits. Employees eligible for insurance and their civil union partners will have a choice of medical insurance plans as outlined in this Article VII above and will contribute toward the cost of their elected benefit plan at the rates set out in Paragraphs c-e above.

i. Each year the District will conduct a study of actual costs of health insurance claims and administrative costs to the medical benefits plan provider and will make an accurate determination of the actual premiums that would have otherwise been adequate to cover the costs. The Union has the right to participate in this audit and shall receive a copy of the audited analysis.

j. The employee's contribution for medical benefits will be provided through payroll deduction in equal installments through the individual employee's elected pay periods. The District shall file with the Internal Revenue Service to qualify these medical benefit contributions as pre-tax deductions pursuant to Section 125 of the Internal Revenue Code. As early as possible, but not later than January 1, 1995, the District will file with the Internal Revenue Service to qualify all other allowable benefit contributions as pre-tax deductions pursuant to Section 125 of the Internal Revenue Code.

B. Retiree Health Insurance - The District will contribute 50% toward the cost of health insurance for retired employees between the ages of 55-65 who have completed 15 continuous years of service immediately prior to retirement.

C. Dental Insurance - The District will provide dental insurance in accordance with the District's dental insurance plan for each employee on contract who works 30 or more hours per week.

D. Disability Insurance - The District will purchase long-term disability insurance coverage for all employees who are on contract and work 30 hours or more per week. Disability coverage will provide 66 2/3% of basic monthly earnings not to exceed \$3,500 per month, and subject to the terms of the District's insurance policy.

E. Life Insurance - The District will pay for a \$50,000 term life insurance policy during the terms of this Agreement for each employee on contract scheduled to work thirty (30) hours or more per week. Both parties agree to abide by the terms and conditions of this coverage as administered by the life insurance carrier.

F. Leaves of Absence:

1. Vacation - After completion of the probationary period, employees on contract who work thirty (30) hours or more per week earn eleven (11) days of vacation during the first year of employment and sixteen (16) days per year of employment thereafter. Employees with 15 or more years of continuous service to the District who work thirty (30) hours or more per week earn twenty-one (21) days of vacation per year. No more than forty-five (45) vacation days may be accumulated.

2. Sick Leave - Employees on contract who work thirty (30) hours or more per week earn one (1) day per month of sick leave. Employees may accrue up to twelve (12) sick days during their first year of employment. After completing twelve (12) months of employment, employees shall earn two (2) sick days per month and may accrue up to twenty (20) days per year. No more than one hundred seventy-five (175) sick days may be accumulated.

3. Emergency Leave - It is recognized that emergencies, not excluding illness in the family, may occur from time to time that will require the absence of an employee from customary employment responsibilities within the District. When such emergencies occur, an individual shall be given time off subject only to the requirement that an explanation of the emergency shall be provided to the individual's supervisor. An individual shall not be refused leave if, in the opinion of the individual, an emergency exists. In the event the District determines that an emergency did not actually exist, it shall notify the employee and deduct pay for the time lost. The employee may follow the steps of the grievance procedure to appeal the decision of a supervisor to dock pay. Emergency leave may not be used to take trips, extend weekends or vacations, or for any other recreational purposes. No more than three (3) emergency days per year, non-cumulative, will be allowed. Emergency days will not be charged against sick, vacation, or bonus days.

4. Bonus Days - Bonus pay equal to their current daily rate will be paid to any employee who uses fewer than four (4) sick days in each six (6) month period between July 1- December 31, and January 1-June 30th. Bonus pay will be paid at the following rates:

- 0 - .5 sick days = 2 days pay
- 1 - 1.5 sick days = 1.5 days pay
- 2 - 2.5 sick days = 1 days pay
- 3 - 3.5 sick days = .5 days pay

Bonus pay will be paid at the conclusion of each six (6) month period. In lieu of bonus pay, employees may choose to add to their vacation accrual the same amount of days that they would be eligible to be paid for. Employees may not receive any combination of bonus pay and added vacation days in excess of the formula described above. Newly hired employees may earn one (1) bonus day for using zero sick days during the first three (3) months of employment, which may be added to their vacation accrual, but may not receive any bonus pay except at the intervals described above. If a new employee chooses to add a vacation day in lieu of bonus pay after three (3) months, he or she will only be eligible to receive pay or vacation days to equal up to one (1) additional day at the conclusion of the next six month period.

5. Sick Bank - A sick bank may be established by the Association to cover employees who have used all of their sick days. The sick bank will be administrated by the Association. Rules for membership and participation in the sick bank will be put into writing by the Association and require approval by the Superintendent of Schools.

6. Bereavement - Employees shall be eligible for up to three (3) days of leave for the death of an immediate family member. Immediate family is defined as parents, grandparents, spouses, mothers- and fathers-in-law, children, sisters, brothers, stepparents, stepchildren, stepbrothers, stepsisters, and civil union partners.

7. Childbearing and Child Rearing Leave - After completion of the probationary period, an employee may be granted childbearing and/or child rearing leave. A leave of absence for childbearing is a medical leave and up to sixty (60) days of accrued sick leave may be used to receive pay during that leave. Following the childbearing leave, an unpaid child rearing leave shall be granted for up to twelve (12) months.

8. Other Leaves of Absence - Other leaves of absence for medical reasons, paid or unpaid, shall be approved up to one year with appropriate medical documentation. Other unpaid leaves of absence are at the sole discretion of the District except for leaves of absence covered by FMLA. An employee who takes an approved unpaid leave of absence shall be returned to a comparable position formerly held. All rights and accrued benefits shall be reinstated upon return, except that experience level credit, sick leave and vacation time will not accrue during an unpaid leave of absence. An employee may continue their health and dental insurance plans at their own expense during an approved unpaid leave of absence except for FMLA, in which case, health insurance coverage is continued by the District.

H. Longevity Payments - A bonus for length of service shall be paid to employees who work at least thirty (30) hours per week and have satisfied the following service requirements: \$500 after ten (10) years of employment, and \$700 after twenty (20) years of employment. Longevity payments will be added to the contract salary. In the first year of their 10th and 20th years of service payment, the payment will be based on their anniversary date of hire and prorated. It is the responsibility of the employee to provide written notice to their supervisor that they are entitled to longevity.

I. Retirement - The District will contribute the State contribution rate for all eligible employees in accordance with State law.

J. Severance - After ten (10) years of continuous service to the District, employees who give at least two weeks notice shall receive an amount of pay equal to 50% of unused sick leave based on a limit of one hundred seventy-five (175) days accrued, providing employee is in good standing at retirement or resignation. In the event of any penalty assessed against the District by the New Hampshire Retirement System pursuant to RSA 100-A:16, III-A, the amount of compensation which results in said penalty shall be paid to a 403(b) plan on behalf of the employee and in lieu of direct compensation.

K. Licenses - The District shall reimburse employees for the cost of keeping current all applicable licenses required by the District.

L. Tax Sheltered Annuity Participation – The District agrees to purchase annuities for employees in accordance with provisions of Section 403(b) of the Internal Revenue Code of 1954, as amended from time to time. Such purchase shall be made pursuant to written application from the employee requesting an agreement with the

District. Said agreement will provide for reduced payments to the employee from his/her salary. The Director of Human Resources is authorized to approve such agreements on behalf of the District and to establish the amount of the reduction which will, in turn, be remitted to an annuity program selected by the employee. The program will be for a non-forfeitable annuity account maintained on contracts qualifying under Section 403(b) and issued by such District-approved investment providers. The District will provide to any employee, upon request, an approved list of all participating investment providers.

M. Educational Incentives - The District agrees to provide reimbursement to employees, for tuition and/or registration cost for workshops and courses which are job-related and have received prior approval in writing from the employee's supervisor up to \$3,500 each year, for the bargaining unit. The employee must provide written documentation of attendance and, if grades are given, a passing grade of B or better prior to reimbursement. No employee shall be eligible for a reimbursement that is more than 20% of the above annual amounts prior to May 1 of each year. After May 1 but prior to the first Friday in June, any employee may apply in writing for additional reimbursement up to the full cost of their course or workshop. If funds remain, they will be distributed on an equal basis, but shall not exceed the amount budgeted and shall not be reimbursed beyond the total cost incurred by the employee.

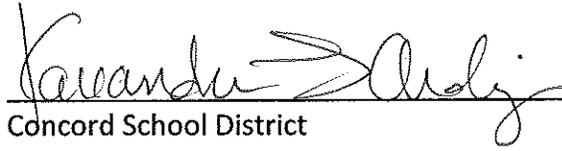
N. Paid Holidays - All employees are eligible for the following holidays with pay provided the day falls within the employees contracted year: Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and the day after, Christmas Day and the day after or before, New Years Day, Martin Luther King Jr. Civil Rights Day, President's Day, Memorial Day, and one (1) floating holiday, to be taken with Supervisor's approval. If a holiday falls on a weekend or when school is in session, the District shall designate a substitute day for the holiday. If the District requests that an employee work on a holiday, the employee will be paid double time. If a holiday falls within the contracted work schedule of a permanent part-time employee, that employee will be compensated the amount he/she would have earned had he/she worked as otherwise scheduled on that day.

O. Work Boots and Uniforms - Each employee will receive an initial allowance of \$150 for work boots or other appropriate footwear approved in writing by the employee's supervisor prior to purchase. The District will provide eleven (11) uniforms consisting of eleven (11) buttoned down shirts and eleven (11) work pants which will be maintained by the District. Uniforms and boots shall be replaced as needed. Uniforms may be altered or augmented at the District's discretion, but with input from the employees. All employees shall be expected to wear uniforms and if provided, identification tags so that they may be clearly identified as authorized to be in and conduct work on school buildings and facilities.

P. Employee Agreement – Criminal Records Check – The following statement will appear on all individual Employee Agreements entitled, "Provisional Employee Agreement For Maintenance/Transportation Staff": This Agreement may be terminated prior to its expiration date, if the Maintenance/Transportation employee fails to successfully complete the criminal records check as conducted by the District in accordance with statutory requirements. In the case of such a termination, the District shall be obligated to compensate the employee for services up to the effective date of termination, but shall not be otherwise liable to the employee.

5-4-09

Date



Concord School District

4.21.09

Date



Maintenance/Transportation Bargaining Group

**APPENDIX A
SALARY SCHEDULE
MAINTENANCE / TRANSPORTATION**

2009 - 2010												
Step	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
I	\$14.23	\$14.65	\$15.08	\$15.51	\$15.93	\$16.36	\$16.79	\$17.21	\$17.64	\$18.06	\$18.49	\$18.92
II	\$16.24	\$16.72	\$17.21	\$17.69	\$18.18	\$18.67	\$19.16	\$19.64	\$20.13	\$20.61	\$21.10	\$21.59
Journeyman	\$16.56	\$17.06	\$17.56	\$18.05	\$18.55	\$19.04	\$19.54	\$20.04	\$20.52	\$21.03	\$21.53	\$22.03
Master	\$17.06	\$17.56	\$18.07	\$18.58	\$19.10	\$19.61	\$20.12	\$20.63	\$21.15	\$21.66	\$22.17	\$22.68
Multiplier	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24	1.27	1.30	1.33

2010 - 2011												
Step	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
I	\$14.62	\$15.05	\$15.49	\$15.93	\$16.37	\$16.81	\$17.25	\$17.68	\$18.13	\$18.56	\$19.00	\$19.44
II	\$16.68	\$17.18	\$17.68	\$18.18	\$18.68	\$19.18	\$19.68	\$20.18	\$20.68	\$21.18	\$21.69	\$22.18
Journeyman	\$17.02	\$17.53	\$18.04	\$18.55	\$19.06	\$19.57	\$20.07	\$20.59	\$21.08	\$21.61	\$22.12	\$22.63
Master	\$17.53	\$18.04	\$18.57	\$19.09	\$19.62	\$20.15	\$20.67	\$21.20	\$21.73	\$22.25	\$22.78	\$23.31
Multiplier	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24	1.27	1.30	1.33

2011 - 2012												
Step	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
I	\$15.02	\$15.46	\$15.92	\$16.37	\$16.82	\$17.27	\$17.73	\$18.17	\$18.62	\$19.07	\$19.52	\$19.98
II	\$17.14	\$17.65	\$18.17	\$18.68	\$19.20	\$19.71	\$20.23	\$20.73	\$21.25	\$21.76	\$22.28	\$22.79
Journeyman	\$17.49	\$18.01	\$18.54	\$19.06	\$19.59	\$20.11	\$20.63	\$21.16	\$21.66	\$22.21	\$22.73	\$23.26
Master	\$18.01	\$18.54	\$19.08	\$19.62	\$20.16	\$20.70	\$21.24	\$21.78	\$22.32	\$22.87	\$23.41	\$23.95
Multiplier	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24	1.27	1.30	1.33

**APPENDIX B
EMPLOYEE STIPENDS**

A stipend of \$1,500 shall be paid to the bus mechanic responsible for developing a comprehensive vehicle maintenance program, including but not limited to, scheduling work orders, maintaining a vehicle and parts inventory and handling any related paperwork and records, to include electronic records.

A stipend of \$1,500 shall be paid to any member of the bargaining group who assumes the role of head of the plow crew. If no member of this group is willing to assume this role, the stipend may be offered to another District employee for the same service.

A stipend of \$2,000 shall be paid to the Field Trip Coordinator for being available to answer calls from bus drivers and others whenever District buses are in use, to receive calls whenever calls are made to adjust trip or drivers' schedules, and to take the necessary responsive action.

Category II employees who are assigned duties designated by the District as supervisory will receive a stipend of \$835 for so long as they are assigned supervisory duties.

Category II employees who earn and maintain three (3) job-related certifications or licenses which are needed by the District and approved in writing in advance by the employee's immediate supervisor, will receive a stipend of \$835 for so long as they maintain those three (3) required and approved certifications or licenses.

Master employees who earn and maintain two (2) licenses, which are required by the State and approved in writing in advance by the employee's immediate supervisor, will receive a stipend of \$1,500 for so long as they maintain those two (2) required and approved licenses. All employees with this status as of July 1, 2009 will have immediate access to this stipend.

APPENDIX C

Benefits	JW Plan ¹
Calendar-Year Deductible	\$ 100 per person (<i>major medical only</i>) \$ 200 per family (<i>major medical only</i>)
Calendar-Year Out-of-Pocket Maximum	\$ 500 per person (<i>major medical only</i>) \$1,400 per family (<i>major medical only</i>)
Preventive Care Routine physical exams for babies Routine physical exams for children and adults, one annual gynecological exam Immunizations for children and adults, mammograms, Pap smears, lead screenings, PSA screenings Nutrition counseling, up to three visits per person per calendar year Diabetes management program (through network providers)	You pay for the first two visits per person per calendar year. ² Next 10 visits per person per calendar year covered at 100%. All other visits covered at 80% (<i>combined with office visits and chiropractic care</i>) You pay for the first two visits per person per calendar year. ² Next 10 visits per person per calendar year covered at 100%. All other visits covered at 80% (<i>combined with office visits and chiropractic care</i>) Covered at 100% Covered at 100% Covered at 80% after deductible
Outpatient Care Office visits Surgery, laboratory and allergy tests, x-rays, ultrasounds, injections, allergy injections Maternity care CT scans, MRIs, chemotherapy	You pay for the first two visits per person per calendar year. ² Next 10 visits per person per calendar year covered at 100%. All other visits covered at 80% (<i>combined with preventive care and chiropractic care</i>) Covered at 100% Covered at 100% after you pay for the first office visit Covered at 100%
Inpatient Hospital Care	Covered at 100%
Chiropractic Care (through network providers)	You pay for the first two visits per person per calendar year. ² Next 10 visits per person per calendar year covered at 100%. All other visits covered at 80% (<i>combined with preventive care and office visits</i>)
Durable Medical Equipment	Covered at 80% after deductible
Physical, Occupational, and Speech Therapy	Covered at 80% after deductible
Hospice Care (through network providers)	Covered at 100%
Emergency Room Care	Covered at 100% if life- or limb-threatening, otherwise covered at 80% after deductible
Routine Vision Care Routine exams Frames and lenses	Discounts available Discounts available
Behavioral Healthcare and Substance Abuse Treatment ³	<i>Outpatient:</i> You pay for each of the first two visits per person per calendar year. ² Next 15 visits per person per calendar year covered at 100%. All other visits covered at 80% <i>Inpatient:</i> Covered at 100%
Maximum Lifetime Benefit	\$1 million for major medical only
Prescription Drugs	<i>Short-term:</i> Covered at 80% after deductible through Anthem Prescription Management pharmacies <i>Long-term:</i> Up to a 90-day supply through Caremark Mail Service after a low copayment

¹ Benefits are limited to the maximum allowable benefit (MAB), which is the amount that the plan contract allows for a particular service in your geographical area. If a non-network healthcare provider charges more than the MAB, you are responsible for the difference, which does not apply to the calendar-year out-of-pocket maximum.

² Out-of-pocket costs for the first two visits are applied to the calendar-year major medical deductible.

³ Benefits for inpatient substance abuse treatment are limited to detoxification only. All substance abuse benefits combined are limited to a \$10,000 maximum per person per calendar year and a \$20,000 maximum per lifetime.

This chart is intended for summary purposes only. Details of coverage are set forth in separate documents, which govern this plan.

BlueChoice Three-Tier			
Benefits	OPTION 1 <i>When your PCP provides or arranges your care</i>	OPTION 2 <i>When you seek care directly from a BlueChoice provider</i>	OPTION 3' <i>When you seek care from any out-of-network provider</i>
Calendar-Year Deductible	None	None	\$ 150 per person \$ 450 per family
Calendar-Year Out-of-Pocket Maximum	None	\$ 600 per person \$1,800 per family	\$1,050 per person \$3,150 per family
Preventive Care Routine physical exams for babies Routine physical exams for children and adults, one annual gynecological exam ² Immunizations for children and adults, mammograms, Pap smears, lead screenings, PSA screenings Nutrition counseling, up to three visits per person per calendar year ² Diabetes management program	Covered at 100% after \$10 copayment Covered at 100% after \$10 copayment Covered at 100% Covered at 100% after \$10 copayment Covered at 100%	Covered at 100% after \$30 copayment Covered at 100% after \$30 copayment Covered at 100% Covered at 100% after \$30 copayment Not covered	Covered at 80% after deductible Covered at 80% after deductible Covered at 100% Covered at 80% after deductible Not covered
Outpatient Care Office visits Surgery, ³ laboratory and allergy tests, x-rays, ultrasounds, injections, allergy injections Maternity care CT scans, MRIs, chemotherapy	Covered at 100% after \$10 copayment Covered at 100% <i>Prenatal and postpartum office visits:</i> Covered at 100% <i>Delivery:</i> Covered at 100% Covered at 100%	Covered at 100% after \$30 copayment Covered at 100% <i>Prenatal and postpartum office visits:</i> Covered at 100% <i>Delivery:</i> Covered at 80% Covered at 80%	Covered at 80% after deductible Covered at 80% after deductible <i>Prenatal and postpartum office visits:</i> Covered at 100% <i>Delivery:</i> Covered at 80% after deductible Covered at 80% after deductible
Inpatient Hospital Care	Covered at 100%	Covered at 80%	Covered at 80% after deductible
Chiropractic Care (limited to 12 visits per person per calendar year) ²	Covered at 100% after \$10 copayment <i>X-rays:</i> Covered at 100%	Not applicable	Covered at 80% after deductible <i>X-rays:</i> Covered at 80% after deductible
Durable Medical Equipment	Covered at 80% after separate \$100 calendar-year deductible, limited to \$3,500 per person per calendar year ²		
Physical, Occupational, and Speech Therapy ^{2,4}	Covered at 100%	Covered at 100% after \$30 copayment	Covered at 80% after deductible
Hospice Care	Covered at 100%	Covered at 80%	Covered at 80% after deductible
Emergency Room Care (copayment waived if admitted)	Covered at 100% after \$50 copayment	ER charge covered at 100% after \$50 copayment. Other eligible charges covered at 80%. Laboratory and x-rays covered at 100%	ER charge covered at 100% after \$50 copayment. Other eligible charges covered at 80% after deductible
Routine Vision Care Routine exams ⁵ Frames and lenses	Covered at 100% after \$10 copayment Discounts available	Not applicable Not applicable	Covered at 80% after deductible Discounts available
Behavioral Healthcare and Substance Abuse Treatment ^{2,6}	<i>Outpatient:</i> Covered at 100% after \$10 copayment, each limited to 20 medically necessary visits per person per calendar year <i>Inpatient:</i> Covered at 100%, limited to 30 days per person per calendar year for behavioral healthcare <i>All behavioral healthcare and substance abuse treatment must be approved in advance by the behavioral health administrator. Call 800.228.5975</i>	Not applicable	<i>Outpatient:</i> Covered at 80% after deductible, each limited to 20 medically necessary visits per person per calendar year <i>Inpatient:</i> Covered at 80% after deductible, limited to 30 days per person per calendar year for behavioral healthcare
Maximum Lifetime Benefit	None	None	None
Prescription Drugs	<i>Short-term:</i> Up to 34-day supply through participating pharmacies after a low copayment <i>Long-term:</i> Up to 90-day supply through Caremark Mail Service after a low copayment		

¹Benefits are limited to the maximum allowable benefit (MAB), which is the amount that the plan contract allows for a particular service in your geographical area. If a non-network healthcare provider charges more than the MAB, you are responsible for the difference, which does not apply to the calendar-year out-of-pocket maximum. ²Any combination of Option 1, 2, or 3 benefits counts toward this limit. ³Benefits as stated apply to surgery and anesthesia that are provided in a physician's office. Surgery and anesthesia provided in an outpatient facility are covered at 100% under Option 1, at 80% under Option 2, and at 80% after deductible under Option 3. ⁴Limited to a combined maximum of \$5,000 per person per calendar year. ⁵Limited to once every calendar year for children 18 years old and younger, once every two calendar years thereafter. ⁶Inpatient substance abuse benefits limited to detoxification, rehabilitation, and day/evening (intensive outpatient treatment) programs. Partial hospitalization and intensive outpatient treatment are limited to the 30-day inpatient maximum. Two program days count as one full inpatient day toward the 30-day maximum. All substance abuse detoxification and rehabilitation benefits are limited to a separate \$10,000 maximum per person per calendar year and a \$20,000 maximum per lifetime for all services, inpatient or outpatient. This chart is intended for summary purposes only. Details of coverage are set forth in separate documents, which govern this plan.

APPENDIX C

Benefits	Matthew Thornton Blue When your PCP provides or arranges your care
Calendar-Year Deductible	None
Calendar-Year Out-of-Pocket Maximum	None
Preventive Care Routine physical exams for babies Routine physical exams for children and adults, one annual gynecological exam Immunizations for children and adults, mammograms, Pap smears, lead screenings, PSA screenings Nutrition counseling, up to three visits per person per calendar year Diabetes management program	Covered at 100% after \$5 copayment Covered at 100% after \$5 copayment. <i>(For annual OB/GYN exams, PCP referral is not required; must use network providers)</i> Covered at 100% Covered at 100% after \$5 copayment Covered at 100%
Outpatient Care Office visits Surgery, laboratory and allergy tests, x-rays, ultrasounds, injections, allergy injections Maternity care CT scans, MRIs, chemotherapy	Covered at 100% after \$5 copayment Covered at 100% Covered at 100% Covered at 100%
Inpatient Hospital Care	Covered at 100%
Chiropractic Care¹ (limited to 12 visits per person per calendar year)	Covered at 100% after \$5 copayment X-rays: Covered at 100%
Durable Medical Equipment	Covered at 80% after \$100 deductible, limited to \$3,500 per person per calendar year
Physical, Occupational, and Speech Therapy ²	Covered at 100%
Hospice Care	Covered at 100%
Emergency Room Care (copayment waived if admitted)	Covered at 100% after \$50 copayment
Routine Vision Care Routine exams ^{3,4} Frames and lenses	Covered at 100% after \$5 copayment Discounts available
Behavioral Healthcare and Substance Abuse Treatment⁴	Outpatient: Covered at 100% after \$5 copayment, each limited to 20 visits per person per calendar year Inpatient: Covered at 100%, limited to 30 days per person per calendar year for behavioral healthcare All behavioral healthcare and substance abuse treatment must be approved in advance by the behavioral health administrator. Call 800.228.5975
Maximum Lifetime Benefit	None
Prescription Drugs	Short-term: Up to a 34-day supply through participating pharmacies after a low copayment Long-term: Up to a 90-day supply through Caremark Mail Service after a low copayment

¹ PCP referral not required; must use network providers.

² Limited to a combined maximum of \$5,000 per person per calendar year. This limit applies to services received in an office or in the outpatient department of a hospital or skilled nursing facility.

³ Limited to once every calendar year for children 18 years old and younger, once every two calendar years thereafter.

⁴ The limit for outpatient/office visits for substance abuse treatment includes detoxification and rehabilitation combined. Inpatient substance abuse benefits are limited to medically necessary detoxification, rehabilitation, and day/evening (intensive outpatient treatment) programs. Partial hospitalization and intensive outpatient treatment are limited to the 30-day inpatient maximum. Two program days count as one full inpatient day toward the 30-day maximum. All substance abuse benefits combined are limited to a \$10,000 maximum per person per calendar year and a \$20,000 maximum per lifetime.

This chart is intended for summary purposes only. Details of coverage are set forth in separate documents, which govern this plan.



Northeast Delta Dental

One Delta Drive
 PO Box 2002
 Concord, NH 03302-2002
 Customer Service:
 603-223-1234
 800-832-5700

Outline of Benefits

S A U #08 Concord School District
 Group Number : 0146-4000

1. Contract Year Benefits - September 1st through August 31st

2. Eligibility Period / Mandatory Waiting Period(s) -

Eligibility Period-

First day of the month following Date of Hire.

Waiting Period-

N/A

3. Eligible Persons -

Full-time Employees, their spouses and dependent children are covered under this plan. A newborn child will be covered from their date of birth and may remain covered until their 19th birthday; unmarried dependent children who are full-time students are covered until their 25th birthday.

4. Selected Benefits & Percentage Paid By Delta -

Coverage A - Diagnostic & Preventive	-	100%
Coverage B - Restorative	-	100%
Coverage C - Prosthodontics	- including implantology	50%
Coverage D - Orthodontics	-	N/A

5. Maximum Contract Year Benefits -

The maximum amount which your plan will pay is \$1000 per person per Contract Year.

6. Deductible -

There is no deductible.

7. Contribution -

There will be no contribution on the part of the employee.

Appendix E
Disability Income

1. The District agrees to provide disability income benefits during lifetime to age sixty-five (65) for all full-time certified personnel employed by the District, who are under the age of sixty-five (65) on September 1, 1972, commencing at the end of ninety (90) calendar days after the employee becomes totally disabled and is under a physician's care as the result of injury or illness.

2. The term total disability means the complete inability of the employee to perform any and every duty of his regular occupation. Once benefits have been paid for twenty-four (24) months, total disability shall mean the complete inability of the employee to perform any and every duty of any gainful occupation for which he is reasonably fitted by training, education, or experience. The employee must be under the regular care of a physician but house confinement will not be required.

3. The disabled employee shall be paid by the District or by such insurance carrier as the District may select sixty-six and two thirds (66 2/3%) percent of said employee's gross pay under the contract in effect on the day said employee first becomes totally disabled, but not in excess of three thousand five hundred dollars (\$3,500) per month.

4. If the disabled employee is entitled to other income during a period of disability from:

a. Workmen's Compensation or other similar legislation and other benefit acts, such as the State Teachers' Retirement System,

b. another group insurance or pension plan providing disability income benefits,

c. benefits (primary or family) under the Federal Social Security Act,

d. accumulated sick leave from the District,

then said employee's benefits will be reduced by the amount received from these sources.

5. Exclusion - no coverage will be provided for disabilities from the following causes:

a. Intentionally self-inflicted injuries.

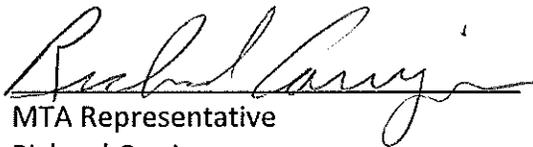
b. War, declared or undeclared, insurrection, rebellion, or participation in riot.

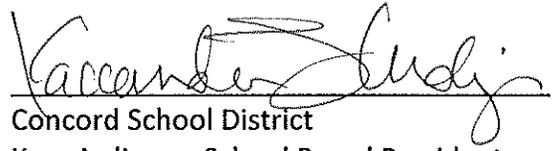
c. Any disability in excess of twenty-four months that results from mental or nervous illness or disorder of any type. This limitation will not restrict benefits during a period of confinement in a hospital or other licensed institution.

2009 - 2012
SIDE BAR AGREEMENT

The Concord School District ("District") and the Maintenance/Transportation Association (MTA) agree:

- 1.) To establish and participate in a health insurance study committee to educate District stakeholders in current District health insurance programs and to research additional health insurance options in order to provide input to the District; and
- 2.) To establish a committee of CSD and MTA representatives to review the outdated wording in the current collective bargaining agreement between the parties for possible mutually-acceptable housekeeping corrections.


MTA Representative
Richard Carriger


Concord School District
Kass Arding, School Board President

4-21-09
Date

5-4-09
Date