

AGREEMENT

BETWEEN

GILFORD SCHOOL BOARD

AND

GILFORD EDUCATION ASSOCIATION

2009-2012

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ARTICLE 1
RECOGNITION AND DEFINITIONS

RECOGNITION:

- 1.1** The Board recognizes the Association as the representative of all teachers employed in the Gilford School District. The term "teachers" shall include any individual employed full-time or part-time by the Gilford School District whose position requires appropriate credentials issued by the State Board of Education under its regulations governing the certification of professional school personnel and who spends less than fifty (50) percent of his/her time in supervision. The term "teachers" does not include principals, assistant principals, directors, substitutes, aides, nurses, clerks, department heads who evaluate teachers, or coordinators. The Association agrees to represent equally all teachers in the Gilford School District without discrimination and without regard to membership in the Association.
- 1.2** This recognition does not preclude the Board from communicating, consulting, or dealing with any individual teacher or group of teachers, for any purpose the board shall deem desirable in the discharge of its responsibilities, nor shall it preclude any teacher from appearing before the Board in his/her behalf in matters relating to employment relations with the Gilford School District.
- 1.3** The Association recognizes that the Board, subject to the language of this Agreement, reserves the authority over matters of policy and retains the right (a) to direct and manage the school district, including the hiring, promoting, disciplining, transferring, assigning, and retention of employees; (b) to determine the regulations under which the operations of the schools are to be conducted and; (c) to take necessary actions to carry out the responsibilities of the Gilford School Board in emergencies. An emergency is a singular occurrence over which the Board/Administration has no control.
- 1.4** Benefits for part-time teachers shall be pro-rated using a factor proportional to their teaching assignment to include sick leave, personal leave, and professional leave. Insurance benefits shall be pro-rated for those employees who meet the number of hours required by the company for participation. This section 1.4 shall not pertain to teachers employed prior to June 30, 1992.

DEFINITIONS:

- 1.5** The term "School", as used in this agreement, means any work location or functional division maintained by the Board where instruction as required by the State is offered to the children enrolled in the Gilford School District.

The term "Teacher" as used in this agreement, means a person employed by the Board as defined in Article 1, Section 1, of the Agreement.

The term "Person", as used in this Agreement, means a person employed by the Board as defined in Article 1, Section 1 of this Agreement.

The term "Day" means a teacher school day except between the last teacher day of one year and the first teacher day of the succeeding year where it means Monday through Friday including holidays. Whenever the singular is used in this Agreement, it is to include the plural.

ARTICLE 2
ASSOCIATION RIGHTS

- 2.1 The Board agrees that the individual teacher shall have full freedom of association, self-organization, and the designation of representatives of his/her own choosing, to negotiate the terms and conditions of employment, and that each teacher shall be free from interference, restraint, or coercion by the board or its agents in the designation of such representatives or self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.
- 2.2 The Board shall provide each teacher with a copy of the Master Agreement when he/she is issued an individual contract and shall provide the Association with twenty-five (25) copies of the Master Agreement for later use by the Association. A copy of the Master Agreement will be available to new employees upon employment in the district.
- 2.3 The Association will have the right to use the school buildings at reasonable times, without cost, for meetings and business transactions. Requests for the use of buildings will be made to the principal in advance.
- 2.4 With permission of the building principal, the Association may use school equipment normally used by teachers for association activities. However, expendable material will be at the expense of the Association.
- 2.5 With permission of the building principal, the Association may post notices of association concern on teachers' bulletin boards and use teacher mailboxes for communication to teachers.
- 2.6 While at school, representatives of the Association may receive telephone calls and other communications concerning Association business. These calls shall receive the same treatment as non-emergency personal calls.
- 2.7 An Association member may elect to have dues deducted from his/her salary checks over several pay periods. The number of deductions shall be mutually agreed upon by the Association and Business Manager/Administrator by June of the previous school year, but shall be deducted prior to June 30.

ARTICLE 3
PREPARATION PERIODS & DUTY-FREE LUNCH PERIOD

- 3.1 All teachers in the elementary, middle, and high school shall have an uninterrupted duty-free lunch period of at least the same duration as that of the students. The student lunch period is defined as that time when the students are actually at lunch in school.
- 3.2 Teachers shall be free to leave the school during their lunch period provided that they have notified the principal's office beforehand.
- 3.3 Elementary School: Short of canceling class, the administration will give the highest priority to giving all teachers in the Elementary School one hundred and sixty (160) minutes of planning time per full work week in addition to their lunch period during which time they will not be assigned other duties. The Principal may call a meeting or meetings at his or her discretion.
- 3.4 Middle School: Short of canceling a class, the administration will give the highest priority to giving all teachers in the Middle School daily preparation time in addition to their lunch period,

consisting of one forty-five (45) minute time period during which they will not be assigned to other duties.

- 3.5 High School: Short of canceling a class, the administration will give the highest priority to giving all teachers in the High School daily preparation time in addition to their lunch period, consisting of one (1) period or one (1) block, whichever schedule format is applicable, during which they will not be assigned to other duties.

ARTICLE 4

MIDDLE AND HIGH SCHOOL TEACHER LOAD

- 4.1 A. Middle School: Teachers shall teach no more than five (5) classes per semester or six (6) when there is agreement among the administration and said teacher. If agreement has been made, the teacher will receive the contracted amount for an additional fifth for teaching a sixth class. The teacher who has elected to teach a sixth class will not be exempt from doing assigned responsibilities such as lunch, study hall, or hall monitoring during the work day.

B. High School:

1. The board proposes the following trimester block scheduling format at Gilford School:

2006-2007: 4-4-3 trimester schedule where each period will be a maximum of seventy (70) minutes in length.

2007-2008: 4-4-3 trimester schedule where each period will be a maximum of seventy (70) minutes in length.

2008-2009: 4-4-3 trimester schedule where each period will be a maximum of seventy (70) minutes in length.

2. If the District institutes the above block scheduling format, then teachers shall teach no more than eleven (11) blocks during the school year. However, when there is agreement among the administration and the said teacher, a teacher may teach up to five (5) blocks per trimester.

If unanimous agreement has been made, the teacher will receive the contracted amount of one eleventh of their annual salary for each additional block taught.

If the District does not institute a block scheduling format, or reverts back to an eight period class schedule, then teachers shall teach no more than five (5) classes per semester or six (6) when there is agreement between the administration and said teacher.

If unanimous agreement has been made, the teacher will receive the contracted amount for an additional fifth for teaching a sixth class.

The teacher who has elected to teach a sixth class will not be exempt from doing assigned responsibilities such as lunch, study hall, or hall monitoring during the workday.

ARTICLE 5

CLASS SIZE

- 5.1 The Board recognizes the relevancy of goals for instruction, teaching techniques, staff utilization, class size, and effective learning. Accordingly, it is appropriate for the Board to have guidelines for implementing a policy on class size which takes into account the various factors related to effective learning.
- 5.2 The teachers also recognize that the Board has other responsibilities such as fiscal that may not permit achieving these goals. The Board will make every effort to keep class size at an educationally effective level, with particular attention to the placement of students with special needs.

ARTICLE 6

COURSE REIMBURSEMENT

- 6.1 Teachers may apply for and receive up to One Thousand Four Hundred Dollars (\$1,400) to improve their knowledge in their subject area or field(s) of specialization. These courses must be pre-approved by the principal and superintendent.
- 6.2 The School Board shall budget a minimum of Thirty Five Thousand Dollars (\$35,000) for this purpose.
- 6.3 In the event that all monies budgeted for this purpose are not spent on June 1, teachers whose costs were not entirely met by the dollar amount in Article 6.1, may apply for additional reimbursement up to amount of cost of their course.
- 6.4 No teacher shall be reimbursed for more than the cost or tuition of the courses submitted. All submissions for reimbursement in Article 6.1 and additional reimbursement in 6.3 must be received by June 1st of the current contract year.
- 6.5 In the event the secondary claims amount to more than what is budgeted, these claims will be paid proportionately out of the remaining monies.
- 6.6 In the event that any monies remain in this account as of June 30 of any contract year, these monies will be returned to the District.
- 6.7 The cost of summer courses will be reimbursed to teachers employed by the District at the second pay period in September.
- 6.8 To be considered for reimbursement, courses must be taken from an accredited institution to improve the teacher's knowledge in their subject area or field(s) of specialization.
- 6.9 To be considered for reimbursement, the teacher must provide proof of payment and passing grade for courses taken.

ARTICLE 7

PROFESSIONAL LEAVE

- 7.1 Teachers may apply for up to three (3) days annual leave for participation in appropriate professional meetings, conferences, visitations with other schools, and the like, without loss of pay and with reimbursement for mileage at a rate equal to the Internal Revenue Service mileage rate. Under special circumstances, teachers may apply for additional professional leave.
- 7.2 Such professional leave shall be granted to the employee only when recommended by the principal and approved by the superintendent.
- 7.3 All full time teachers of the Gilford School District will be eligible to have their travel/conference expenses reimbursed under the following conditions:
1. That the event is approved in advance by the building principal and the superintendent.
 2. That the building principal has available the necessary funds to meet the request.
- The specific amounts allocated for this purpose shall be at the discretion of the principal.

ARTICLE 8

ACADEMIC & SABBATICAL LEAVE

- 8.1 Any teacher who has completed three (3) consecutive full years within the Gilford School District may apply for an academic leave of absence without pay for a period of up to two (2) years. All applications must be made in writing and submitted to a screening committee. The selection of an individual teacher for academic leave remains solely at the discretion of the Board. An academic leave of absence shall be for the purpose of participating in exchange teaching programs in other states, territories, or countries; foreign and military teaching programs; cultural, travel, or work programs related to professional responsibility; or for the purpose of engaging in study at an accredited college or university.
- 8.2 No more than two (2) percent of the faculty may be on academic leave at one time. This section does not guarantee that any requests for academic leave will be approved, nor does it guarantee any particular number of academic leaves.
- 8.3 A teacher on academic leave who intends to return to the Gilford School District must notify the superintendent in writing on or before December 1 of the year preceding his/her return. Otherwise, the position shall be declared vacant on that date. Upon return from such leave, the teacher shall be placed in the same position on the salary schedule as he/she would have been had he/she taught in the district during such period.
- 8.4 Upon completion of seven (7) years in Gilford schools, and with notification to the superintendent on or before December 1 of the year preceding leave, a teacher may be granted up to one (1) full year sabbatical leave for approved professional study.
- 8.5 During this sabbatical leave, the Board may fund fifty (50) percent of his/her normal teaching salary. Teachers reimbursed by Federal grants are not subject to this provision. The teacher applying for a paid sabbatical leave must guarantee to the board in writing, as part of the application for this leave, that in the event the leave is granted with pay in accordance with the above limits, the teacher promises to teach in the district for at least one school year following

return from leave. The teacher receiving pay for the sabbatical must pay back the amount paid if the promise to return to the district for at least one year is breached.

- 8.6 The Board reserves the right to limit the number of leaves granted to eligible teachers in any one year to two teachers in grades K-12.
- 8.7 The Board reserves the right to review and either grant or deny such sabbatical leave request.

ARTICLE 9

JURY DUTY AND TOURS IN THE ARMED FORCES RESERVE

When a teacher is called upon for Jury Duty or for training in the Armed Forces as part of reservist training:

- 9.1 Teachers will be paid the difference between their full salary and the remuneration received in recognition of their outside services performed on school days. The calculation will be made when they receive payment for these services and the reduced salary from the School Board will be paid to them during the next payroll period.
- 9.2 Mileage allowances paid to the employee for Jury Duty shall be exempted from this arrangement.

ARTICLE 10

LEAVE FOR ILLNESS OR DEATH IN FAMILY

- 10.1 Each teacher of the School District may be allowed up to five (5) aggregate days non-accumulative leave per year, with pay, to be deducted from the teacher's sick leave, in cases of serious illness, major surgery, serious accident, or death involving a member of the immediate family. Unusual circumstances will be considered.
- 10.2 The term "immediate family" shall be construed to mean spouse, domestic partner, children, parents, brothers and sisters, grandparents, wards, guardians, and spouse's immediate family.
- 10.3 In unusual circumstances, if a teacher has an extended emergency or a series of emergencies which require absence beyond five (5) days, requests for additional paid leave may be considered by the board upon the recommendation of the Superintendent of Schools. However, the Board shall have the exclusive and sole authority to either approve or deny such requests. If the request is granted, the additional leave will be deducted from the teacher's sick leave.
- 10.4 If the illness/medical condition of the employee's family member triggers FMLA rights and the employee is eligible for FMLA leave, then the district will count such absence against the employee's FMLA leave entitlement

ARTICLE 11
LEAVE FOR PERSONAL ILLNESS

- 11.1** For absence caused by illness or a physical disability, sick leave with full pay shall be granted to each certified employee at the rate of fourteen (14) days per contract year, with an additional day (1) donated to the teacher sick bank (see 11.7). Yearly sick leave allotment shall become available at the inception of each contract and may be accumulated to a total of ninety (90) days.
- 11.2** Medically related pregnancy problems including, but not limited to, abortion, childbirth, and problems evolving from these conditions, shall be treated as a temporary disability. Days used for this purpose shall be charged to personal illness.
- 11.3** In case of extended illness or disability, the District's long term disability policy will take over after thirty (30) consecutive days and will pay 66 2/3% of the teacher's total salary until the teacher returns to work or retires at the age of 65.
- 11.4** A teacher who is absent due to a work-connected illness or accident and is thereby eligible for Workers' Compensation shall receive the net difference between Workers' Compensation payments and full pay at his/her applicable salary rate. Such payment by the Board shall continue until such employee has used all of his/her accumulated sick leave. Thereafter, the teacher shall continue to receive only those monies paid under the provisions of Workers' Compensation Law of the State of New Hampshire. Amounts paid by the Board under the provision of this section shall be subject to usual and customary payroll deductions. In no event shall any teacher receive monies in excess of the regular net earnings to which he/she was entitled prior to any such Workers' Compensation Claim.
- 11.5** Sick Bank Program: A Sick Bank Program will be established as follows:
1. All teachers will donate one (1) sick day to the bank effective the first pay period of each school year.
 2. Teachers may voluntarily contribute more sick days to the bank. These days are lost and not carried over to the next school year.
 3. Donated sick day(s) will not be returned to the teacher whether they are used or not.
 4. Sick Bank days left over at the end of the school year will be lost and not carried over to the next school year.
 5. The sick bank will be administered by a panel which will consist of three (3) members, two which will be appointed by the President of the Teachers Association and one by the Superintendent of Schools.
 6. All panel decisions are final and not subject to the grievance process.
 7. Teachers may apply for extra sick days only after their allotted personal sick leave has been exhausted. Eligible teachers should also refer to the FMLA policy which allows for unpaid time off, under certain circumstances.
 8. The purpose of the Sick Bank is to grant days for a serious illness only.
- 11.6** If the illness/medical condition of the employee triggers FMLA rights and the employee is eligible for FMLA leave, then the district will count such absence against the employee's FMLA leave entitlement.

ARTICLE 12
PARENTHOOD LEAVE

Parenthood leave shall be granted to all teachers who qualify under the following provisions:

- 12.1** Leaves of absence for temporary physical disability resulting from pregnancy, childbirth or related medical conditions and leaves of absences requested by male employees due to the birth of a child should be requested in writing at least thirty (30) days prior to the day the leave is to commence, except in cases of emergency or where the leave is unforeseeable. Employees are required to exhaust accumulated sick leave benefits or other accrued paid time off before commencing a leave of absence without pay.
- 12.2** Consistent with applicable state and federal law, maternity/paternity leave will not be granted for a period beyond one hundred and eighty (180) school days or the beginning of the next semester, whichever is longer. However, to preserve the continuity of instruction by having the teacher renew employment at the commencement of a school semester, this period may be extended at the sole discretion of the School Board. The District will run concurrently any parenthood leave and FMLA leave when an employee is FMLA-eligible. In no way can a parenthood leave extend beyond one hundred and eighty (180) days.
- 12.3** Adoptive leave shall be granted for up to a period of one hundred and eighty (180) school days, or the beginning of the semester nearest the end of one hundred and eighty (180) school days, whichever is longer. When an employee is adopting, the superintendent requests notice as far in advance as possible for planning purposes, but, at a minimum, he or she must notify the district thirty (30) days in advance of the anticipated leave of absence for the purpose of adoption. The District will run concurrently any parenthood leave and FMLA leave when an employee is FMLA-eligible. In no way can a parenthood leave extend beyond one hundred and eighty (180) days.
- 12.4** A teacher who is granted a leave of absence pursuant to this Policy is granted the following employment rights.
- (a) A teacher who notifies the superintendent of his/her desire to return to active employment will be reinstated to his/her original job/status which he/she held when the leave began or a comparable position with comparable pay, full seniority rights, and benefits and without loss of promotional opportunities or any other right or privilege of employment, subject to paragraph (c) below.
 - (b) A teacher on unpaid leave should notify the superintendent of a desire to return to active employment at least thirty (30) days prior to the date of return.
 - (c) A teacher whose parenthood leave is half a school year or less will be granted full seniority rights, including salary increment, when the teacher returns to service. If the leave period is greater than half a school year, the teacher will receive credit for service but not salary increment, unless the teacher has been out of work due to a temporary physical disability resulting from pregnancy, childbirth or related medical conditions, in which case, she shall receive the salary increment as well as all other benefits.
- 12.5** Teachers who adopt children will be allowed to use up to twenty-five (25) days of accumulated sick days for the purpose of completing matters associated with adoption. This policy only applies to those teachers who are not eligible to receive FMLA benefits, which exceed those offered in this policy. These days shall be requested two (2) weeks in advance and shall be used in consecutive sequence. If adoptive leave, in accordance with Section 12.4 is to follow

sick leave days allowed in this Section 12.7, these sick leave days shall be counted towards the one hundred and eighty (180) days Adoptive Leave.

ARTICLE 13

PERSONAL LEAVE

- 13.1 During the school year, each teacher shall be able to use three (3) days leave from scheduled work, without loss of pay or other benefits. These personal leave days shall consist of increments of not less than one-half (1/2) day, shall be deducted from sick leave, and shall not carry over to any other school year. A teacher who plans to use a personal leave day will give notice in writing three days preceding the absence. In an emergency, however, the building principal may accept oral notification and may waive the notification period stated above.
- 13.2 Personal leave will not be granted during the first or last week of the school year. Use of personal leave to extend holidays or vacation periods will not be allowed. Any day or period of consecutive days immediately preceding or following holidays or vacations will be unpaid, the dollar value of each lost day based on a pro rata of all required teacher work days. Emergency exceptions may be appealed to the School Board.
- 13.3 In unusual circumstances, or if a teacher has an extended emergency or series of emergencies which require absence beyond three (3) days, the board may consider requests for additional leave, upon the recommendation of the Superintendent of Schools. The Board shall have the sole authority to approve or deny such requests
- 13.4 Personal leave shall only be taken for urgent business that cannot be accomplished at any other time.

ARTICLE 14

HEALTH AND DENTAL INSURANCE

14.1 The Board payments for health insurance coverage for the duration of the contract shall be a maximum of the following payments:

Plan	District Pays
Blue Choice	
BC3	85%
BC2	85%
BC1	85%
Matthew Thornton	
MT3	95%
MT2	95%
MT1	95%

The health plan options available to teachers will be:

BlueChoice 3T20 and Matthew Thornton.

Teachers employed in the District prior to July 1, 2009 who were enrolled in the BC/BS JWMC plan will still be allowed to enroll in that plan and the District will continue to pay 70% to the cost of that plan.

Plan registration/changes are determined by the insurance company.

- 14.2** Teachers may select single, two person, or family health insurance coverage.
- 14.3** The School Board agrees to provide family coverage, Delta Dental Insurance.
- 14.4** Teachers may select single, two person, or family dental coverage.
- 14.5** Any changes in actual coverage and/or carriers must be made by mutual consent of the School Board and Gilford Education Association.
- 14.6** Members of the bargaining unit who do not participate in the Health Insurance program as outlined in Article **14.1** and **14.2** shall be eligible to receive Two Thousand Dollars (\$2,000), which is taxable income, and will be paid in twenty (20) equal payments of One Hundred Dollars (\$100.00) each, beginning with the first pay period of each contract year.
 - A. Any member electing the above insurance waiver must notify the Gilford School District business administrator, in writing, no later than June 30th to be effective September 1 of the following contract year. Any new teacher hired after July 1st must notify the business administrator at the time of hire of their decision not to elect to waive health insurance.
 - B. The Health Insurance waiver shall be prorated for the following:
 - 1. Part-time employees of this Agreement.
 - 2. New employees hired for less than one full contract.

3. Employees opting for the waiver for less than the full benefit year, in accordance with the Health Insurance carrier's provisions.

C. Any employee covered under this Agreement whose spouse is also employed by the district and is covered by the health plan shall have their health plan paid for in full and shall not be entitled to the insurance waiver.

D. Teachers participating in this provision may re-enter the program, providing a qualifying event has specified by the current Blue Cross/Blue Shield Policy has occurred.

14.7 All teachers are indemnified, while acting within the scope of their professional assignment, to a limit of one million dollars (\$1,000,000) as stipulated by the State of New Hampshire Administrative Rules.

This provision covers professional liability and the violation of civil rights.

14.8 The School Board will provide benefits of a life insurance policy for all teachers equal to, but not to exceed \$50,000, the teacher's annual salary.

ARTICLE 15

SALARY AND CREDIT UNION

15.1 The Salary Schedule (Appendix G) and the Individual Teaching Contract (Appendix F) shall be part of the Master Agreement.

15.2 A teacher may, after providing written authorization to the district office, elect to have a designated amount of money deducted from each paycheck to be forwarded to the Service Federal Credit Union for savings and loan programs. All other business with the Credit Union will be carried out by the Association's Credit Union representative.

15.3 A teacher may elect one of the two (2) methods of payment:

1. twenty-one (21) equal pay periods;
2. payments based on twenty-six (26) pay periods, with twenty-one (21) payments being made during the school year and a single payment of the remainder at the end of the school year.

15.4 Newly hired employees with experience shall be placed at the same salary level as other employees currently employed in the Gilford School System who have the same experience and academic achievement.

15.5 1. In order to qualify, a teacher will submit the provided SAU anticipated track change document by October 15 of the previous year if there is a possibility of a future track change in the following year's contract.

2. Documentation of academic achievement that affects track changes must be completed and submitted by January 30 of the contract year.

3. January 30 is the last date that a track change can occur after providing the track change form and the necessary documentation of academic achievement.

15.6 A committee consisting of six people (made up from the Gilford School Board (2), the Gilford Education Association (3) and a SAU staff member (1) shall be established for the purpose of reviewing the extra-curricular and athletic coaching positions and stipends and recommending changes.

All changes recommended by the committee shall be mutually voted on and ratified by the Gilford Education Association and the Gilford School Board and the Voters of Gilford (if changes have a monetary impact)

The committee shall have until June 30, 2010 to make proposed changes.

The proposed changes need to be approved and ratified by the Gilford Education Association and the Gilford School Board prior to October 1, 2010 so that they can be incorporated into the School Budget proposal.

ARTICLE 16

GRIEVANCE PROCEDURE

16.1 The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise within the scope of the agreement affecting the welfare and/or working conditions of teachers. The conditions of this article do not preclude a grievance on issues of past practice. Both parties agree that these proceedings will be kept as informal and as confidential as possible at any level of the procedures. Nothing herein contained will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any member of the administration or staff and having the grievance adjusted without the intervention of the Association, provided that adjustment is not inconsistent with the terms of the Agreement and that if the teacher so desires, the Association has been given the opportunity to be present at such adjustment and to state its views.

16.2 Definitions:

a) "Grievance" shall mean a claim by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of any provision of the Agreement.

b) "Teacher" shall mean any person who is entitled under Article 1 to be represented by the Gilford Education Association and may include a group of teachers similarly affected by a grievance.

c) "Days" shall mean 24-hour days when school is in session, except after May 1 when days shall be all days of the week so that the matter may be resolved before the end of the school term or as soon as possible thereafter.

16.3 Availability of Policies

In each building, there shall be a complete and current collection of School Board Policies which all teachers may consult freely.

16.4 Rights to Teacher Representation

a) If, in the judgment of the grievant(s) a particular grievance shall affect a group of teachers, the Association may join in the processing of the grievance and become a party thereto.

b) Any grievant may be represented at any level of the Grievance Procedure by a person of his own choosing. If the Association decides to submit the grievance to arbitration at Level Four, then the Association has the right to be present and to state its views at all hearing sessions concerning such grievances and shall receive a copy of all decisions rendered.

c) In the event that the Association shall not have elected to submit a grievance to arbitration, the aggrieved teacher may submit his/her grievance to arbitration independently by following the procedures outlines below.

d) The Association, if it desires, may call upon the professional services of the New Hampshire Education Association for consultation and assistance at any stage of the procedure. No reprisals of any kind shall be taken by either party or any member of the administration against any participant in the grievance procedure by reason of such participation.

16.5 Time Limits

a) Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered a maximum. The time limits specified, however, may be extended by written agreement between the School Board or its representative and the grievant or his/her representative.

b) If a grievance in writing is not filed within thirty (30) days after the grievant knew or should have known of the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived.

c) Failure by the aggrieved at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

d) Failure by any administrator or the School Board to render his/her/its decision within the specified time limits shall be deemed to be a denial of the grievance, and the grievance shall proceed to the next level.

16.6 Procedure

A) LEVEL ONE - SCHOOL PRINCIPAL

1) If a teacher feels that he/she may have a grievance, he/she shall first discuss the matter with his/her principal or other appropriate administrator or supervisor in an effort to resolve the problem informally.

2) If the teacher is not satisfied with such disposition of the matter, he/she shall have the right to have the Association assist in further efforts to resolve the problem informally with the principal or other appropriate administrator or supervisor.

3) If the teacher is still not satisfied with the disposition of the matter, he/she shall reduce the grievance to writing and submit it to the principal. The written grievance must contain all the particulars required on Grievance Adjustment Form A. Within ten (10) days of the filing of the grievance in writing, the principal shall give a written answer, with a copy to the Association if the teacher has requested it in the grievance. The written answer must contain all the particulars required on Grievance Adjustment Form B.

B) LEVEL TWO - SUPERINTENDENT OF SCHOOLS

1) If the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level One, he/she may file, within ten (10) days after receiving the decision, his/her grievance with the superintendent of schools. The written grievance must contain all the particulars required on Grievance Adjustment Form A. Once the grievant has taken step (a) (3) above, he/she may simply give the Superintendent of Schools a copy of the original written grievance.

2) Within ten (10) days after receipt of the referral, and if the teacher so desires, the superintendent shall meet with the aggrieved and, at the teacher's option, with representatives of the Association for the purpose of resolving the grievance. Either the superintendent, the grievant, or the Association may keep a full and accurate nontape-recorded account of the hearing.

3) Within ten (10) days after the hearing, (or ten (10) days after receipt of the grievance, if the grievant desires no hearing), the superintendent shall render a decision and the reasons therefore

in writing to the aggrieved teacher. He/she shall send a copy to the Association if the teacher's grievance form requests it. The superintendent's written decision must contain all the particulars required on Grievance Adjustment Form C.

C) LEVEL THREE - SCHOOL BOARD

- 1) If the aggrieved teacher is not satisfied with the disposition of the grievance at Level Two, the teacher, within ten (10) days after receipt of the superintendent's decision, may submit the grievance to the School Board.
- 2) Within fifteen (15) days after receipt of the grievance and, if the teacher so desires, the school board shall meet with the grievant, and at the grievant's option, with representatives of the Association, for the purpose of resolving the grievance. Either the Board, the grievant, or the Association may keep a full and accurate nontape-recorded account of the hearing.
- 3) Within ten (10) days after such meeting (or twenty (20) days after transmission of the grievance, if the grievant desires no hearing) the board shall render its decision and the reasons therefore in writing to the aggrieved teacher. It shall send a copy to the Association if the teacher's grievance form requests it. The Board's written decision must contain all the particulars required on Grievance Adjustment Form E.

D) LEVEL FOUR - ADVISORY ARBITRATION

- 1) If the aggrieved teacher is not satisfied with the disposition of the grievance at Level Three, the teacher, within ten (10) days after receipt of the decision, may request in writing to the Association's Grievance Committee that the grievance be submitted to arbitration. This written request must contain all the particulars required on Grievance Adjustment Form D.
- 2) Within ten (10) days after receipt of such request, the Association may submit the grievance to advisory arbitration by so notifying the board in writing. The written submission must contain all the particulars required on Grievance Adjustment Form E. The Association must then file a demand for advisory arbitration under the procedure set forth herein with authority granted pursuant to N.H. RSA:542 as amended and under the Voluntary Labor Arbitration Rules of the AAA which shall act as the administrator for the proceedings.
- 3) The following procedure will be used to secure the services of an arbitrator: A request shall be made to the American Arbitration Association to submit a roster of persons qualified to function as arbitrators in the dispute in question. If the parties or their representatives are unable to determine a mutually satisfactory arbitrator from the submitted list, they shall request the American Arbitration Association to submit a second roster of names. Within ten (10) days of the initial request for arbitration, if the parties or their representatives are unable to determine a mutually satisfactory arbitrator from the second list, the American Arbitration Association may be requested by either party to designate an arbitrator.
- 4) The arbitrator shall have no authority to add to, subtract from, or in any way modify the terms of this agreement and shall recommend appropriate compensatory awards when necessary. Only the Board, the aggrieved and his/her representative shall be given copies of the arbitrator's report. This shall be accomplished within thirty (30) days of the completion of the arbitrator's hearing.
- 5) The costs of the services of the arbitrator shall be borne equally by the Board and the Association.
- 6) Within ten (10) days of receipt of the arbitrators report, both parties will advise each other, in writing, of acceptance (or rejection) of the advisory arbitrator's recommendations.

16.7 Miscellaneous

- a) All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- b) All documents, communications, and records dealing with the processing of a grievance shall **NOT** be forwarded to any prospective employer of the grievant, nor shall documents be revealed or the grievance(s) be alluded to in any communications between the administration and said prospective employer.
- c) Forms to facilitate the grievance proceedings at each level are available upon request from the Association or the School Administrative Unit Office. Sample forms are annexed as Appendices A - E.

ARTICLE 17
ACCESS TO FILE

- 17.1 Each teacher shall be entitled to knowledge of and access to his/her personnel file. This shall include supervisory records and reports of competence, personal character, and efficiency.
- 17.2 The teacher shall have the right to respond, in writing, to any material contained in his/her personnel file, and such response, shall be made a part of said teacher's file, upon receipt by the superintendent.
- 17.3 The teacher shall have the right to reproduce, either by hand or copying machine, any materials included in his/her file.
- 17.4 Any material removed from the teacher's file shall be replaced with a dated notation stating what material was removed.

ARTICLE 18
SEPARABILITY/INCLUSION

- 18.1 If any provisions of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, then such provisions shall not be deemed valid or subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE 19
REDUCTION IN FORCE

- 19.1** If the Board finds it necessary to lay off employees, the factors to be taken into consideration include, but will not be limited to: the instructional needs of the district, areas of certification, seniority in the district, and professional competence as determined on the basis of existing evaluations.
- 19.2** Seniority shall be determined only by the number of years as a full-time duly certified teacher of the Gilford School District.
- 19.3** Employees who are laid off shall be reinstated in the inverse order of their being laid off, if qualified and certified to fill the vacancy. Rights to reinstatement shall be in effect for two years and ninety days from the last day of employment with the District.
- 19.4** Upon return, a recalled teacher shall be placed on his/her appropriate step on the salary schedule. Reinstatement shall not result in a loss of credit for previous years of experience both within the District and elsewhere. District service credit will not be given for the period of time that the teacher was in layoff status. In the event that the teacher was employed in another district during this layoff period all years of service in another district would accrue as years of experience. All benefits, to which the teacher was entitled prior to the reduction in force, providing they are currently in effect for all other teachers, will be returned. This includes unused sick leave.
- 19.5** No new appointments will be made while there are laid-off employees who are qualified and certified to fill the vacancy and willing to accept the assignment.
- 19.6** The Board shall give written notice of recall from lay-off by sending a registered or certified letter to said employee, at his/her last known address. Employees must respond to an offer within ten (10) days after notification and be available to work within ten (10) days after notification or be deemed to have waived such rights, unless an extension is granted in writing by the Board.

ARTICLE 20
BENEFITS - LEAVING DISTRICT

- 20.1** Employees who have been employed as a teacher in the Gilford School District for a period of at least twenty (20) years and have reached their fiftieth (50th) birthday shall be eligible, upon severance from Gilford School District, for a one time lump sum payment as follows:

Years of Service	Payment
20	\$3,000.00
25	\$4,000.00
30	\$5,000.00

This benefit shall be paid to the teacher's beneficiary in case of death.

- 20.2** The district shall pay \$1800 towards health insurance benefits from age 60 to age 65 for retired teachers who have taught in the district for at least twelve (12) years and were employed in the district as of September 1, 1996 or after and have twenty (20) years of teaching experience.

1. The retired teacher may select two-person or family coverage for health insurance, however, the district shall be responsible only for \$1800 towards health insurance benefits.

2. Retired shall mean the teacher is eligible to receive retirement benefits from the New Hampshire Retirement System.

20.3 Recognition of Service to the District

- a) Employees with at least twenty-five (25) years of teaching experience, who have at least eighteen (18) years of service to the Gilford School District, who are at least 55 years of age, and who are eligible for early or normal retirement under the New Hampshire Retirement System, shall be eligible, upon retirement from the district, for the following salary and health benefits.

Age shall be determined by the teacher's age by June 30th of the last year of their employment.

- b) With eighteen (18) years of service to the district the teacher shall receive 13% of their last salary, plus 1% more for each year of service beyond eighteen (18) years. The maximum paid will not exceed 25% of the last salary paid.

Last salary paid shall mean the amount paid for services specified in contract which involve teaching or supervisory function. It does not include any amount paid for extra duty assignments, extra classes taught, or other compensation received.

The teacher may choose to accept a single sum payment to be made in August following the date of retirement or may choose to accept the payment in an equal number of annual installments to be established by dividing the amount by the number of years remaining between retirement and age 65.

- c) The retired teacher may select single, two-person or family coverage for health insurance. However, the district shall be responsible for only 35% toward the health insurance premium (current plan) at the same rate as current active teachers. This benefit shall continue to age 65.
- d) Number Limitation: The limit of the number of eligible teachers in any single year shall be (5). In the event that more than five apply, then the plan shall be limited to the five most senior applicants. Seniority shall be determined first by the sum of age and years of service to the district, then by years of service in the Gilford School District, then by birth date. The School Board may, at its discretion, approve additional applications for the plan.

Notice of one's intention to retire under this program must be submitted in writing to the Superintendent of Schools no later than September 1 of the last full year of employment.

- e) The School District shall pay all teachers who have retired under 20.3 before July 1, 2009 a maximum of eighty-five percent (85%) towards a single health premium (current plan) at the same rate as current active teachers. This benefit shall continue until age 65. The retired employee may choose a single, two-person, or family coverage but the School District shall only pay a maximum of 85% of the cost of a single (current) health premium.

The School District shall pay all teachers who have retired under 20.3 after June 30, 2009 a maximum of 35% toward the health insurance premium (current plan) at the same rate as current active teachers. This benefit shall continue to age 65.

- f) Any teacher who elects to take the Recognition of Service to the District benefit shall not be entitled to the benefits of 20.1 and 20.2 of this Agreement.
- g) If death should occur during the disbursement of monies, all and any remaining monies shall be allocated to the retiree's beneficiary.

ARTICLE 21
TEACHER EVALUATION AND RECORDS

- 21.1 The district teacher evaluation procedure as outlined in the District Policy Manual will be adhered to during the duration of the contract. The Gilford School District administration will review with teachers any alterations to the evaluation process at the beginning of the school year with the understanding that no modifications will be adopted during the contract year without mutual consent.

ARTICLE 22
CONSULTATION ON SCHOOL CALENDAR

- 22.1 The Board shall confer with the president of the Association or designee during the first two months of the school year with regard to the following year's school calendar.
- 22.2 The school year shall fall within the time period of one week prior to Labor Day and June 30th of the following year, and shall in no event be more than 180 instructional days plus six (6) days devoted to school and educational work as required by the Superintendent of Schools or the School Board during the contract period.
- 22.3 One of the six (6) non-instructional days shall be fulfilled after August 15th and before May 1st and shall be for the purpose of classroom preparation or curriculum development in the assigned school building, at the discretion of each individual teacher, and recorded with the Building Administrator.

ARTICLE 23
STAFF DEVELOPMENT/FUNDS ALLOCATION

- 23.1 The School Board shall allocate a minimum of Three Hundred Dollars (\$300.00) per teacher per contract year that shall be used to fulfill staff development requirements, as pre-approved by the Building Administrator.

ARTICLE 24
DURATION OF AGREEMENT

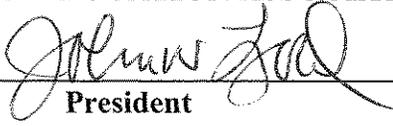
- 24.1 This Agreement shall continue in full force and effect until twelve o'clock midnight, June 30, 2012. Any extension shall be mutually agreed upon in writing by the parties.

ARTICLE 25
IRS SECTION 125 ACCOUNT

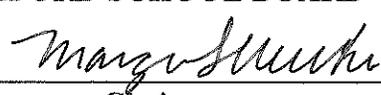
26.1 The District will provide Section 125 accounts for each employee.

IN WITNESS THEREOF, the parties have executed this Agreement on
this 5/27/09, as the date and year first written above.

GILFORD EDUCATION ASSOCIATION

By: 
President
Gilford Education Association

GILFORD SCHOOL BOARD

By: 
Chairperson
Gilford School Board

APPENDIX "A"

GRIEVANCE ADJUSTMENT FORM A

Complaint by the Aggrieved Person(s)

Name of Grievant: _____

Date of Filing: _____

Telephone Number: _____

Position Held: _____

School: _____

Principal: _____ **School Phone:** _____

Grievance Representative: _____

PROVISION OF MASTER AGREEMENT:

STATEMENT OF GRIEVANCE:

ACTION REQUESTED:

____ If checked, send a copy of the
response to this Grievance to
the Association

Signature of Grievant

APPENDIX "B"

GRIEVANCE ADJUSTMENT FORM B

Decision of School Principal

(To be completed within five (5) days after the receipt of the written grievance.)

Aggrieved

Date of Formal Grievance

Person: _____

Presentation: _____

School: _____

Principal: _____

DECISION OF THE PRINCIPAL AND REASONS THEREFORE:

Date of

Decision: _____

Signature of Principal

AGGRIEVED PERSON'S RESPONSE: (To be completed by Aggrieved within five (5) days of decision and sent to Association's Grievance Chairman)

_____ **I accept the above decision**

_____ **I hereby refer the above decision to the Association's Grievance Committee for referral to the Superintendent.**

Date of

Response: _____

Signature of Grievant

APPENDIX "C"
GRIEVANCE ADJUSTMENT FORM C
Decision of Superintendent

(To be completed within ten (10) days after the receipt of the written grievance.)

Aggrieved Person: _____

Date of Formal Grievance Presentation: _____

School: _____ **Principal:** _____

DECISION OF THE SUPERINTENDENT AND REASONS THEREFORE:

Date of Decision: _____
_____ **Signature of Superintendent**

AGGRIEVED PERSON'S RESPONSE: (To be completed by Aggrieved within five (5) days of decision and sent to Association's Grievance Chairman)

_____ **I accept the above decision**

_____ **I hereby appeal to the Association's Grievance Committee to submit this grievance to arbitration.**

Date of Response: _____
_____ **Signature of Grievant**

APPENDIX "D"

GRIEVANCE ADJUSTMENT FORM D

Decision of the Association Grievance Committee

(To be completed by the Association Grievance Committee Chairman within five (5) days of referral.)

Aggrieved Person: _____

Date of Formal Grievance Presentation: _____

Chairman of Grievance Committee: _____

Date of Referral Received by Grievance Committee: _____

OPINION OF ASSOCIATION GRIEVANCE COMMITTEE AND REASONS THEREFORE:

_____ The Grievance Committee has recommended NOT to submit the grievance to arbitration.

_____ The Grievance Committee has recommended that the grievance should be submitted to arbitration.

Date of Opinion: _____

**Signature of Grievance
Committee Chairman**

APPENDIX "E"

GRIEVANCE ADJUSTMENT FORM E

Decision of the School Board

(To be completed by the School Board within five (5) days after hearing with Aggrieved Person and Association Grievance Committee Representative.)

Aggrieved Person: _____

Date of Formal Grievance Presentation: _____

Date Appeal Received: _____

Date of Hearing Held: _____

DECISION OF THE SCHOOL BOARD AND REASONS THEREFORE:

Date of Decision: _____

**Signature of Board
Chairperson or Designated
Representative**

APPENDIX "F"

INDIVIDUAL TEACHING CONTRACT

AGREEMENT made Month, Day, Year by and between the Gilford School District and FirstName, LastName, hereinafter called the Teacher.

1. The District agrees to employ the teacher for the ensuing school year at an annual salary of Amount payable in biweekly installments, less any deductions mutually agreed to by both parties and authorized in writing by the Teacher. (Installments desired - circle one: 21, 20-1. Installment selection cannot be changed once contract is signed.)

2. The school year shall fall within the time period of one week prior to Labor Day and June 30th of the following year, and shall in no event be more than 180 instructional days plus six days devoted to school and educational work as required by the Superintendent of the Schools or the School Board during the contract period.

3. The salary payments stated shall be subject to such revisions as the District may determine, provided that a proportionate revision is made in the salary of every other Teacher employed by the District in and for the identical period of time.

4. The Teacher agrees to work for the District for the entire contract period, and agrees to conform to , and carry out all laws as well as all rules and regulations of the State of New Hampshire, the State Board of Education, and the Gilford School Board.

5. The Teacher is assigned to the position of _____. The District reserves the right to make such changes in the Teacher's position as it regards to be in the best interest of the School District. However, in no event will a teacher be assigned to a position the Teacher is not qualified or certified for by the State Department of Education. The salary herein quoted is the entire compensation for the Teacher for all services required under this contract.

6. This contract is void unless the Teacher holds a valid credential to teach the position for which he/she has been employed and in which he/she is teaching.

7. This contract may not be terminated before its expiration date by either party without the consent of both parties, or without 90 days notice and a \$1,500 payment to the District, or recompense, except as provided for in New Hampshire RSA 189:13, 31, 32, and amendments.

8. The District and the Teacher agreed to be bound by all present legislation made by the New Hampshire legislature, and all applicable administrative rules and regulations adopted thereunder having the effect of the law. During the term of this contract, the parties hereto acknowledge any collective bargaining agreement between the District and the Gilford Education Association which may be in effect.

9. As of the date of this contract, the teacher's accumulated sick leave is number days.

GILFORD SCHOOL DISTRICT

By: _____
Teacher

By: _____
Chairperson, Board of Education

Date: _____

Date: _____

Please sign and return both copies to the Office of the Superintendent of Schools within ten (10) days of receipt. Please note: Be sure to circle installments desired under #1 of the agreement

2009-2010 Salary Schedule

BA			BA+15			MA/BA+36			MA+15			MA+30		
Step	Yrs. Experience		Step	Yrs. Experience		Step	Yrs. Experience		Step	Yrs. Experience		Step	Yrs. Experience	
0	0	\$35,301	0	0	\$36,423	0	0	\$37,443	0	0	\$38,308	0	0	\$39,173
1	1	\$35,907	1	1	\$37,029	1	1	\$38,315	1	1	\$39,294	1	1	\$40,294
2	2	\$37,007	2	2	\$38,129	2	2	\$39,314	2	2	\$40,294	2	2	\$41,294
3	3	\$38,007	3	3	\$39,129	3	3	\$40,314	3	3	\$41,295	3	3	\$42,294
4	4	\$39,041	4	4	\$40,163	4	4	\$41,314	4	4	\$42,294	4	4	\$43,294
5	5	\$40,175	5	5	\$41,297	5	5	\$42,715	5	5	\$43,695	5	5	\$44,695
6	6	\$41,159	6	6	\$42,281	6	6	\$44,415	6	6	\$45,395	6	6	\$46,395
7	7	\$42,153	7	7	\$43,275	7	7	\$46,115	7	7	\$47,095	7	7	\$48,145
8	8	\$43,377	8	8	\$44,499	8	8	\$47,715	8	8	\$48,695	8	8	\$49,695
9	9	\$44,711	9	9	\$45,833	9	9	\$49,115	9	9	\$50,095	9	9	\$51,095
10	10	\$45,945	10	10	\$47,067	10	10	\$50,415	10	10	\$51,395	10	10	\$52,396
11	11	\$47,179	11	11	\$48,301	11	11	\$51,715	11	11	\$52,695	11	11	\$53,695
12	12	\$48,412	12	12	\$49,534	12	12	\$53,015	12	12	\$53,995	12	12	\$54,995
13	13	\$49,646	13	13	\$50,768	13	13	\$54,315	13	13	\$55,295	13	13	\$56,295
14	14	\$50,780	14	14	\$51,902	14	14	\$55,615	14	14	\$56,595	14	14	\$57,595
15	15	\$51,814	15	15	\$52,936	15	15	\$56,915	15	15	\$57,895	15	15	\$58,945
16	16	\$52,711	16	16	\$53,833	16	16	\$58,215	16	16	\$59,195	16	16	\$60,195
						17	17	\$59,215	17	17	\$60,395	17	17	\$61,395
						18	18	\$60,315	18	18	\$61,395	18	18	\$62,395
						19	19	\$60,995	19	19	\$62,195	19	19	\$63,195
						20	20	\$61,519	20	20	\$62,518	20	20	\$63,519

Teachers' beyond the last step will receive a 2.0% increase in salary.

2010-2011 Salary Schedule

BA			BA+15			MA/BA+36			MA+15			MA+30		
Step	Yrs. Experience		Step	Yrs. Experience		Step	Yrs. Experience		Step	Yrs. Experience		Step	Yrs. Experience	
0	0	\$35,921	0	0	\$37,243	0	0	\$38,463	0	0	\$39,428	0	0	\$40,393
1	1	\$36,981	1	1	\$38,303	1	1	\$39,715	1	1	\$40,678	1	1	\$41,643
2	2	\$38,041	2	2	\$39,363	2	2	\$40,967	2	2	\$41,928	2	2	\$42,893
3	3	\$39,101	3	3	\$40,423	3	3	\$42,219	3	3	\$43,178	3	3	\$44,143
4	4	\$40,161	4	4	\$41,483	4	4	\$43,471	4	4	\$44,428	4	4	\$45,393
5	5	\$41,221	5	5	\$42,543	5	5	\$44,723	5	5	\$45,678	5	5	\$46,643
6	6	\$42,281	6	6	\$43,603	6	6	\$45,975	6	6	\$46,928	6	6	\$47,893
7	7	\$43,341	7	7	\$44,663	7	7	\$47,227	7	7	\$48,178	7	7	\$49,143
8	8	\$44,401	8	8	\$45,723	8	8	\$48,479	8	8	\$49,428	8	8	\$50,393
9	9	\$45,461	9	9	\$46,783	9	9	\$49,731	9	9	\$50,678	9	9	\$51,643
10	10	\$46,521	10	10	\$47,843	10	10	\$50,983	10	10	\$51,928	10	10	\$52,893
11	11	\$47,581	11	11	\$48,903	11	11	\$52,235	11	11	\$53,178	11	11	\$54,143
12	12	\$48,641	12	12	\$49,963	12	12	\$53,487	12	12	\$54,428	12	12	\$55,393
13	13	\$49,701	13	13	\$51,023	13	13	\$54,739	13	13	\$55,678	13	13	\$56,643
14	14	\$50,761	14	14	\$52,083	14	14	\$55,991	14	14	\$56,928	14	14	\$57,893
15	15	\$51,821	15	15	\$53,143	15	15	\$57,243	15	15	\$58,178	15	15	\$59,143
16	16	\$52,881	16	16	\$54,203	16	16	\$58,495	16	16	\$59,428	16	16	\$60,393
						17	17	\$59,747	17	17	\$60,678	17	17	\$61,643
						18	18	\$60,897	18	18	\$61,928	18	18	\$62,893
						19	19	\$62,047	19	19	\$63,178	19	19	\$64,143
						20	20	\$62,647	20	20	\$64,428	20	20	\$65,394

Teachers' beyond the last step will receive a 2.0% increase in salary.

2011-2012 Salary Schedule

BA			BA+15			MA/BA+36			MA+15			MA+30		
Step	Yrs. Experience		Step	Yrs. Experience		Step	Yrs. Experience		Step	Yrs. Experience		Step	Yrs. Experience	
0	0	\$36,586	0	0	\$37,908	0	0	\$39,328	0	0	\$40,393	0	0	\$41,358
1	1	\$37,671	1	1	\$38,993	1	1	\$40,598	1	1	\$41,663	1	1	\$42,638
2	2	\$38,756	2	2	\$40,078	2	2	\$41,868	2	2	\$42,933	2	2	\$43,918
3	3	\$39,841	3	3	\$41,163	3	3	\$43,138	3	3	\$44,203	3	3	\$45,198
4	4	\$40,926	4	4	\$42,248	4	4	\$44,408	4	4	\$45,473	4	4	\$46,478
5	5	\$42,011	5	5	\$43,333	5	5	\$45,678	5	5	\$46,743	5	5	\$47,758
6	6	\$43,096	6	6	\$44,418	6	6	\$46,948	6	6	\$48,013	6	6	\$49,038
7	7	\$44,181	7	7	\$45,503	7	7	\$48,218	7	7	\$49,283	7	7	\$50,318
8	8	\$45,266	8	8	\$46,588	8	8	\$49,488	8	8	\$50,553	8	8	\$51,598
9	9	\$46,351	9	9	\$47,673	9	9	\$50,758	9	9	\$51,823	9	9	\$52,878
10	10	\$47,436	10	10	\$48,758	10	10	\$52,028	10	10	\$53,093	10	10	\$54,158
11	11	\$48,521	11	11	\$49,843	11	11	\$53,298	11	11	\$54,363	11	11	\$55,438
12	12	\$49,606	12	12	\$50,928	12	12	\$54,568	12	12	\$55,633	12	12	\$56,718
13	13	\$50,691	13	13	\$52,013	13	13	\$55,838	13	13	\$56,903	13	13	\$57,998
14	14	\$51,776	14	14	\$53,098	14	14	\$57,108	14	14	\$58,173	14	14	\$59,278
15	15	\$52,861	15	15	\$54,183	15	15	\$58,378	15	15	\$59,443	15	15	\$60,558
16	16	\$53,946	16	16	\$55,268	16	16	\$59,648	16	16	\$60,713	16	16	\$61,838
						17	17	\$60,918	17	17	\$61,983	17	17	\$63,118
						18	18	\$62,188	18	18	\$63,253	18	18	\$64,398
						19	19	\$63,138	19	19	\$64,523	19	19	\$65,678
						20	20	\$63,888	20	20	\$65,793	20	20	\$66,958

Teachers' beyond the last step will receive a 2.0% increase in salary.

Note: In the event that this agreement expires without a successor agreement reached between the Gilford Education Association and the Gilford School Board, then the 2011-2012 salary schedule will be in effect until a successor agreement can be reached. Teachers on the salary schedule will move up one step for each year that a successor agreement has not been reached. (For example: A teacher on BA step 14 in 2011-2012 receiving a salary of \$51,776 would move up one step in 2012-2013 to Step 15 and receive a salary of \$52,861)