

**AGREEMENT**

**BETWEEN**

**GILFORD SCHOOL BOARD**

**AND**

**GILFORD EDUCATION ASSOCIATION**

**2023-2026**

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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, coordinators, school psychologists, psychologists, occupational therapists, physical therapists, speech pathologists, speech-language specialists, deaf and hard of hearing specialists, visually impaired specialist, transitional specialists or autism specialist. 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 teachers; (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 teachers 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 make available a copy of the Master Agreement by putting it on the School District's webpage. A hard copy of the Master Agreement will be printed and given to new teachers 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 cancelling class, the administration will give the highest priority to giving all teachers in the Elementary 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.
- 3.4 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 (1) period or one (1) block, whichever schedule format is applicable, 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.

**3.6** The Board will schedule nine (9) calendar instruction days shortened by at least 120 minutes for professional learning, team collaboration or curriculum development work through early release at all three schools.

#### **ARTICLE 4**

##### **MIDDLE AND HIGH SCHOOL TEACHER LOAD**

**4.1** A. Middle School: Teachers shall teach no more than four (4) classes per trimester or five (5) 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 fourth for teaching a fifth class. The teacher who has elected to teach a fifth class will not be exempt from doing assigned responsibilities such as lunch, study hall, or hall monitoring during the work day.

In addition to the teaching classes mentioned above, teachers may be assigned to an advisory/academic support class for up to five times per week, no more than once per day, with the understanding that the teachers shall not be required to prepare lessons for the advisory/academic support classes. Should an initiative be implemented, preparation time additional to that time, as stated, under Articles 3.4 and 3.5 shall be provided.

B. High School:

1. The board has adopted the following trimester block scheduling format at Gilford High School:

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

2. 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 a mutual agreement has been made, the teacher will receive the contracted amount of one eleventh (1/11<sup>th</sup>) of their annual salary for each additional block taught. In addition to the teaching blocks mentioned above, teachers may be assigned to an advisory/academic support block for up to five times per week, no more than once per day, with the understanding that the teachers shall not be required to prepare lessons for the advisory/academic support blocks. Should an initiative be implemented, preparation time additional to that time, as stated, under Articles 3.4 and 3.5 shall be provided.

C. Middle School and High School: A teacher will be considered to “teach” for purposes of this Article only while instructing classes in academic subjects and not, for example, during individual or team planning time, study halls, academic support, extra help, advisories, or duties.

## **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 Two Thousand Dollars (\$2,000) to improve their knowledge in their subject area or field(s) of specialization. These courses or vendor provided trainings must be pre-approved by the principal and superintendent.
- 6.2 The School Board shall budget a minimum of Forty Thousand Dollars (\$40,000) 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 must be received by June 1<sup>st</sup> of the current contract year. Additional reimbursement in 6.3 must be received by June 10<sup>th</sup> 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 or from a vendor provided training, 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 pre-approval, proof of payment and proof of a grade of C or better for courses taken or certificate of completion for vendor provided trainings.
- 6.10 Vendor provided trainings do not increase steps or track on the salary schedule.
- 6.11 Vendor provided training does not include professional development covered under Article 23.

**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 teacher 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**

**Academic and Sabbatical leave may not be combined as leave requests.**

**Academic 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.

**Sabbatical Leave:**

- 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 their full salary if they sign over to the School District their remuneration for performing the outside services.  
  
If the remuneration is not signed over to the School District, then the employee may keep the remuneration and the District will reduce the salary paid to the employee by the amount of the remuneration.
- 9.2 Mileage allowances paid to the teacher for Jury Duty shall be exempted from this arrangement.

## **ARTICLE 10**

### **LEAVE FOR DEATH IN FAMILY**

- 10.1 Each teacher of the School District shall be allowed up to three (3) aggregate days non-accumulative leave per year, with pay, in cases of 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 require absence beyond three (3) 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.

## ARTICLE 11

### LEAVE FOR PERSONAL OR FAMILY ILLNESS

- 11.1** For absence caused by illness or a physical disability, sick leave with full pay shall be granted to each certified teacher at the rate of fourteen (14) days per contract year, with an additional day (1) donated to the teacher sick bank (see 11.5.7) Yearly sick leave allotment shall become available at the inception of each contract. This allotment will be added to the accrued sick days, but no more than (90) days may be accumulated at the end of each year.
- 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 teacher 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, not to exceed thirty days beyond the current allocation. 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 Teachers Association and one by the Board.
  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 teacher triggers FMLA rights and the teacher is eligible for FMLA leave, then the district will count such absence against the teacher's FMLA leave entitlement.

- 11.7 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 or serious accident involving a member of the immediate family. Unusual circumstances will be considered.

**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 teachers 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. Teachers 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 trimester, whichever is longer. However, to preserve the continuity of instruction by having the teacher renew employment at the commencement of a school trimester, 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 a teacher 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 trimester nearest the end of one hundred and eighty (180) school days, whichever is longer. When an teacher 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 a teacher 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 (first five scheduled work days and the last five scheduled work days). 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 matters that cannot be accomplished at any other time.

### **ARTICLE 14**

#### **HEALTH AND DENTAL INSURANCE**

- 14.1 The Board shall offer teachers who work at least 30 hours per week the opportunity to participate in one of the following health insurance plans:
- BC3T20 – RX10/20/45
  - AB20 - RX10/20/45
  - ABSOS - 25/50/3KDED RX 10/20/45

However, if negotiations are reopened under Section 24.2 and the parties do not reach agreement in the reopened negotiations, then the Board shall not offer the BC3T20 plan in subsequent contract years.

For teachers who select AB20-RX10/20/45, the School District and the teacher shall pay the following percentages of the cost of that plan:

	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
School District	86%	85%	85%
Teacher	14%	15%	15%

For teachers who select BC3T20 – RX-10/20/45, ABSOS-25/50/3KDED 10/20/45, the School District shall pay the same dollar amount toward the selected plan that the School District pays toward the AB20-RX10/20/45, with the same coverage (single, 2-person or family), and the teacher shall pay the difference.

Plan registration/changes are determined by the insurance company.

- 14.2 The School Board agrees to provide family coverage, Delta Dental Insurance.
- 14.3 Teachers may select single, two person, or family dental coverage.
- 14.4 Any changes in actual coverage and/or carriers must be made by mutual consent of the School Board and Gilford Education Association.
- 14.5 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 five thousand dollars (\$5,000), which is taxable income, and will be paid in twenty (20) equal payments of two hundred fifty dollars (\$250.00) each, beginning with the first pay period of each contract year.
  - Buyback forms are due to the Superintendent’s Office by June 20<sup>th</sup> in each year of the Agreement. No buyback payments will be made for late requests.

If, after selecting the insurance buyback, the Teacher has a qualifying event, as determined by the insurance company, the Teacher will be reinstated onto the health policy with the amount of the buyback being prorated accordingly (based on the above amount).

A. Any member electing the above insurance waiver must notify and provide proof of insurance annually to 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 1<sup>st</sup> 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 teachers of this Agreement.
2. New teachers hired for less than one full contract.
3. Teachers opting for the waiver for less than the full benefit year, in accordance with the Health Insurance carrier’s provisions.

C. Any teacher 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.

**14.6** 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 RSA 31:105 and RSA 31:106.

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

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

## **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 teachers with experience shall be placed at the same salary level as other teachers 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. Track changes may take effect only on the first day of the school year, or in the first payroll period that begins on or after February 1.

2. The SAU's track change form and all documentation of academic achievement must be submitted to the SAU by August 15 for a track change to take effect on the first day of the school year or by January 2 for a track change to take effect in February.

Example: If a teacher submits notice of anticipated track change by October 15, 2019, but does not submit the documents required in Section 15.5 (2) by August 15, 2020 or January 2, 2021, the teacher will not receive the track change in the 2021-21 school year. However, if the teacher re-submits the notice of anticipated track change by October 15, 2020, and submits the documents required in Section 15.5 (2) by August 15, 2021, the teacher will receive the track change on the first day of the 2021-22 school year.

**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 school days, except that during summer vacation it shall mean Monday through Friday excluding legal holidays.

**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 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 himself/herself or by an Association representative. The Association has the right to be present and to state its views at all hearing sessions concerning grievances and shall receive a copy of all decisions rendered.

c) 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. He/she shall have the right to bring an Association representative to any meeting.
- 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 and be filed as outlined in 16.5b. 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. 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. 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) An arbitrator shall be appointed according to the rules of the American Arbitration Association.
- 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 arbitrator's 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, including written notification of any new material added, not to include professional development certifications. 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 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 teacher or group of teachers 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 teachers, the factors to be taken into consideration shall include: the instructional needs of the district, areas of certification, seniority in the bargaining unit, 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 Teachers 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 teachers 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 teacher, at his/her last known address. Teachers 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** Teachers 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	\$5,000.00

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

- 20.2 a)** 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.

b) The district shall pay \$2,000 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 July 1, 2023 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 \$2,000 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) Teachers with at least twenty-five (25) years of teaching experience, who have at least twenty (20) 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 30<sup>th</sup> of the last year of their employment.

- b) With twenty (20) years of service to the district the teacher shall receive 15% of their last salary, plus 1% more for each year of service beyond twenty (20) years. The maximum paid will not exceed 30% 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 a equal number of annual installments to be established by dividing the amount by the number of years remaining between retirement and age 65. Teachers retiring after the age of 65 must choose the lump sum option.

- c) The School District shall pay all teachers who have retired under 20.3 after June 30, 2014 and before July 1, 2023, a maximum of fifty percent (50%) towards a single health premium (current plan) at the same rate as current active teachers. This benefit shall continue until the teacher has become eligible for Medicare. The retired teacher may choose a single, two person, or family coverage but the School District shall only pay a maximum of 50% of the cost of a single (current) health premium.

The School District shall pay all teachers who have retired under 20.3 after July 1, 2023 a maximum of forty-nine percent (49%) towards a single health premium (current plan) at the same rate as current active teachers. This benefit shall continue until the teacher has become eligible for Medicare. The retired teacher may choose a single, two person, or family coverage but the School District shall only pay a maximum of forty-nine percent (49%) of the cost of a single (current plan) health premium.

- 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 15 of the last full year of employment.

- e) 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.
- f) 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 or a designee shall confer with the GEA president(s) or designee together or individually as needed during the first two months of the school year with regard to the following year's school calendar.
- 22.2** The Board or a designee shall present the final draft of the calendar to the Gilford Education Association president(s) two weeks prior to a board vote to accept the calendar for the following school year.
- 22.3** The work year shall be 186 days which shall fall within the time period of one week prior to Labor Day and June 30<sup>th</sup> of the following year. It shall include a maximum of 180 instructional days and a minimum of six (6) non-instructional days devoted to school and educational work as required by the Superintendent of Schools or the School Board during the contract period.
- 22.4** One of the six (6) non-instructional days shall be fulfilled after August 15<sup>th</sup> and before the last day of school and shall be for the purpose of classroom preparation, curriculum development in the assigned school building, or an activity beyond contractual school day hours: to include chaperoning school dances, plays and parental conferences and recorded with the Building Administrator. If there are more than 6 non-instructional days per Section 22.3, they shall be during the period between April 1 and June 30 and shall be used for the purpose of curriculum development.

**ARTICLE 23**  
**STAFF DEVELOPMENT/FUNDS ALLOCATION**

- 23.1** The School Board shall allocate a minimum of Four Hundred Dollars (\$400.00) per teacher per contract year that shall be used to fulfill staff development requirements, as pre-approved by the Building Administrator.
- 23.2** In the event that all monies budgeted for this purpose are not spent by June 1, teachers whose costs were not entirely met by the dollar amount in Article 23.1 may apply for additional reimbursement up to the amount of their professional development approvals.
- 23.3** No teacher shall be reimbursed for more than the cost of their professional development request submitted. All submissions for reimbursement in Article 23.1 must be received by June 1<sup>st</sup> of the current contract year. Additional reimbursement in 23.2 must be received by June 10<sup>th</sup> of the current contract year.
- 23.4** Does not include course or vendor provided training reimbursement included under Article 6.
- 23.5** The District will pay for one (1) certification per Teacher every three (3) years beginning in the sixth (6<sup>th</sup>) year of employment in the School District. The certification fee will be reimbursed as long as proof of payment is received no later than September 15<sup>th</sup> and the teacher is returning to the Gilford School District. The teacher will receive the reimbursement recertification fee on or before October 15<sup>th</sup>.

**DURATION OF AGREEMENT**

- 24.1 This Agreement shall continue in full force and effect from July 1, 2023, until twelve o'clock midnight, June 30, 2026. Any extension shall be mutually agreed upon in writing by the parties.
- 24.2 The Board may reopen negotiations for the purpose of amending the health insurance and salary provisions in this Agreement if and when the Board concludes that developments related to the Affordable Care Act makes it desirable to do so.
- 24.3 The Board may reopen negotiations for the purpose of amending Article 3.6, Article 22.3, 22.4 and Appendix F number 2 in this agreement, as they relate to the school calendar once the New Hampshire Department of Education develops and the New Hampshire State Board of Education adopts the required administrative rules based on RSA 188-E:1a.

**ARTICLE 25**

**IRS SECTION 125 ACCOUNT**

- 25.1 The District will provide Section 125 accounts for each teacher.

IN WITNESS THEREOF, the parties have executed this Agreement on this January 17, 2023, as the date and year first written above.

Kimberly Zyla Salanitro  
Notary Public Signature

KIMBERLY ZYLA SALANITRO  
Notary Public, State of New Hampshire  
My Commission Expires September 11, 2025

**GILFORD EDUCATION ASSOCIATION**

By: [Signature]  
President  
Gilford Education Association

**GILFORD SCHOOL BOARD**

By: [Signature]  
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:**

\_\_\_\_\_  
**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 30<sup>th</sup> 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 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.

4. 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.

5. 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.

6. 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.

7. 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.

GILFORD SCHOOL DISTRICT

By: \_\_\_\_\_  
Teacher

By: \_\_\_\_\_  
School Board Chairperson

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.

**APPENDIX "G"**

**2023-2024 Coaches Stipends**

Team Leader Stipend	\$2,500		
 <b>Category A</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u>1 to 5 Years</u>	<u>6 to 14 Years</u>	<u>15+ Years</u>
	\$ 3,800	\$ 3,900	\$ 4,000
Basketball - Varsity Boys			
Basketball - Varsity Girls			
Football - Varsity			
 <b>Category B</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u>1 to 5 Years</u>	<u>6 to 14 Years</u>	<u>15+ Years</u>
	\$ 3,650	\$ 3,750	\$ 3,850
Baseball Varsity - Boys			
Lacrosse - Varsity Boys			
Lacrosse - Varsity Girls			
Soccer - Varsity Boys			
Soccer - Varsity Girls			
Track - Varsity Boys			
Track - Varsity Girls			
Softball - Varsity Girls			
Volleyball - Varsity Girls			
Field Hockey - Varsity Girls			
 <b>Category C</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u>1 to 5 Years</u>	<u>6 to 14 Years</u>	<u>15+ Years</u>
	\$ 2,950	\$ 3,050	\$ 3,150
Football Assistant - Varsity			
Football Assistant - Varsity			
Football Assistant - JV			
Basketball - JV Boys			
Basketball - JV Girls			
Tennis - Varsity Boys			
Tennis - Varsity Girls			
Cross-Country - Varsity B/G			
Cross-Country Skiing - HS/MS B/G			
Golf - Varsity Boys			
 <b>Category D</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u>1 to 5 Years</u>	<u>6 to 14 Years</u>	<u>15+ Years</u>
	\$ 2,200	\$ 2,300	\$ 2,400
Baseball - JV Boys			

Lacrosse - JV Boys  
 Lacrosse - JV Girls  
 Soccer - JV Boys  
 Soccer - JV Girls  
 Field Hockey - JV Girls  
 Softball - JV Girls  
 Volleyball - JV Girls  
 Track Assistant - Varsity B/G

**Category E**

Step 1	Step 2	Step 3
<u>1 to 5 Years</u>	<u>6 to 14 Years</u>	<u>15+ Years</u>
\$ 1,775	\$ 1,875	\$ 1,975

Volleyball - Freshman Girls  
 Baseball A - MS Boys  
 Basketball A - MS Boys  
 Basketball A - MS Girls  
 Soccer A - MS Boys  
 Soccer A - MS Girls  
 Field Hockey A - MS Girls  
 Volleyball A - MS Girls  
 Track - MS B/G  
 Basketball B - MS Boys  
 Basketball B - MS Girls  
 Softball A - MS Girls  
 Cross-Country Middle School B/G

**Category F**

Step 1	Step 2	Step 3
<u>1 to 5 Years</u>	<u>6 to 14 Years</u>	<u>15+ Years</u>
\$ 1,350	\$ 1,450	\$ 1,550

Soccer B - MS Boys  
 Soccer B - MS Girls  
 Field Hockey B - MS Girls  
 Volleyball B - MS Girls  
 Alpine Skiing - MS B/G  
 Track Assistant - MS Girls  
 Track Assistant - MS Boys

**Category G**

Step 1	Step 2	Step 3
<u>1 to 5 Years</u>	<u>6 to 14 Years</u>	<u>15+ Years</u>
\$ 1,000	\$ 1,100	\$ 1,200

Softball B - MS Girls  
 Baseball B - MS Boys  
 Alpine Skiing - Varsity Boys  
 Alpine Skiing - Varsity Assistant Boys

Alpine Skiing - Varsity Girls  
 Alpine Skiing - Varsity Assistant Girls  
 Cross-Country Assistant - MS B/G

**Category H**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
Tennis - MS B/G	\$ 550	\$ 650	\$ 750
Intramural Basketball - MS B/G			
Unified Soccer - HS			
Unified Soccer - HS			
Unified Basketball - HS			
Unified Basketball - HS			
Unified Volleyball - HS			
Unified Volleyball - HS			
Unified Soccer - MS			
Unified Soccer - MS			
Unified Basketball - MS			
Unified Basketball - MS			

**Student Activity Stipends**

**Category 1** **\$2,800**

Choral Music Director - HS  
 Instrumental Music Director - HS

**Category 2** **\$2,000**

Robotics - HS  
 Drama Vocal Director Fall - HS  
 Drama Director - MS

**Category 3** **\$1600**

Drama Director Fall - HS  
 Drama Director Spring - HS  
 Senior Class Advisor - HS  
 Performing Arts (Drama) – ES  
 French / Spanish Exchange (every year) - HS

**Category 4** **\$ 850**

Student Council - HS

Math Team - HS  
National Honor Society - HS  
Environmental Club - HS  
Youth and Government - HS  
Student Council - MS  
Grade 6 Mathalon - MS  
Grade 7 & 8 Mathalon - MS  
Performing Arts (Music) - ES

**Category 5**

**\$ 650**

Freshman Class Advisor - HS  
Sophomore Class Advisor - HS  
Junior Class Advisor - HS  
Prom Advisor - HS  
Yearbook - HS  
Literary Magazine - HS  
French Club - HS  
Spanish - HS  
Drama Musical Orchestra Director - HS  
Interact Advisor - HS  
Year Book - MS  
Interact Advisor - MS  
Student Council - ES  
Early Act Advisor - ES  
Yearbook - ES  
Enrichment Coordinator - ES

**Category 6**

**\$ 450**

Amnesty International - HS  
Bagel and Book - HS  
Homecoming - HS  
Art - HS  
Manga and Anime - HS  
Card - HS  
Chess - HS  
Varsity Club - HS  
Winter Carnival - HS  
History - HS  
Environmental- MS  
After School Enrichment - MS  
Newsletter - ES  
Publicity - ES  
Spring Games - ES  
School Store - ES



Recycling Club - ES  
 Tournament of Knowledge – ES

**APPENDIX “G”**

**2024-2025 Coaches Stipends**

Team Leader Stipend	<b>\$2,500</b>		
<b>Category A</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
	<b>\$ 3,900</b>	<b>\$ 4,000</b>	<b>\$ 4,100</b>
Basketball - Varsity Boys			
Basketball - Varsity Girls			
Football - Varsity			
<b>Category B</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
	<b>\$ 3,750</b>	<b>\$ 3,850</b>	<b>\$ 3,950</b>
Baseball Varsity - Boys			
Lacrosse - Varsity Boys			
Lacrosse - Varsity Girls			
Soccer - Varsity Boys			
Soccer - Varsity Girls			
Track - Varsity Boys			
Track - Varsity Girls			
Softball - Varsity Girls			
Volleyball - Varsity Girls			
Field Hockey - Varsity Girls			
<b>Category C</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
	<b>\$ 3,050</b>	<b>\$ 3,150</b>	<b>\$ 3,250</b>
Football Assistant - Varsity			
Football Assistant - Varsity			
Football Assistant - JV			
Basketball - JV Boys			
Basketball - JV Girls			
Tennis - Varsity Boys			
Tennis - Varsity Girls			
Cross-Country - Varsity B/G			
Cross-Country Skiing - HS/MS B/G			
Golf - Varsity Boys			

<b>Category D</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u>1 to 5 Years</u>	<u>6 to 14 Years</u>	<u>15+ Years</u>
	<b>\$ 2,250</b>	<b>\$ 2,350</b>	<b>\$ 2,450</b>
Baseball - JV Boys			
Lacrosse - JV Boys			
Lacrosse - JV Girls			
Soccer - JV Boys			
Soccer - JV Girls			
Field Hockey - JV Girls			
Softball - JV Girls			
Volleyball - JV Girls			
Track Assistant - Varsity B/G			

<b>Category E</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u>1 to 5 Years</u>	<u>6 to 14 Years</u>	<u>15+ Years</u>
	<b>\$ 1,825</b>	<b>\$ 1,925</b>	<b>\$ 2,075</b>
Volleyball - Freshman Girls			
Baseball A - MS Boys			
Basketball A - MS Boys			
Basketball A - MS Girls			
Soccer A - MS Boys			
Soccer A - MS Girls			
Field Hockey A - MS Girls			
Volleyball A - MS Girls			
Track - MS B/G			
Basketball B - MS Boys			
Basketball B - MS Girls			
Softball A - MS Girls			
Cross-Country Middle School B/G			

<b>Category F</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u>1 to 5 Years</u>	<u>6 to 14 Years</u>	<u>15+ Years</u>
	<b>\$ 1,400</b>	<b>\$ 1,500</b>	<b>\$ 1,600</b>
Soccer B - MS Boys			
Soccer B - MS Girls			
Field Hockey B - MS Girls			
Volleyball B - MS Girls			
Alpine Skiing - MS B/G			
Track Assistant - MS Girls			
Track Assistant - MS Boys			

**Category G**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
Softball B - MS Girls	<b>\$ 1,050</b>	<b>\$ 1,150</b>	<b>\$ 1,250</b>
Baseball B - MS Boys			
Alpine Skiing - Varsity Boys			
Alpine Skiing - Varsity Assistant Boys			
Alpine Skiing - Varsity Girls			
Alpine Skiing - Varsity Assistant Girls			
Cross-Country Assistant - MS B/G			

**Category H**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
Tennis - MS B/G	<b>\$ 600</b>	<b>\$ 700</b>	<b>\$ 800</b>
Intramural Basketball - MS B/G			
Unified Soccer - HS			
Unified Soccer - HS			
Unified Basketball - HS			
Unified Basketball - HS			
Unified Volleyball - HS			
Unified Volleyball - HS			
Unified Soccer - MS			
Unified Soccer - MS			
Unified Basketball - MS			
Unified Basketball - MS			

**Student Activity Stipends**

**Category 1** **\$2,900**

Choral Music Director - HS  
Instrumental Music Director - HS

**Category 2** **\$2,100**

Robotics - HS  
Drama Vocal Director Fall - HS  
Drama Director - MS

**Category 3** **\$1,700**

Drama Director Fall - HS

Drama Director Spring - HS  
Senior Class Advisor - HS  
Performing Arts (Drama) – ES  
French / Spanish Exchange (every year) - HS

**Category 4**

**\$ 900**

Student Council - HS  
Math Team - HS  
National Honor Society - HS  
Environmental Club - HS  
Youth and Government - HS  
Student Council - MS  
Grade 6 Mathalon - MS  
Grade 7 & 8 Mathalon - MS  
Performing Arts (Music) - ES

**Category 5**

**\$ 700**

Freshman Class Advisor - HS  
Sophomore Class Advisor - HS  
Junior Class Advisor - HS  
Prom Advisor - HS  
Yearbook - HS  
Literary Magazine - HS  
French Club - HS  
Spanish - HS  
Drama Musical Orchestra Director - HS  
Interact Advisor - HS  
Year Book - MS  
Interact Advisor - MS  
Student Council - ES  
Early Act Advisor - ES  
Yearbook - ES  
Enrichment Coordinator - ES

**Category 6**

**\$ 500**

Amnesty International - HS  
Bagel and Book - HS  
Homecoming - HS  
Art - HS  
Manga and Anime - HS  
Card - HS  
Chess - HS  
Varsity Club - HS

Winter Carnival - HS  
 History - HS  
 Environmental- MS  
 After School Enrichment - MS  
 Newsletter - ES  
 Publicity - ES  
 Spring Games - ES  
 School Store - ES  
 Recycling Club – ES  
 Tournament of Knowledge –ES

**APPENDIX “G”**

**2025-2026 Coaches Stipends**

Team Leader Stipend	<b>\$2,500</b>		
<b>Category A</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<b><u>1 to 5 Years</u></b>	<b><u>6 to 14 Years</u></b>	<b><u>15+ Years</u></b>
	<b>\$ 4,000</b>	<b>\$ 4,100</b>	<b>\$ 4,200</b>
Basketball - Varsity Boys			
Basketball - Varsity Girls			
Football - Varsity			
<b>Category B</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<b><u>1 to 5 Years</u></b>	<b><u>6 to 14 Years</u></b>	<b><u>15+ Years</u></b>
	<b>\$ 3,850</b>	<b>\$ 3,950</b>	<b>\$ 4,050</b>
Baseball Varsity - Boys			
Lacrosse - Varsity Boys			
Lacrosse - Varsity Girls			
Soccer - Varsity Boys			
Soccer - Varsity Girls			
Track - Varsity Boys			
Track - Varsity Girls			
Softball - Varsity Girls			
Volleyball - Varsity Girls			
Field Hockey - Varsity Girls			
<b>Category C</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<b><u>1 to 5 Years</u></b>	<b><u>6 to 14 Years</u></b>	<b><u>15+ Years</u></b>
	<b>\$ 3,150</b>	<b>\$ 3,250</b>	<b>\$ 3,350</b>
Football Assistant - Varsity			
Football Assistant - Varsity			
Football Assistant - JV			
Basketball - JV Boys			
Basketball - JV Girls			

Tennis - Varsity Boys  
 Tennis - Varsity Girls  
 Cross-Country - Varsity B/G  
 Cross-Country Skiing - HS/MS B/G  
 Golf - Varsity Boys

<b>Category D</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
	<b>\$ 2,300</b>	<b>\$ 2,400</b>	<b>\$ 2,500</b>

Baseball - JV Boys  
 Lacrosse - JV Boys  
 Lacrosse - JV Girls  
 Soccer - JV Boys  
 Soccer - JV Girls  
 Field Hockey - JV Girls  
 Softball - JV Girls  
 Volleyball - JV Girls  
 Track Assistant - Varsity B/G

<b>Category E</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
	<b>\$ 1,875</b>	<b>\$ 1,975</b>	<b>\$ 2,125</b>

Volleyball - Freshman Girls  
 Baseball A - MS Boys  
 Basketball A - MS Boys  
 Basketball A - MS Girls  
 Soccer A - MS Boys  
 Soccer A - MS Girls  
 Field Hockey A - MS Girls  
 Volleyball A - MS Girls  
 Track - MS B/G  
 Basketball B - MS Boys  
 Basketball B - MS Girls  
 Softball A - MS Girls  
 Cross-Country Middle School B/G

<b>Category F</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
	<b>\$ 1,450</b>	<b>\$ 1,550</b>	<b>\$ 1,650</b>

Soccer B - MS Boys  
 Soccer B - MS Girls  
 Field Hockey B - MS Girls  
 Volleyball B - MS Girls  
 Alpine Skiing - MS B/G

Track Assistant - MS Girls  
Track Assistant - MS Boys

**Category G**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
Softball B - MS Girls	\$ 1,100	\$ 1,200	\$ 1,300
Baseball B - MS Boys			
Alpine Skiing - Varsity Boys			
Alpine Skiing - Varsity Assistant Boys			
Alpine Skiing - Varsity Girls			
Alpine Skiing - Varsity Assistant Girls			
Cross-Country Assistant - MS B/G			

**Category H**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<u><b>1 to 5 Years</b></u>	<u><b>6 to 14 Years</b></u>	<u><b>15+ Years</b></u>
Tennis - MS B/G	\$ 650	\$ 750	\$ 850
Intramural Basketball - MS B/G			
Unified Soccer - HS			
Unified Soccer - HS			
Unified Basketball - HS			
Unified Basketball - HS			
Unified Volleyball - HS			
Unified Volleyball - HS			
Unified Soccer - MS			
Unified Soccer - MS			
Unified Basketball - MS			
Unified Basketball - MS			

**Student Activity Stipends**

**Category 1** **\$3,000**

Choral Music Director - HS  
Instrumental Music Director - HS

**Category 2** **\$2,200**

Robotics - HS  
Drama Vocal Director Fall - HS  
Drama Director - MS

**Category 3** **\$1,800**

Drama Director Fall - HS  
Drama Director Spring - HS  
Senior Class Advisor - HS  
Performing Arts (Drama) – ES  
French/Spanish Exchange (every year) - HS

**Category 4** **\$ 950**

Student Council - HS  
Math Team - HS  
National Honor Society - HS  
Environmental Club - HS  
Youth and Government - HS  
Student Council - MS  
Grade 6 Mathalon - MS  
Grade 7 & 8 Mathalon - MS  
Performing Arts (Music) - ES

**Category 5** **\$ 750**

Freshman Class Advisor - HS  
Sophomore Class Advisor - HS  
Junior Class Advisor - HS  
Prom Advisor - HS  
Yearbook - HS  
Literary Magazine - HS  
French Club - HS  
Spanish - HS  
Drama Musical Orchestra Director - HS  
Interact Advisor - HS  
Year Book - MS  
Interact Advisor - MS  
Student Council - ES  
Early Act Advisor - ES  
Yearbook - ES  
Enrichment Coordinator - ES

**Category 6** **\$ 550**

Amnesty International - HS  
Bagel and Book - HS  
Homecoming - HS  
Art - HS



Manga and Anime - HS  
Card - HS  
Chess - HS  
Varsity Club - HS  
Winter Carnival - HS  
History - HS  
Environmental- MS  
After School Enrichment - MS  
Newsletter - ES  
Publicity - ES  
Spring Games - ES  
School Store - ES  
Recycling Club - ES  
Tournament of Knowledge – ES

2023-2024

Step	BA	Step	BA+15	Step	MA /BA+36	Step	MA+15	Step	MA+30
STEP 0 YOS 0	\$ 44,270	STEP 0 YOS 0	\$ 45,869	STEP 0 YOS 0	\$ 47,586	STEP 0 YOS 0	\$ 48,878	STEP 0 YOS 0	\$ 50,045
STEP 1 YOS 1	\$ 45,583	STEP 1 YOS 1	\$ 47,184	STEP 1 YOS 1	\$ 49,125	STEP 1 YOS 1	\$ 50,414	STEP 1 YOS 1	\$ 51,593
STEP 2 YOS 2	\$ 46,897	STEP 2 YOS 2	\$ 48,496	STEP 2 YOS 2	\$ 50,662	STEP 2 YOS 2	\$ 51,950	STEP 2 YOS 2	\$ 53,142
STEP 3 YOS 3	\$ 48,208	STEP 3 YOS 3	\$ 49,808	STEP 3 YOS 3	\$ 52,197	STEP 3 YOS 3	\$ 53,487	STEP 3 YOS 3	\$ 54,691
STEP 4 YOS 4	\$ 49,521	STEP 4 YOS 4	\$ 51,121	STEP 4 YOS 4	\$ 53,735	STEP 4 YOS 4	\$ 55,024	STEP 4 YOS 4	\$ 56,239
STEP 5 YOS 5	\$ 50,835	STEP 5 YOS 5	\$ 52,434	STEP 5 YOS 5	\$ 55,271	STEP 5 YOS 5	\$ 56,560	STEP 5 YOS 5	\$ 57,788
STEP 6 YOS 6	\$ 52,147	STEP 6 YOS 6	\$ 53,747	STEP 6 YOS 6	\$ 56,808	STEP 6 YOS 6	\$ 58,097	STEP 6 YOS 6	\$ 59,337
STEP 7 YOS 7	\$ 53,460	STEP 7 YOS 7	\$ 55,060	STEP 7 YOS 7	\$ 58,346	STEP 7 YOS 7	\$ 59,635	STEP 7 YOS 7	\$ 60,886
STEP 8 YOS 8	\$ 54,773	STEP 8 YOS 8	\$ 56,372	STEP 8 YOS 8	\$ 59,882	STEP 8 YOS 8	\$ 61,171	STEP 8 YOS 8	\$ 62,434
STEP 9 YOS 9	\$ 56,087	STEP 9 YOS 9	\$ 57,686	STEP 9 YOS 9	\$ 61,419	STEP 9 YOS 9	\$ 62,707	STEP 9 YOS 9	\$ 63,985
STEP 10 YOS 10	\$ 57,398	STEP 10 YOS 10	\$ 58,999	STEP 10 YOS 10	\$ 62,954	STEP 10 YOS 10	\$ 64,245	STEP 10 YOS 10	\$ 65,534
STEP 11 YOS 11-12	\$ 58,712	STEP 11 YOS 11-12	\$ 60,310	STEP 11 YOS 11-12	\$ 64,493	STEP 11 YOS 11-12	\$ 65,781	STEP 11 YOS 11-12	\$ 67,081
STEP 12 YOS 13	\$ 60,025	STEP 12 YOS 13	\$ 61,624	STEP 12 YOS 13	\$ 66,030	STEP 12 YOS 13	\$ 67,317	STEP 12 YOS 13	\$ 68,630
STEP 13 YOS 14	\$ 61,338	STEP 13 YOS 14	\$ 62,938	STEP 13 YOS 14	\$ 67,565	STEP 13 YOS 14	\$ 68,853	STEP 13 YOS 14	\$ 70,179
STEP 14 YOS 15	\$ 62,652	STEP 14 YOS 15	\$ 64,251	STEP 14 YOS 15	\$ 69,103	STEP 14 YOS 15	\$ 70,391	STEP 14 YOS 15	\$ 71,729
STEP 15 YOS 16	\$ 63,964	STEP 15 YOS 16	\$ 65,563	STEP 15 YOS 16	\$ 70,639	STEP 15 YOS 16	\$ 71,926	STEP 15 YOS 16	\$ 73,277
STEP 16 YOS 17	\$ 65,275	STEP 16 YOS 17	\$ 66,877	STEP 16 YOS 17	\$ 72,175	STEP 16 YOS 17	\$ 73,464	STEP 16 YOS 17	\$ 74,825
		STEP 17 YOS 18		STEP 17 YOS 18	\$ 73,712	STEP 17 YOS 18	\$ 75,002	STEP 17 YOS 18	\$ 76,375
		STEP 18 YOS 19		STEP 18 YOS 19	\$ 75,250	STEP 18 YOS 19	\$ 76,514	STEP 18 YOS 19	\$ 77,923
		STEP 19 YOS 20		STEP 19 YOS 20	\$ 76,399	STEP 19 YOS 20	\$ 78,074	STEP 19 YOS 20	\$ 79,472
		STEP 20 YOS 21		STEP 20 YOS 21	\$ 77,306	STEP 20 YOS 21	\$ 79,610	STEP 20 YOS 21	\$ 81,022

**3.5% plus step**

Teachers beyond the step will receive 3.5% increase over the previous year's salary

2024-2025

Step	BA	Step	BA+15	Step	MA /BA+36	Step	MA+15	Step	MA+30
STEP 0 YOS 0	\$ 45,598	STEP 0 YOS 0	\$ 47,245	STEP 0 YOS 0	\$ 49,014	STEP 0 YOS 0	\$ 50,344	STEP 0 YOS 0	\$ 51,547
STEP 1 YOS 1	\$ 46,951	STEP 1 YOS 1	\$ 48,599	STEP 1 YOS 1	\$ 50,599	STEP 1 YOS 1	\$ 51,926	STEP 1 YOS 1	\$ 53,140
STEP 2 YOS 2	\$ 48,304	STEP 2 YOS 2	\$ 49,951	STEP 2 YOS 2	\$ 52,182	STEP 2 YOS 2	\$ 53,508	STEP 2 YOS 2	\$ 54,736
STEP 3 YOS 3	\$ 49,654	STEP 3 YOS 3	\$ 51,303	STEP 3 YOS 3	\$ 53,763	STEP 3 YOS 3	\$ 55,091	STEP 3 YOS 3	\$ 56,332
STEP 4 YOS 4	\$ 51,006	STEP 4 YOS 4	\$ 52,654	STEP 4 YOS 4	\$ 55,347	STEP 4 YOS 4	\$ 56,674	STEP 4 YOS 4	\$ 57,926
STEP 5 YOS 5	\$ 52,360	STEP 5 YOS 5	\$ 54,007	STEP 5 YOS 5	\$ 56,929	STEP 5 YOS 5	\$ 58,256	STEP 5 YOS 5	\$ 59,522
STEP 6 YOS 6	\$ 53,712	STEP 6 YOS 6	\$ 55,359	STEP 6 YOS 6	\$ 58,512	STEP 6 YOS 6	\$ 59,840	STEP 6 YOS 6	\$ 61,117
STEP 7 YOS 7	\$ 55,064	STEP 7 YOS 7	\$ 56,712	STEP 7 YOS 7	\$ 60,096	STEP 7 YOS 7	\$ 61,424	STEP 7 YOS 7	\$ 62,713
STEP 8 YOS 8	\$ 56,416	STEP 8 YOS 8	\$ 58,063	STEP 8 YOS 8	\$ 61,678	STEP 8 YOS 8	\$ 63,006	STEP 8 YOS 8	\$ 64,307
STEP 9 YOS 9	\$ 57,769	STEP 9 YOS 9	\$ 59,416	STEP 9 YOS 9	\$ 63,262	STEP 9 YOS 9	\$ 64,588	STEP 9 YOS 9	\$ 65,904
STEP 10 YOS 10	\$ 59,120	STEP 10 YOS 10	\$ 60,769	STEP 10 YOS 10	\$ 64,842	STEP 10 YOS 10	\$ 66,172	STEP 10 YOS 10	\$ 67,500
STEP 11 YOS 11	\$ 60,474	STEP 11 YOS 11	\$ 62,120	STEP 11 YOS 11	\$ 66,428	STEP 11 YOS 11	\$ 67,755	STEP 11 YOS 11	\$ 69,094
STEP 12 YOS 12-13	\$ 61,826	STEP 12 YOS 12-13	\$ 63,473	STEP 12 YOS 12-13	\$ 68,011	STEP 12 YOS 12-13	\$ 69,337	STEP 12 YOS 12-13	\$ 70,689
STEP 13 YOS 14	\$ 63,178	STEP 13 YOS 14	\$ 64,827	STEP 13 YOS 14	\$ 69,592	STEP 13 YOS 14	\$ 70,919	STEP 13 YOS 14	\$ 72,285
STEP 14 YOS 15	\$ 64,531	STEP 14 YOS 15	\$ 66,178	STEP 14 YOS 15	\$ 71,176	STEP 14 YOS 15	\$ 72,503	STEP 14 YOS 15	\$ 73,880
STEP 15 YOS 16	\$ 65,883	STEP 15 YOS 16	\$ 67,530	STEP 15 YOS 16	\$ 72,758	STEP 15 YOS 16	\$ 74,084	STEP 15 YOS 16	\$ 75,475
STEP 16 YOS 17	\$ 67,234	STEP 16 YOS 17	\$ 68,883	STEP 16 YOS 17	\$ 74,340	STEP 16 YOS 17	\$ 75,668	STEP 16 YOS 17	\$ 77,070
		STEP 17 YOS 18		STEP 17 YOS 18	\$ 75,923	STEP 17 YOS 18	\$ 77,252	STEP 17 YOS 18	\$ 78,666
		STEP 18 YOS 19		STEP 18 YOS 19	\$ 77,507	STEP 18 YOS 19	\$ 78,810	STEP 18 YOS 19	\$ 80,261
		STEP 19 YOS 20		STEP 19 YOS 20	\$ 78,690	STEP 19 YOS 20	\$ 80,416	STEP 19 YOS 20	\$ 81,857
		STEP 20 YOS 21		STEP 20 YOS 21	\$ 79,625	STEP 20 YOS 21	\$ 81,998	STEP 20 YOS 21	\$ 83,453

**3.0% plus step**

Teachers beyond the step will receive 3.0% increase over the previous year's salary

2025-2026

Step	BA	Step	BA+15	Step	MA /BA+36	Step	MA+15	Step	MA+30
STEP 0 YOS 0	\$ 46,966	STEP 0 YOS 0	\$ 48,663	STEP 0 YOS 0	\$ 50,484	STEP 0 YOS 0	\$ 51,855	STEP 0 YOS 0	\$ 53,093
STEP 1 YOS 1	\$ 48,360	STEP 1 YOS 1	\$ 50,057	STEP 1 YOS 1	\$ 52,117	STEP 1 YOS 1	\$ 53,484	STEP 1 YOS 1	\$ 54,735
STEP 2 YOS 2	\$ 49,753	STEP 2 YOS 2	\$ 51,449	STEP 2 YOS 2	\$ 53,748	STEP 2 YOS 2	\$ 55,113	STEP 2 YOS 2	\$ 56,378
STEP 3 YOS 3	\$ 51,144	STEP 3 YOS 3	\$ 52,842	STEP 3 YOS 3	\$ 55,376	STEP 3 YOS 3	\$ 56,744	STEP 3 YOS 3	\$ 58,022
STEP 4 YOS 4	\$ 52,536	STEP 4 YOS 4	\$ 54,234	STEP 4 YOS 4	\$ 57,008	STEP 4 YOS 4	\$ 58,375	STEP 4 YOS 4	\$ 59,664
STEP 5 YOS 5	\$ 53,931	STEP 5 YOS 5	\$ 55,627	STEP 5 YOS 5	\$ 58,637	STEP 5 YOS 5	\$ 60,004	STEP 5 YOS 5	\$ 61,307
STEP 6 YOS 6	\$ 55,323	STEP 6 YOS 6	\$ 57,020	STEP 6 YOS 6	\$ 60,268	STEP 6 YOS 6	\$ 61,635	STEP 6 YOS 6	\$ 62,950
STEP 7 YOS 7	\$ 56,716	STEP 7 YOS 7	\$ 58,413	STEP 7 YOS 7	\$ 61,899	STEP 7 YOS 7	\$ 63,266	STEP 7 YOS 7	\$ 64,594
STEP 8 YOS 8	\$ 58,109	STEP 8 YOS 8	\$ 59,805	STEP 8 YOS 8	\$ 63,529	STEP 8 YOS 8	\$ 64,896	STEP 8 YOS 8	\$ 66,237
STEP 9 YOS 9	\$ 59,502	STEP 9 YOS 9	\$ 61,199	STEP 9 YOS 9	\$ 65,159	STEP 9 YOS 9	\$ 66,525	STEP 9 YOS 9	\$ 67,881
STEP 10 YOS 10	\$ 60,894	STEP 10 YOS 10	\$ 62,592	STEP 10 YOS 10	\$ 66,788	STEP 10 YOS 10	\$ 68,157	STEP 10 YOS 10	\$ 69,525
STEP 11 YOS 11	\$ 62,288	STEP 11 YOS 11	\$ 63,983	STEP 11 YOS 11	\$ 68,421	STEP 11 YOS 11	\$ 69,788	STEP 11 YOS 11	\$ 71,167
STEP 12 YOS 12	\$ 63,680	STEP 12 YOS 12	\$ 65,377	STEP 12 YOS 12	\$ 70,051	STEP 12 YOS 12	\$ 71,417	STEP 12 YOS 12	\$ 72,809
STEP 13 YOS 13-14	\$ 65,074	STEP 13 YOS 13-14	\$ 66,771	STEP 13 YOS 13-14	\$ 71,679	STEP 13 YOS 13-14	\$ 73,047	STEP 13 YOS 13-14	\$ 74,453
STEP 14 YOS 15	\$ 66,467	STEP 14 YOS 15	\$ 68,164	STEP 14 YOS 15	\$ 73,311	STEP 14 YOS 15	\$ 74,678	STEP 14 YOS 15	\$ 76,097
STEP 15 YOS 16	\$ 67,859	STEP 15 YOS 16	\$ 69,556	STEP 15 YOS 16	\$ 74,941	STEP 15 YOS 16	\$ 76,307	STEP 15 YOS 16	\$ 77,740
STEP 16 YOS 17	\$ 69,251	STEP 16 YOS 17	\$ 70,949	STEP 16 YOS 17	\$ 76,570	STEP 16 YOS 17	\$ 77,938	STEP 16 YOS 17	\$ 79,382
		STEP 17 YOS 18		STEP 17 YOS 18	\$ 78,201	STEP 17 YOS 18	\$ 79,570	STEP 17 YOS 18	\$ 81,026
		STEP 18 YOS 19		STEP 18 YOS 19	\$ 79,832	STEP 18 YOS 19	\$ 81,174	STEP 18 YOS 19	\$ 82,669
		STEP 19 YOS 20		STEP 19 YOS 20	\$ 81,051	STEP 19 YOS 20	\$ 82,829	STEP 19 YOS 20	\$ 84,312
		STEP 20 YOS 21		STEP 20 YOS 21	\$ 82,014	STEP 20 YOS 21	\$ 84,458	STEP 20 YOS 21	\$ 85,956

3.0% plus step

Teachers beyond the steep will receive 3.0% increase over the previous year's salary