

Agreement Between
Derry Cooperative School District #1
And The
Derry Education Association
2016-2017

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**ARTICLE 1
RECOGNITION**

1 **1-01** The Derry School Board (hereinafter called the “Board”) recognizes
2 the Derry Education Association (hereinafter called the “Association”) as
3 the exclusive representative for purposes of collective bargaining for a unit
4 composed of teachers, guidance counselors, speech therapists, librarians,
5 school nurses, occupational therapists, physical therapists, speech
6 language pathologists, school psychologists, occupational therapy assistants and
7 physical therapy assistants.

8 **1-02** Specifically excluded from the unit are the Superintendent, Assistant
9 Superintendents, Principals, full-time Assistant Principals, Directors, Chief
10 Psychologist, and all nonprofessional employees.

11 **1-03** The words “teacher” or “teachers” shall, as used in this Agreement,
12 be defined as including all members of the bargaining unit. Part-time
13 employees in bargaining unit positions who work at least half-time will
14 receive benefits which are prorated in accordance with the number of days
15 and hours worked.

**ARTICLE 2
DURATION**

16 **2-01** The Agreement shall be effective July 1, 2016, and shall terminate
17 June 30, 2017. The Board or the Association may reopen negotiations on health
18 insurance and salaries if it deems it desirable to do so with respect to Affordable
19 Care Act penalties for discrimination in favor of highly compensated
20 employees.

21 **2-02** Should either party desire to negotiate a successor agreement to take
22 effect following expiration of this Agreement, such party shall notify the
23 other in writing by June 30 prior to expiration of this Agreement.
24 Following such notice, the parties shall begin meeting by August 15 for
25 the purpose of negotiating a successor agreement.

26 **2-03** The parties acknowledge and agree that this Agreement will be
27 “Sanbornized” (i.e. the cost items associated with all years of the
28 Agreement will be submitted to the legislative body for approval at the
29 2016 Derry School District Meeting).

**ARTICLE 3
TEACHER RIGHTS**

30 **3-01** A teacher shall have the right, when appearing before the Board in
31 open or closed session, to be accompanied by a representative of his/her
32 choice.

33 **3-02** Individual teachers shall have the right to form associations or
34 organizations. He/she shall be free from interference, restraint or coercion
35 by the Board or the Association and its agents in the designation of
36 representatives of his/her own choosing for the purpose of collective
37 bargaining, provided he/she shall have the right to refrain from any or all
38 such activities.

39 **3-03** The teacher will not be required to perform any duty or act which
40 threatens anyone's physical safety or well-being.

41 **3-04** In the event that the Superintendent of Schools finds it necessary
42 to suspend a teacher, the following is the procedure to be followed:

43 **A.** The Superintendent shall communicate by either certified
44 mail or hand delivered letter, to the member of the staff
45 being suspended, the reason or reasons for the suspension
46 and the time it is to take effect.

47 **B.** The Superintendent will continue the teacher on salary during
48 this suspension.

49 **3-05 Review Of Personnel File**

50 **A.** A teacher shall have the right, upon request, to review the
51 contents of his/her personnel file and to make copies of any
52 documents contained therein. The Superintendent, or his/her
53 designee shall be present on inspection of said file. The teacher
54 shall be entitled to have a representative of the Association
55 accompany him/her during such a review. At least once every
56 two years, a teacher shall have the right to indicate those
57 documents and/or other materials in the file which he/she
58 believes to be obsolete or otherwise inappropriate to retain.
59 Such documents shall be reviewed by the Superintendent and the
60 teacher and if they mutually agree that the documents are obsolete
61 or otherwise inappropriate, the documents shall be destroyed.

62 **B.** No material derogatory to a teacher's conduct, service,
63 character, or personality, shall be placed in his/her personnel
64 file unless the teacher has the opportunity to review the material.
65 The teacher shall acknowledge that he/she has had the opportunity
66 to review such materials by affixing his/her signature to the copy
67 to be filed with the express understanding that such signature in
68 no way indicates agreement with the contents thereof. At the time
69 the signature is to be affixed, the teacher shall be entitled to have
70 present an association representative. The teacher shall have the
71 right to submit a written answer to such material and his/her
72 answer shall be reviewed by the Superintendent or his/her
73 designee, and attached to the file copy.

74 **C.** Although the District agrees to protect the confidentiality
75 of personal references, academic credentials and other similar
76 documents received prior to a teacher's initial employment, it
77 shall not establish any separate personnel file which is not
78 available for the teacher's inspection. All teacher's files to be
79 subject to the 1974 Rights of Privacy Act.

80 **3-06** Any individual contract between the Board and any individual
81 teacher hereto or hereafter executed shall not be inconsistent with the
82 terms and conditions of this Agreement.

83 **3-07 A)** If a teacher is to be reprimanded or disciplined, said reprimand or
84 disciplinary action will take place in private conference with the teacher's
85 principal or immediate supervisor, except when an extraordinary situation
86 exists and the principal or supervisor deems it necessary to take immediate
87 disciplinary action or directive action. Generally, a reprimand or
88 disciplinary action shall not be taken in the presence of students, parents,
89 or staff members and without prior supporting evidence of the need for
90 said action. (The term discipline does not include the discharge or non
91 renewal of a teacher which actions shall be governed by the provisions of
92 RSA-189.)

93 **B)** No teacher shall be disciplined or reprimanded without just cause.
94 No teacher should be suspended, either with or without pay, except for just
95 cause. Discipline shall ordinarily be progressive but may be imposed
96 at any level depending on the severity of the offense. All information
97 forming the basis for the disciplinary action will be made available to the
98 teacher. For the purpose of this agreement, discipline shall be deemed to
99 exclude teacher nonrenewal or dismissal, which shall be governed under
100 the provisions of RSA-189.

101 **3-08** A teacher who has taught in the Derry School District three (3) or
102 more years and who voluntarily transfers from an existing teaching

103 position in one assignment area to a teaching position in another assignment
104 area may, upon request, return to his/her original teaching assignment in
105 the following school year if there is a vacancy in that assignment area.
106 Said request for returning to the original assignment area must be received
107 in the Office of the Superintendent of Schools no later than June 1 of the
108 first year of the new teaching assignment.

109 **3-09** The District shall post all vacancies for current and for newly
110 created positions and for all paid committee work and paid grant positions
111 by June 1 or, if the District is notified of vacancies after May 1, within 30
112 days of notification. The posting shall be at each work site and in the
113 Superintendent's office. The posting period for vacancies shall be for
114 ten (10) work days during the customary work year, and fourteen (14)
115 calendar days during the summer months, provided the vacancy does not
116 occur fifteen (15) days prior to the opening of school.

117 **3-10 A.** All teachers transferred during the school year or fifteen (15)
118 days (or less) prior to the start of the school year to a new grade or subject
119 area, shall be provided with up to three (3) paid days at the teacher's per
120 diem rate, to deal with on-site work required to prepare/plan for the new
121 assignment.

122 **B.** The Superintendent may transfer teachers subject to the
123 following. When a transfer to another position is necessary, the
124 Superintendent shall first ask for volunteers to fill this position. The
125 Superintendent shall consider filling the position with volunteers, but the
126 Superintendent is not required to select a volunteer for transfer. If the
127 Superintendent makes an involuntary transfer, the teacher selected will be
128 notified in writing immediately. Upon request, a teacher designated for
129 involuntary transfer will be entitled to a meeting with the Superintendent
130 to discuss the reasons for the involuntary transfer.

131 **3-11** Teachers may utilize district email and other electronic media in the
132 performance of their professional, Association and professional
133 development responsibilities, subject to school board policies.

ARTICLE 4 ASSOCIATION RIGHTS

134 **4-01** The Association and its representative may use school buildings at
135 reasonable hours for Association meetings and activities, subject to board
136 policy at the time of the request.

137 **4-02** The Association may post notices of Association activities and
138 letters of Association concerns in each school building in the areas
139 designated as teacher areas. Such notice shall be shown to the building
140 principal or designee prior to posting.

- 141 **4-03** Copies of any agenda for a School Board Meeting shall be
142 sent to the President of the Association when such agenda is sent to
143 members of the Board. Email transmission of the agenda is acceptable.
- 144 **4-04** Copies of minutes of any public School Board Meeting shall
145 be sent to the President of the Association. Email transmission of the minutes
146 is acceptable.
- 147 **4-05** The Association will have the right to designate representatives in
148 each school building.
- 149 **4-06** The Association may use teacher mailboxes for communications to
150 teachers. A copy of communications not personally addressed, will be
151 given to the building principal and Superintendent at the time of
152 distribution to the teachers.
- 153 **4-07** The Association and its representatives shall have the right to use
154 school facilities and equipment at reasonable times when such equipment
155 is otherwise not in use, subject to the approval of the building principal or
156 designee. It is understood that school supplies (paper, glue, paint and the
157 like) if used, will be paid for by the Association. Exception: Typewriters
158 made available to teachers and duplicating equipment may be used at
159 reasonable times when not in use. The Association shall notify the
160 Superintendent by July 1 of the dates of Association business for the
161 upcoming year that require the presence of the entire Association and/or
162 building representatives; however, the School District shall not be obligated
163 to schedule around the Association's dates.
- 164 **4-08** The cost of typing and printing of the Agreement shall be divided
165 equally between the Association and the Board and copies shall be
166 distributed to all members of the Association within thirty (30) days
167 after the Agreement is signed. The number of copies to be mutually
168 agreed upon by the President of the Association and the Superintendent
169 of Schools.
- 170 **4-09** The Superintendent shall place on the agenda of a regular Board
171 Meeting any matter requested by the Association provided that such
172 matter has been brought to his/her attention twenty-four (24) hours
173 before the formulation of the agenda.
- 174 **4-10** If the Board meets while school is in session, the President or
175 his/her designee will be notified whenever possible in advance and
176 allowed to attend with the School Board paying for the President or
177 his/her designee. At the beginning of every school year, the association shall

178 be credited with four (4) days to be used by teachers who are officers or
179 agents of the Association. In addition, up to fourteen (14) teachers each year
180 may attend the NEA-NH delegate assembly for one day. The Superintendent
181 will be notified no less than five (5) calendar days prior to the
182 commencement of such leave.

183 **4-11** A teacher engaged during the school day in negotiating on behalf
184 of the Association with any representative of the Board, participating in
185 any professional grievance, negotiation, including arbitration or appearing
186 before a state agency on behalf of the Association, shall be released from
187 regular duties without loss of salary (matters pertaining to this Agreement
188 only).

189 **4-12** The rights and/or privileges of representation granted to the
190 Association under "State of New Hampshire Rules and Regulations Public
191 Employee Labor Relations Board" will not be denied.

192 **4-13** Copies of proposed school calendars shall be sent to the President of the
193 Association when they are sent to members of the Board. The President of the
194 Association will be given an opportunity to provide input to the
195 Superintendent before the calendar is finalized. Email transmission of the
196 proposed calendars is acceptable.

ARTICLE 5 DUES CHECK-OFF

197 **5-01** The District shall, for the duration of this Agreement, deduct
198 DEA/NHEA/NEA dues regularly and periodically, and such other
199 deductions, including disability insurance, each month from the paycheck
200 of each employee who individually and voluntarily authorizes said
201 deductions in writing. Said authorization must be received in the
202 Superintendent's Office thirty (30) calendar days prior to beginning such
203 deductions.

ARTICLE 6 GRIEVANCE PROCEDURE

204 **6-01** Grievance
205 **A.** "Grievance" shall mean a complaint by a teacher, a group of
206 teachers, and/or the Association that there had been to him/her an alleged
207 violation, misinterpretation or inequitable application of any provision of
208 this Agreement except that the term "grievance" shall not apply to: (1) any
209 matter for which specific method of review is prescribed by law; or (2)
210 any rule or regulation of the State Commissioner of Education; or (3) any
211 by-law of the Board of Education pertaining to its internal organization; or
212 (4) any matter which according to law is either beyond the scope of Board

213 authority or limited to unilateral action by the Board alone; (5) a complaint
214 of a teacher which arises by reason of his/her not being re-employed; or
215 (6) a complaint by any teacher occasioned by appointment to, or lack of
216 appointment to, retention in or lack of retention in any position for which
217 "tenure" is either not possible or not required. A grievance to be
218 considered under this procedure must be initiated by the employee within
219 fifteen (15) workdays of its occurrence.

220 **6-02 A Restriction**

221 A grievance to be considered under this procedure during the months
222 of June, July and August must be initiated by the employee within fifteen
223 (15) calendar days of its occurrence.

224 **6-03 Procedure**

225 **A.** Failure at any step of this procedure to communicate a decision or
226 a grievance within the specified time limits shall permit the aggrieved
227 employee and/or the Association to proceed to the next step. Failure at
228 any step of this procedure to appeal a grievance to the next step within the
229 specified time limits shall be deemed to be acceptance of the decision
230 rendered at this step.

231 **B.** It is understood that the employee shall during and not
232 withstanding the pendency of any grievance, continue to observe all
233 assignments and applicable rules and regulations of the Board until such
234 grievance and any effect thereof shall have been fully determined.

235 **INFORMAL PROCEDURE:** Any employee who has a grievance shall
236 discuss it first with his/her principal or director as applicable in an attempt
237 to resolve the matter informally at that level.

238 **FORMAL PROCEDURE:**

239 **Step 1:** If, as a result of the discussion, the matter is not resolved to the
240 satisfaction of the employee and/or the Association within five (5) work
241 days, he/she shall set forth his/her grievance in writing to the Principal
242 specifying:

- 243 1. The nature of the grievance and the date occurred.
- 244 2. The nature and extent of the violation, misinterpretation or
245 inequitable application.
- 246 3. The results of previous discussions.
- 247 4. His/her dissatisfaction with decision previously rendered.
- 248 5. The remedy sought.

249 **Step II:** The Principal may communicate his/her decision to the employee
250 and/or the Association in writing within five (5) work days of receipt of
251 the written grievance.

252 **Step III:** The employee and/or the Association no later than five (5) work
253 days after receipt of the principal's decision or, if none, no later than five

254 (5) work days after the deadline for the principal to issue his written
255 decision, may appeal to the Superintendent of Schools or his/her designee.
256 The appeal to the Superintendent or his/her designee must be made in
257 writing reciting the matter submitted to the Principal, as specified above,
258 and the employee and/or Association's dissatisfaction with the decision
259 previously rendered. The Superintendent or his/her designee may meet
260 with the employee and/or the Association to attempt to resolve the matter
261 as quickly as possible. Any such meeting shall occur within a period not
262 to exceed ten (10) work days after receipt of the appeal to Step III. The
263 Superintendent or his/her designee may communicate his/her decision in
264 writing to the employee and/or the Association and to the principal within
265 twenty (20) work days after receipt of the appeal to Step III.

266 Step IV: If the grievance is not resolved to the employee's satisfaction,
267 he/she no later than five (5) work days after receipt of the
268 Superintendent's written decision or, if none, no later than five (5) work
269 days after the deadline for the Superintendent to issue his written decision,
270 may request a review by the School Board. The request shall be in writing
271 through the Superintendent of Schools, who shall attach all related papers
272 and forward this request to the School Board. The Board or a committee
273 thereof shall review the grievance and may hold a hearing with the
274 employee. The Board may render in writing a decision within thirty (30)
275 calendar days of the receipt of the grievance. If the Board does not
276 resolve the grievance to the satisfaction of the employee-grievant and
277 he/she wishes a review by a third party, he/she shall so notify the
278 Association within ten (10) work days of receipt of the Board's decision
279 or, if none, within ten (10) work days of the deadline for the Board's
280 written decision. If the Association determines that the matter should be
281 reviewed further, it shall also advise the Board through the Superintendent
282 within twenty (20) work days of receipt of the Board's decision or, if
283 none, within twenty (20) work days of the deadline for the Board's written
284 decision. The Executive Board of the Association will request the
285 American Arbitration Association to submit a panel of arbitrators for
286 mutual selection by the parties.

287 1. The arbitrator shall limit himself/herself to issues submitted to
288 him/her and shall consider nothing else. He/she can add nothing to, nor
289 subtract from the Agreement between the parties. The decision of the
290 arbitrator shall be binding upon both parties. Provided however, either
291 party may appeal such decision pursuant to NH RSA Chapter 542:8.

292 2. Right of Teachers to Representation

293 A: Any aggrieved person may be represented at all stages
294 of the grievance procedure by himself/herself, or at his/her option by a
295 representative selected, or at his/her option by a representative selected or
296 approved by the Association.

297 B: If a teacher, who has presented a grievance on his/her own
298 behalf wishes to carry such a grievance to arbitration, the Superintendent

299 shall review the facts of the case with the Association upon receipt of such
300 request for arbitration by the teacher. The Association thereupon will give
301 copies of decisions and appeals made at each prior step of the grievance
302 procedure.

303 3. Costs

304 A: Each party will bear the total cost incurred by themselves.

305 B: The fees and expenses of the arbitration will be shared
306 equally by the two parties.

307 C: Any individual teacher of the District shall be assured
308 freedom of restraint, interference, coercion, discrimination, or reprisal
309 in presenting his/her appeal.

310 D: The Association shall have the right to have
311 representatives present at all levels of the grievance process.

312 E: Grievances arising out of decisions made by the
313 Superintendent and/or the Board may be submitted by the Association
314 at Step III.

ARTICLE 7 TEACHER DAY

315 **7-01** Starting with the 2010-11 school year, the student instructional day shall
316 20 minutes longer than it was in the 2009-10 school year.

317 **7-02 A)** The teacher day at the elementary schools shall be six (6) hours
318 forty-five (45) minutes or until completion of professional responsibilities,
319 whichever is longer. The teacher day at the middle schools shall be six (6)
320 hours fifty-five (55) minutes or until completion of professional
321 responsibilities, whichever is longer. The teacher day shall begin at least
322 5 minutes before the tardy bell and shall end at least 5 minutes after the
323 dismissal bell. For example, if the teacher day begins 5 minutes before the
324 tardy bell, it shall end 15 after the dismissal bell or upon completion of
325 professional responsibilities, whichever is later; if the teacher day begins 10
326 minutes before the tardy bell, it shall end 10 minutes after the dismissal bell or
327 upon completion of professional responsibilities, whichever is later. The
328 administration at each school will give the Association an opportunity for
329 input on the details for implementation of the extended student instructional
330 day before the administration implements it.

331 **B)** Teachers' professional responsibilities include meetings, field trips
332 and open houses. However, except in emergencies, the administration will
333 make every reasonable effort:

334 (1) To limit the number of staff, faculty, department, grade
335 -level team, and committee meetings that the administration requires the
336 teacher to attend outside the timeframe described in Section 7-02(A) to an
337 average of 3 per month, no more than 28 per year, with 7 days prior
338 notice;

1. Section 7-02(B)(1) does not limit student meetings, parent meetings, special education team meetings, 504 meetings, and other meetings not listed in that section. Section 7-02(B)(1) and (2) do not change past practices regarding open houses and other non-meetings.
2. The additional (186th) work day shall be scheduled at the start of the school year

339 (2) To limit the duration of meetings that the administration
340 requires the teacher to attend outside the timeframe described in Section
341 7-02(A) to 60 minutes after the teacher day; **and**
342 (3) To limit the number of administratively assigned field trips
343 from which the teacher will be scheduled to return more than 60 minutes after
344 the dismissal bell to one per year. Field trips on multiple days to the same
345 location (e.g., Browne Center) shall be deemed to be a single field trip for
346 purposes of this provision;¹
347 C) The School District shall pay a stipend of \$70 per employee per night
348 who participates in an overnight school activity for which the employee does
349 not receive some other stipend.

350 **7-03** Teachers assigned to morning or afternoon bus duty shall be on duty
351 at times determined by their building principal.
352 **7-04 A)** Elementary school teachers shall be granted at least four 45-minute
353 periods of time per five-day week as preparation time for classroom related
354 activities. Middle school teachers shall be granted at least five 45-minute
355 periods of time per five-day week as preparation time for classroom related
356 activities.
357 B) All teachers shall have an average of twenty-five (25) minutes per
358 day for lunch each week. The Administration will take reasonable steps to
359 minimize interruptions during teachers' lunches.
360 **7-05** Supplemental Services personnel assigned to specific schools
361 shall follow the regular teachers' attendance and assignment schedule.
362 Supplemental Services personnel not assigned to a specific school shall
363 be on the elementary schedule.
364 **7-06** When a teacher is going to be absent, that teacher shall contact a
365 designee of the administration, who shall have the responsibility of
366 securing an appropriate substitute. Every reasonable effort shall be made
367 to provide substitutes for the classroom teacher, resource room teacher,
368 and specialist. Only in an emergency circumstance shall a teacher be
369 required to substitute for an absent teacher. A teacher so required to
370 substitute for an absent teacher will be paid, in addition to his/her regular
371 salary, a stipend in the amount of \$30 per class period that the teacher is
372 required to substitute.
373 **7-07** Teachers will not be required to turn in progress/report cards on the
374 work day immediately following a vacation and/or holiday.

**ARTICLE 8
TEACHER YEAR**

375 The work year for teachers shall not exceed 186 work days. At least one
376 workshop day before the students' first day of school shall be a
377 meeting-free, uninterrupted preparation day.² One day shall be set aside
378 for parent-teacher conferences, and teachers shall be free of other duties
379 involving student contact during that day.

**ARTICLE 9
LEAVES OF ABSENCE**

380 **9-01 Sabbatical Leave**

381 A teacher with seven (7) years consecutive service to the Derry
382 School system may be eligible for a Sabbatical Leave.

383 Upon the recommendation of the Superintendent of Schools, the
384 Board may permit members of the professional staff to take Sabbatical
385 Leave for the purpose of “professional improvement” and benefit to the
386 Derry School District. It is agreed that “professional improvement” shall
387 mean: approved full-time graduate study in an accredited college,
388 university or other recognized educational institution, or externship, or
389 travel which will materially and significantly improve the teacher’s ability
390 and capacity to teach.

391 Applications for Sabbatical Leave must be in the Superintendent’s
392 office no later than the 5th day of January for the following September.
393 The application shall be in the form of a detailed summary of the project
394 to be undertaken during the Sabbatical Leave.

395 The compensation for the staff member on Sabbatical Leave shall be
396 full salary for one semester or one-half salary for two semesters.

397 Payment of salary to a staff member on Sabbatical Leave shall be
398 made in accordance with the provisions of the Board for payment of salary
399 to other members of the professional staff. The staff member will be
400 required to furnish proof to the Superintendent as to the status of his/her
401 Sabbatical Leave project upon the Superintendent’s request.

402 A maximum of three professional employees may be granted
403 Sabbatical Leave each year.

404 As a condition to receiving final approval for Sabbatical Leave, a
405 staff member must file with the Superintendent the provided contract
406 agreement which stipulates that he/she will return to the Derry School
407 District for a period of two (2) years after the expiration of said leave or
408 repay the District within twenty-four (24) months of the date that his/her
409 Sabbatical Leave terminated, the full amount received as salary during the
410 Sabbatical Leave. His/her position, upon returning to the Derry
411 Cooperative School District, Shall be one that best serves the School
412 District as determined by the Superintendent.

413 The term of Sabbatical leave shall entitle an employee to a normal
414 salary schedule increment at the beginning of the next fall.

415 The regular sick leave policy shall apply to employees returning to
416 the School district. Accumulated sick leave still continues.

417 The person on Sabbatical Leave shall be eligible for teacher fringe
418 benefits then in effect.

419 The Board will make an allowance for the cost of courses taken
420 during the Sabbatical equal to the "Incentive Pay for Educational
421 Courses" then in effect.

422 **9-02 Personal Leave:**

423 Each teacher may have three (3) days with pay per year non
424 cumulative, for the purpose of attending to personal business or household
425 matters which require the absence of the teacher during school hours and
426 which cannot otherwise be scheduled provided however, earned leave may
427 not be taken on the day before or the day following a vacation or holiday
428 period, excepting that the Superintendent may make exceptions in cases of
429 emergency.

430 Written intention to take such leave shall be filed with the
431 Superintendent, or his/her designee at least one week in advance.
432 Exceptions will be made when the requirement for one week advance
433 notice would be a hardship or an impossibility. In order that it might be
434 determined whether the leave falls within the definition above, the
435 applicant must state the reason for the leave if so requested by the
436 principal in the event that the abuse of such personal leave is suspected.
437 The Board upon the recommendation of the Superintendent may grant
438 additional days.

439 **9-03** A parental leave without pay or other benefits of up to one (1)
440 school year may be granted to either male or female teachers with at least
441 one year's service with the District for the purpose of caring for their
442 newborn infant(s) or newly adopted infant(s).

443 An application for such leave must be made in writing to the
444 Superintendent at least four (4) months in advance of the expected date of
445 delivery or adoption (or in the case of adoption, as much notice as
446 possible), be supported by a doctor's certificate and include the requested
447 date of commencement and termination of the leave.

448 The leave shall commence and terminate on the date(s) requested by
449 the teacher as approved by the Superintendent, provided however, no
450 such leave shall be approved to terminate later than the last day of a
451 marking period.

452 The leave shall be without pay or benefits, excepting that a teacher
453 disabled as a result of pregnancy or childbirth shall be entitled to use all or
454 any portion of her sick leave.

455 A teacher returning from parental leave will be assigned to a position
456 within the teacher's level of competence and certification.

457 A teacher on such leave for a full school year must notify the
458 Superintendent, in writing, prior to March 1 of that school year of his/her
459 intention to return to work upon the termination of the leave. In cases
460 where both husband and wife are teachers in the District, only one of them
461 may be granted parental leave at one and the same time.

462 **9-04 Military Leave**

463 Military Leave of Absence shall be granted by the Board in
464 accordance with existing State and Federal Statutes. An employee called
465 to serve not more than a fourteen (14) day annual training tour of duty with
466 the National Guard or Armed Forces Reserves, will be paid the difference
467 between his/her Pay for such government services and the amount of
468 earnings lost by him/her for reason of such service, based on the
469 employee's regular daily rate.

470 **9-05 Jury Duty Leave**

471 An employee called as a juror will be paid the difference between
472 the fee he/she receives for such service and the amount of earnings lost by
473 him/her for reason of such service based on the employee's regular daily
474 rate. Satisfactory evidence must be submitted to the employee's
475 immediate supervisor.

476 **9-06 Bereavement Leave**

477 In the event of death in the employee's immediate family as defined
478 below, the employee on request shall be excused with pay for any of five(5)
479 working days: spouse or domestic partner, child(ren), step-child(ren), parent,
480 step-parent, sibling.

481 In the event of death in the employee's immediate family as defined
482 below, the employee on request shall be excused with pay for any of three(3)
483 working days: grandparent, grandchild(ren), father-in-law, mother-in-law.

484 In the event of death in the employee's immediate family as defined
485 below, the employee on request shall be excused with pay for any of one(1)
486 working day: sister-in-law, brother-in-law, aunt, uncle.

487 In the event of a death listed above, or others, the superintendent may
488 grant leave or additional leave.

489 **9-07 Sick Leave**

490 Teachers will be entitled to fifteen (15) days sick leave with pay
491 each year for personal illness. Sick leave days may be accumulated from
492 year-to-year with a maximum of one hundred twenty (120) days. Once a

493 teacher has accumulated the maximum 120 days of sick leave, that teacher
494 still shall be entitled to receive 15 sick days each year, but any of those
495 15 sick days not used during that year will not carry over to the next year.
496 A teacher may use up to 15 days of sick leave under this section each year
497 for the illness of a spouse, child, parent or domestic partner who resides in
498 the teacher's home. A teacher may use up to 5 days of sick leave under
499 this section each year for the illness of a child or parent who does not
500 reside in the teacher's home.

501 **9-08 Sick Bank**

502 The Board agrees to establish a sick leave bank for employees
503 covered by this Agreement. The sick bank shall apply to a disability
504 or illness (excluding work connected accident) which causes an
505 employee to be unable to perform his/her contractual obligation for five
506 (5) contract days or more. Each employee covered by this agreement
507 agrees to donate one (1) day from the fifteen (15) days set forth in Section
508 9-07 to be deposited in said "Bank" unless the Bank already is at a level of
509 250 days or more. If at any time, the bank reaches the level of
510 thirty (30) days, every teacher shall be required to donate (1) sick leave
511 day to the bank. To become eligible to request extended benefits from this
512 sick bank, an employee must: have exhausted all but two (2) of his/her
513 accrued sick leave under Section 9-07; present satisfactory medical
514 evidence of disability or illness (excluding work connected accident)
515 which causes the employee to be unable to perform his/her contractual
516 obligation for five (5) contract days or more; and get approval of the
517 Superintendent or his/her designee. An employee may draw up to thirty
518 (30) days from said "sick bank" in any one (1) year. Days in the sick bank
519 that are not used during one school year will remain in the sick bank and
520 will be carried over to the next school year. Supervision of this bank
521 shall be conducted by the Director of Human Resources and three (3)
522 members of the Association. This section of the Article shall not be
523 grievable.

524 **9-09 Perfect Attendance**

525 A teacher having perfect attendance for either the first or the
526 second semester will receive \$150. A teacher having perfect attendance
527 for both semesters will receive a total of \$400. Perfect attendance is
528 defined as attendance for the number of days set forth in Article 8 with the
529 following exceptions: (1) less than the number of days set forth in Article
530 8 if approved by the School board (Example: snow day that does not
531 require a make-up); (2) personal days will be counted as absences unless
532 they are utilized for religious holidays; and (3) approved professional and
533 bereavement days will not be deducted from perfect attendance.

534 **9-10 General Leave**

535 Leaves for any and all other reasons paid or not paid shall be

536 granted at the discretion of the Board. When the Board considers a
537 teacher's request for such leave, the Board will give the teacher an
538 opportunity to be present in non-public session to address the reasons for
539 his/her request.

**ARTICLE 10
BOARD RIGHTS**

540 **10-01** As to every matter not covered by the Agreement and except as
541 expressly or directly modified by clear language of a specific provision
542 this Agreement, the Board retains exclusively to itself all rights and
543 powers that it has now or may hereafter be granted by law and shall
544 exercise the same without such exercise being made the subject of a
545 grievance or arbitration.

546 **10-02** Notwithstanding any other provisions in this Agreement, the
547 Board has sole jurisdiction, authority and discretion to contract with
548 individuals, companies or agencies to provide services that otherwise
549 would be provided by persons employed in this bargaining unit if the
550 Superintendent determines that he cannot fill the position at the applicable
551 salary with a qualified applicant. The Board will not contract-out for
552 teacher, librarian or guidance counselor services.

**ARTICLE 11
TEACHER EMPLOYMENT**

553 **11-01** The Board agrees to hire for every position a person who is
554 certified for that position, if certification is required by the State of New
555 Hampshire. This provision shall not apply in the instance where the
556 Superintendent has made every reasonable effort to hire a certified person
557 and one cannot be found.

**ARTICLE 12
EVALUATION OF PROFESSIONAL STAFF**

558 **12-01** The Derry Cooperative School Board and the Derry Education
559 Association intends to maintain the best qualified staff to provide quality
560 education for students.

561 A. Evaluations shall take place with the full knowledge
562 of the teacher.

563 B. Except when otherwise covered by law, the evaluation
564 process should provide the teacher with awareness of professional
565 teaching deficiencies or other deficiencies that may relate to other
566 important aspects of the job should they exist. Further, the evaluation
567 process should provide for suggestions to improve upon the deficiencies if
568 noted by the evaluator.

569 C. The person evaluating the teacher shall discuss the
570 evaluation with the teacher within fifteen (15) school days of the evaluation

571 unless the absence of the evaluator or the teacher makes this impossible.
572 Teachers shall be evaluated only by persons who are certified as
573 administrators, have completed one or more courses in supervision, or
574 have evaluated teachers in Derry in the past.

575 D. Teachers shall be given the opportunity following the
576 observation and prior to the final written evaluation to present any further
577 information he/she deems the evaluator may need.

578 E. Each teacher shall have the right to attach a rebuttal to the
579 evaluation and this rebuttal shall be placed in the file with the evaluation.
580 Any rebuttal must be submitted within five (5) school days upon the
581 receipt of the evaluation.

582 F. Nothing contained herein shall prohibit the informal day-
583 to-day observation of a teacher by an administrator in a variety of work
584 settings. No teacher shall be required to sign a blank or incomplete
585 evaluation form. The teacher's signature shall indicate only that the report
586 has been read by the Teacher and shall not be interpreted to indicate
587 agreement with the contents Thereof.

ARTICLE 13 SAVINGS CLAUSE

588 **13-01** If any Article or part of this Agreement is held to be invalid by
589 operation of law or by a tribunal of competent jurisdiction, or if
590 compliance with our enforcement of an Article or part should be restrained
591 by such tribunal, the remainder of the Agreement shall not be effected
592 thereby and the parties shall enter into immediate negotiations for the
593 purpose of arriving at a mutually satisfactory replacement for such Article
594 or part.

ARTICLE 14 - REDUCTION IN FORCE

595 **14-01** When it is determined by the Board to reduce the number of
596 staff, the following procedure shall be utilized:

597 **A:** As soon as a reduction in force is being considered by the
598 Board, the Executive Board of the Association shall be notified in writing,
599 specifying the nature of the proposed reduction. A meeting shall take
600 place between the Association representatives and representatives of the
601 Board prior to any action.

602 **B:** Reductions shall be accomplished first by attrition, resignations
603 and/or retirements in the designated RIF assignment areas affected by the
604 reductions.

605 **C:** If more reductions are necessary, then part-time staff shall be
606 laid off if they are in the designated RIF assignment areas affected by the
607 reduction.

608 **D:** If further reductions are necessary, then nontenured staff shall
609 be laid off if they are in the designated RIF assignment areas affected by

610 the reduction.
611 **E:** If further layoffs are necessary, only then shall staff on
612 continuing contracts in the designated RIF assignment areas be affected.
613 A continuing contract staff member is one who qualifies for notice,
614 reasons, a School Board hearing under the provisions of RSA 189:14-a.
615 Continuing contract staff shall be laid off within their current assignment
616 area based upon certification, highly qualified status (if applicable), academic
617 preparation, professional development, and seniority.

<u>Groupings</u>	<u>Assignment Areas</u>
618 Grades K-5	Elementary classroom (including elementary PACE)
619 Grades 6-8	English, (including middle school PACE language arts), math
620	(including middle school PACE math), science, social studies,
621	foreign language, life skills/home economics, industrial
622	arts/technical ed.
623	
624	
625 Grades K-8:	Special education, reading specialist, guidance
626	counselors, nurses, art, music, physical education,
627	media/library, computer/study skills, psychologist,
628	occupational therapist, physical therapist, occupational
629	therapy assistant, physical therapy assistant, speech therapist,
630	speech-language pathologist, ESOL, SAIF, Title 1math, Title 1
631	reading specialist.

632 Within groupings, a teacher shall have one year of seniority in an
633 Assignment area for each year that the teacher has taught in that
634 assignment area, provided that the teacher holds certification from the
635 New Hampshire Board of Education in that assignment area if certification
636 from the New Hampshire Board of Education is available for that
637 assignment area. A teacher who has taught for at least one (1) year in the
638 last ten (10) years in an assignment area in another grouping, and who is
639 certified in that assignment area if certification from the New Hampshire
640 Board of Education is available for that assignment area, shall have full
641 seniority rights in that assignment area of that grouping if he/she is
642 affected by a RIF in his/her current teaching assignment.

643 When seniority is equal, the greater seniority shall be determined by
644 degrees and then credit earned by the teachers. If a tie in seniority exists,
645 it shall be resolved by lottery. A committee of three Association
646 representatives and the Superintendent of Schools will review the list of
647 teachers affected by RIF action to verify its conformance to the language
648 of this article.

649 **F:** Recall of staff members shall be in the reverse order of the
650 layoff for any open position within their assignment area at the time of
651 layoff, except that a staff member shall have no recall rights to a position

652 for which the Superintendent, in his or her sole discretion, determines the
653 staff member is not highly qualified pursuant to the E.S.E.A.

654 1. A staff member shall hold the right to recall to a position to
655 which he/she was assigned at the time of the layoff for 24 months
656 following the reduction in staff, subject to subsection 2.

657 2. A staff member on recall shall have the right to refuse recall
658 without losing his/her recall status during the first 12 month period
659 following the reduction in staff.

660 3. A staff member shall be responsible for notifying the
661 Superintendent, in writing, of any changes in address. Recall notice shall
662 be mailed via certified or registered mail with return receipt requested.

663 4. A staff member shall have up to fourteen (14) calendar
664 days to respond to any recall notice, or the vacancy shall be filled

665 5. No new employees shall be hired for any vacancy while
666 laid off personnel with recall rights to that assignment area are eligible to
667 fill the vacancy.

668 6. A laid off staff member shall retain previous seniority and
669 other accrued benefits, such as accumulated sick leave, for as long as
670 his/her recall rights exist.

671 **G:** A computerized master list of teachers by seniority in their
672 current assignment areas shall be made available on or before October 1
673 each year. A master list shall be made available to the Association
674 following individual teacher notification of their personal seniority status.

ARTICLE 15 TRAVEL

675 **15-01** Any teacher traveling between schools performing their
676 assigned duties during the hours school is in session shall be reimbursed at
677 the IRS rate.

ARTICLE 16 INSURANCE

678 **16-01 Health Insurance:**

679 **A:** Each year, on or before July 1, each teacher shall elect
680 health insurance for the next school year under one of the following
681 options:

682 (1) A plan offered through the District with prescription coverage
683 RX10/20/45: Blue Choice, Blue Choice New England, Anthem HMO, or the
684 substantial equivalent; or

685 (2) a plan not offered by the District.

686 **B:** For teachers who elect a plan offered by the District,
687 the District shall pay the following percentages of the premium for a
688 single, two-member, or family plan, whichever is selected by the teacher.
689 District 80%
690 Teacher 20%

691 **C:** For teachers who elect a plan not offered through the
692 District, the teacher must provide proof of coverage under such plan
693 each year and the District shall not pay any portion of the premium for
694 that plan. Each year on or before July 1, a teacher who previously had
695 elected a plan not offered through the District may replace that plan with a
696 plan offered through the District. Each year that a teacher elects a plan not
697 offered through the District and is not subsidized (e.g. under the
698 Patient Protection and Affordable Care Act), he/she shall receive a bonus.
699 The amount of the bonus shall be \$1000 minus any penalty imposed upon
700 the School District because the employee receives an insurance subsidy
701 (e.g. under the Patient Protection and Affordable Care Act); however,
702 in no event shall the District hold the teacher liable for more than the
703 amount of the bonus. The bonus shall be paid during the school year.

704 **16-02** Life Insurance: The Board agrees to provide Term Life and
705 AD & D at a sum equivalent to the Teacher's annual salary.

706 **16-03** **Dental Insurance:** The District agrees to pay the full cost of
707 single, or 90% for two person, or 90% for family coverage for Northeast
708 Delta Dental with the following coverage:

- 709 A. 100%
- 710 B. 80%
- 711 C. 50%
- 712 D. 50%
- 713 No deductible
- 714 \$2,000 per/person contract year maximum.

715 **16-04** The School District will establish an Internal Revenue Section 125
716 Flexible Benefit plan that allows bargaining unit members to pay health care,
717 child care and insurance on a pre-tax basis. For the period of July 1, 2016
718 through June 29, 2017, the maximum annual health FSA contributions shall be
719 \$2500. Beginning June 30, 2017, the maximum annual health FSA
720 contributions shall revert to \$1000.

ARTICLE 17 TEACHER IMPROVEMENT

721 **17-01** A teacher shall, upon presentation of his/her transcript and a
722 bursar's receipt, be reimbursed in a lump sum for the cost of tuition for
723 courses taken during each year of this agreement, as follows:

724 A. Individual course reimbursement cannot exceed the
725 following amount per teacher per year: **\$2,600**
726 B. The reimbursement will be made for up to nine credits per
727 school year for teachers enrolled in an advanced degree program, and /or
728 up to six credits per school year for teachers who are not in a degree
729 program.
730 C. The courses are of content related to the curriculum or
731 course of study taught by the teacher.
732 D. The courses are approved in advance by the principal and
733 the Superintendent.
734 E. The teacher has received a grade of B or better, or “pass” in
735 a pass/fail course.
736 F. Teachers who leave the system will reimburse the District
737 for all payments received by the teacher in the last year that the teacher
738 taught in the District. Such payments will be made within one (1) year
739 from the last day that the teacher taught in the District, if so requested by
740 the School Board.
741 G. The total reimbursement to all teachers shall not exceed the
742 following amounts each year: **\$84,000**
743 H. The teacher shall present his/her transcript and the bursar’s
744 receipt to the Superintendent on or before June 1 of the school year in
745 which reimbursement is requested.
746 I. In the event that funds in the course reimbursement pool
747 under Section 17-01 (G) remain unencumbered after June 1, teachers may
748 request additional course reimbursement by June 15 in accordance with
749 the provisions in Section 17-01. The unencumbered funds in the course
750 reimbursement pool shall be divided among these additional requests on a
751 pro-rata basis by June 30.

**ARTICLE 18
CO-CURRICULAR**

752 **18-01** The District shall have funds assigned to co-curricular activities
753 that equal the totals reflected in Appendix “A”. Each year by June 1,
754 notice of all middle school co-curricular positions shall be posted for the
755 following school year. The District will provide the Association with a
756 list of positions and associated stipends for each elementary school by
757 October 15.

**ARTICLE 19
LONGEVITY**

758 **19-01** The District agrees to provide a teacher a longevity bonus of
759 \$700 after (11) years of service; \$2400 after 15 years of service,
760 and \$3000 after (20) years of service within the Derry School District.
761 The longevity bonus will be paid in a lump sum check.

ARTICLE 20
PLACEMENT ON APPROVED SALARY SCHEDULE

762 **20-01** The Superintendent shall be directed to place all members of
763 the professional staff on the proper step of the salary schedule, effective at
764 the time of the appointment. Generally no new employee shall be placed
765 on a step of the salary schedule which is higher than those steps for current
766 employees with equivalent experience. However, exceptions will be
767 allowed if the Superintendent determines that there is an unavailability of
768 qualified candidates or that a candidate should receive credit for special
769 experience outside the field of education. The Superintendent shall notify
770 the president of the Association, or his/her designee, in writing within (30)
771 thirty days of hiring new teachers of the steps on the salary schedule upon
772 which those new teachers initially are placed.

773 **20-02** Any teacher who taught more than 120 consecutive days as a
774 contracted teacher the previous year shall be entitled to receive credit for one (1)
775 full year of teacher experience. Teachers who received credit for one (1) full
776 year of teacher experience in 2015-2016 shall be placed on the salary schedule
777 in 2016-2017 as set forth in Appendix C; teachers who did not receive credit for
778 one (1) full year of teacher experience in 2015-2016 shall be placed on the
779 salary schedule in 2016-2017 on step lower than as set forth in Appendix C.

780 **20-03** Upon recommendation of the Superintendent and majority vote
781 of the Board, a teacher may be held at step because of unsatisfactory job
782 performance.

783 **20-04** Once under contract, no new evidence of previous teaching
784 experience will be accepted for the purpose of salary schedule placement.

785 **20-05** Salary track changes will be made on the following dates:
786 **September 1 & February 1** . The teacher must notify the Office of
787 the Superintendent if said changes are to be made.

ARTICLE 21
SALARIES

788 **21-01** Minimum salaries for all positions are contained in the Appendices
789 which are part of this Agreement.

790 **21-02** The Board may, at its discretion, increase the salary of any individual
791 teacher.

792 **21-03** Salaries of Nurses, COTA's and PTA's
793 **A.** Full-time salaries: Full-time school nurses who work under school
794 year contracts for the number of days set forth in Article 8 and who hold

795 Bachelor's or higher degrees shall be paid on the salary schedule in
796 Appendix B. Full-time school nurses who work under school year
797 contracts for the number of days set forth in Article 8 and who do not hold
798 bachelor's or higher degrees shall be paid 85 percent of the salaries in the
799 bachelor's track of the salary schedule in Appendix B. Full-time certified
800 occupational therapy assistants and physical therapy assistants who work
801 under school year contracts for the number of days set forth in Article 8
802 shall be paid 80 percent of salaries in the bachelor's track of the salary
803 schedule in Appendix B. Full-time school nurses, COTA's and physical
804 therapy assistants shall move up one step on the salary schedule in
805 Appendix B each year of this Agreement, contingent on satisfactory
806 performance.

807 **B.** Part-time salaries: Salaries of part-time school nurses, COTA's and
808 physical therapy assistants shall be determined by prorating the salaries
809 under Section 21-03(A) in accordance with the number of days and hours
810 worked.

811 **21-04** Benefits of Nurses, COTA's and PTA's:

812 **A.** Full-time benefits: Insurance and other fringe benefits of full-time
813 school nurses, COTA's and physical therapy assistants who work under
814 school year contracts for the number of days set forth in Article 8 shall be
815 the same as provided in this agreement for classroom teachers, regardless
816 of the degrees held by the school nurses, COTAs and physical therapy
817 assistants.

818 **B.** Part-time benefits: The insurance and other fringe benefits of part-
819 time school nurses, COTAs and physical therapy assistants shall be
820 prorated in accordance with the number of days and hours worked.

ARTICLE 22 MIDDLE SCHOOL TEAM LEADERS AND MIDDLE SCHOOL TEAM COORDINATORS

821 **22-01** The District agrees to pay the following amounts for Middle
822 School Team Leaders and Middle School Team Coordinators: **\$3,500**

ARTICLE 23 RETIREMENT

823 **23-01** Minimum Experience Required: Employees with at least twenty
824 (20) years of service in the Derry Cooperative School District, who are at
825 least fifty-five (55) years of age and who are eligible for early or normal
826 retirement under NH Retirement System shall be eligible for the following
827 retirement incentive program.

828 **23-02** Notice of Intent: Notice of one's intention to retire under this plan
829 must be submitted in writing to the Superintendent of Schools no later

830 than **October 1** of the last full year of full-time employment. If the 2017
831 School District meeting approves a successor collective bargaining agreement
832 that includes the 2017-2018 school year, an employee who gave notice to retire
833 by October 1, 2016, may rescind that notice on or before April 1, 2017.

834 **23-03** A single lump sum payment in the amount of 45% x last salary will
835 be made in July or August following the date of retirement.

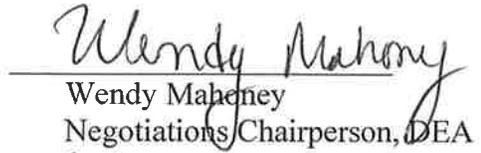
ARTICLE 24 SEVERENCE PAY

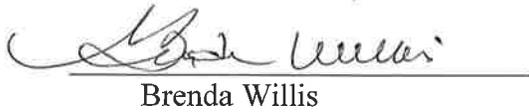
836 **24-01** Upon retirement or voluntary resignation after twenty (20) or
837 more years of service as a teacher in the Derry School District, a teacher
838 shall be paid \$40/day for any accumulated sick days.

In Witness whereof the parties have executed this agreement on this April 12, 2016.

Derry Cooperative School Board & The Derry Education Association


Margaret Morse-Barry
President, DEA


Wendy Mahoney
Negotiations Chairperson, DEA


Brenda Willis


Michelle McKinnon

Derry Cooperative School Board
Negotiations Committee


Daniel McKenna
Chairman, Derry School Board


Laura Nelson
Superintendent of Schools

**APPENDIX A
CO-CURRICULAR ACTIVITIES**

2016-2017

ELEMENTARY ACTIVITIES:	
DERRY VILLAGE	4600
EAST DERRY	4600
GRINNELL	4600
SOUTH RANGE	4600
ERNEST P. BARKA	4600
MIDDLE SCHOOL ACTIVITIES:	
ATHLETIC DIRECTOR	\$ 3,964
BASEBALL(L)	\$ 1,871
BASEBALL(S)	\$ 1,871
BOYS CLASS L BASKETBALL	\$ 2,252
BOYS CLASS S BASKETBALL	\$ 2,252
BOYS SOCCER (I)	\$ 1,871
BOYS SOCCER (S)	\$ 1,871
BOYS TRACK	\$ 1,297
BOYS X-COUNTRY	\$ 1,234
CHEERLEADING	\$ 1,616
DRAMA CLUB (2 POSITIONS/MIDDLE SCHOOL)	\$ 1,712
FIELD HOCKEY (L)	\$ 1,871
FIELD HOCKEY (M)	\$ 1,871
GIRLS CLASS L BASKETBALL	\$ 2,252
GIRLS CLASS S BASKETBALL	\$ 2,252
GIRLS SOCCER (I)	\$ 1,871
GIRLS SOCCER (S)	\$ 1,871
GIRLS TRACK	\$ 1,297
GIRLS X-COUNTRY	\$ 1,234
OPEN	\$ 1,075
OPEN	\$ 1,075
OPEN	\$ 1,871
SOFTBALL (L)	\$ 1,871
SOFTBALL (S)	\$ 1,871
INTRAMURALS (25 HOURS REQUIRED)	
BOYS AND GIRLS RESPECT	\$ 853
HISTORY CLUB	\$ 1,075
JAZZ BAND	\$ 1,150
MARCHING BAND/PARADES	\$ 449
NATIONAL JUNIOR HONOR SOCIETY	\$ 853
OPEN	\$ 853
SELECT CHORUS	\$ 1,150
SKI CLUB	\$ 1,552
STUDENT COUNCIL	\$ 1,807
YEARBOOK	\$ 1,805

APPENDIX B

2016-2017 SALARY SCHEDULE

Step	BACH	BACH+15	BACH+30	MASTERS	MAST +15	MAST + 30	DOCTOR
1	\$38,400	\$39,726	\$41,099	\$43,941	\$45,461	\$47,035	\$50,292
2	\$39,726	\$41,099	\$42,520	\$45,461	\$47,035	\$48,663	\$52,035
3	\$41,099	\$42,520	\$43,991	\$47,035	\$48,663	\$50,349	\$53,839
4	\$42,520	\$43,991	\$45,512	\$48,663	\$50,349	\$52,095	\$55,705
5	\$43,991	\$45,512	\$47,088	\$50,349	\$52,095	\$53,899	\$57,638
6	\$45,512	\$47,088	\$48,719	\$52,095	\$53,899	\$55,768	\$59,637
7	\$47,088	\$48,719	\$50,407	\$53,899	\$55,768	\$57,703	\$61,707
8	\$48,719	\$50,407	\$52,153	\$55,768	\$57,703	\$59,705	\$63,850
9	\$50,407	\$52,153	\$53,960	\$57,703	\$59,705	\$61,777	\$66,067
10	\$52,153	\$53,960	\$55,832	\$59,705	\$61,777	\$63,922	\$68,362
11	\$53,960	\$55,832	\$57,768	\$61,777	\$63,922	\$66,142	\$70,737
12	\$55,832	\$57,768	\$59,773	\$63,922	\$66,142	\$68,439	\$73,195
13	\$57,768	\$59,773	\$61,847	\$66,142	\$68,439	\$70,817	\$75,739
14	\$59,773	\$61,847	\$63,994	\$68,439	\$70,817	\$73,277	\$78,372
15	\$60,063	\$62,137	\$64,284	\$68,729	\$71,107	\$73,567	\$78,662

APPENDIX C-- STEP PLACEMENT

Teachers who are credited with one full year of teacher experience in 2015-16 shall be placed on the 2016-17 salary schedule as follows:

A teacher who was on 15-16 Step	Will be placed on 16-17 Step
1	2
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12
13	13
14	14
15	15