Collective Bargaining Agreement

between the

Greenland School Board

and the

Association of Coastal Teachers/Greenland

July 1, 2010

through

June 30, 2013

Greenland School District
48 Post Road
Greenland, NH 03840

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ARTICLE 1

RECOGNITION

For the purpose of the collective bargaining negotiations, the Greenland School Board (hereinafter referred to as the Board) recognizes the Association of Coastal Teachers/Greenland (hereinafter referred to as the Association) as the exclusive representative of all professional employees of the Greenland School District (hereinafter referred to as the District). 1-1.0

Professional employees (hereinafter referred to as Teacher) shall include any individual employed by the District, the qualifications for whose position are such as to require him/her to hold an appropriate teaching credential issued by the State Board of Education under its regulations governing the certification of professional school personnel, except Superintendents, Assistant Superintendents, Director of Pupil Services, Curriculum Coordinators, Special Education Coordinators, Building Administrators, Assistant Building Administrators, Directors, Business Administrators, hourly employees, or persons employed by the State Department of Education. 1-1.1

The Association agrees to represent all such professional employees without discrimination. 1-1.2

Part time Teachers shall be entitled to benefits in the same ratio as the time the Teacher works compared to a full time Teacher as defined in Article 7. 1-2.0

Definitions (as used in this Agreement): 1-3.0

Administration refers to the executive authority and responsibility vested by the Board and the State in the office of the Building Administrator, Assistant Building Administrator, Special Education Coordinator, Curriculum Coordinator, Director of Pupil Services, Assistant Superintendent, Business Administrator, and Superintendent of Schools. 1-3.1

Agreement refers to the Collective Bargaining Agreement (CBA) as agreed to between the Board and the Association. 1-3.2

Association means the collective bargaining unit referred to as the Association of Coastal Teachers/Greenland also known as ACT/Greenland. 1-3.3

Board means the collective individuals legally referred to as the Greenland School Board elected by the residents of the Greenland School District. 1-3.4

Building Administrator means the responsible administrative head of her/his respective school. 1-3.5

CPI refers to the Department of Labor's Consumer Price Index (CPI) for all urban consumers for the Boston-Brockton-Nashua area, not seasonably adjusted. 1-3.6

Contract refers to the individual employment agreement as signed by the Teacher, reference Appendix A. 1-3.7

Day(s) shall refer to calendar day(s), and shall exclude Saturdays, Sundays and legal holidays. 1-3.8

District shall refer to the Greenland School District only. 1-3.9

Employee means a person employed by the Board, as defined in Article 1, Section 1-1.0 of this Agreement. 1-4.0

Faculty Representative means the Association's faculty representative or her/his teacher designee. However, s/he shall be part of the Association as defined in Article 1, Section 1-1.0. 1-4.1

Full day will be defined as seven (7) hours. 1-4.2

Grievance shall mean a complaint by a Teacher alleging a violation of rights under the CBA. 1-4.3

Non-Teaching Duties shall mean duties not related to the direct supervision or instruction of pupils. 1-4.4

Rolling COLA shall refer to the average of the values of the percent change from 12 months ago for the CPI as reported in the month of September for the prior ten (10) years. 1-4.5

School means any work location or functional division maintained by the Board where instruction is offered to the children enrolled in the District. 1-4.6

School Day(s) shall refer to day(s) when school is officially in session as designated on the District's approved calendar. 1-4.7

Superintendent of Schools shall refer to the executive administrative head responsible for the education of students in the District. 1-4.8

Teacher means an individual employed by the Board, as defined in Article 1, Section 1-1.1 of this Agreement. 1-4.9

Tenured Teacher shall mean any Teacher employed by the Board who is covered by the tenure provisions of RSA 189:14. 1-5.0

Whenever the singular is used in this Agreement, it is to include the plural when applicable. 1-6.0

ARTICLE 2

NEGOTIATION PROCEDURE

The parties agree to enter into collective negotiations over a successor Agreement in accordance with RSA 273-A Statutes of New Hampshire. 2-1.0

No later than September 1st, the parties agree to negotiate in accordance with the procedures set forth herein in a good faith effort to reach an agreement concerning salaries, fringe benefits, hours, terms, and conditions of employment. Any Agreement reached shall be in writing and signed by the Board and the Association. 2-2.0

Any Agreement reached which requires the appropriation of public funds for its implementation shall not be binding on the Board, unless and until the necessary appropriations are made by the District. The Board shall make every reasonable effort to secure the appropriations necessary to implement the Agreement and the Association shall support the Board in such efforts. If such appropriations are not forthcoming, the Board and the Association shall reenter negotiations, in accordance with the provisions of RSA 273-A. 2-2.1

During such negotiations, the Board and the Association will present relevant data, exchange points of view, make proposals, and counter proposals. The Board will make available to the Association for inspection, all pertinent, non-confidential records, data and information of the District. 2-3.0

If, by November 15th, the parties fail to reach agreement on any matter or matters, which are the subject of negotiations, either party may declare an impasse. An impasse may also be declared before November 15th, if mutually agreed to by the Board and the Association. In the event of an impasse, the parties will attempt to reach agreement on the selection of a mediator. Failing this, either party may request appointment of a mediator by the Public Employee Labor Relations Board (PELRB). The mediator will meet with the parties or their representatives, or both, either jointly or separately, and will take any other such steps as deemed appropriate in order to persuade the parties to resolve their differences and effect a mutually agreeable Agreement. The mediator will not, however, without the consent of both parties, make findings of fact. 2-4.0

If the mediator should be unsuccessful in resolving the differences, the parties may progress to fact finding as outlined in RSA 273-A:12. 2-5.0

The fact finder will, within five (5) days after her/his appointment, meet with the parties or their representative or both, make inquiries and investigations, hold hearings or take other actions as deemed appropriate. Any such hearings will be held in closed sessions. 2-6.0

The Board and the Association will furnish the fact finder, upon her/his request, all records, papers and information in their possession relating to the matter or matters under investigation by or in issue before the fact finder. 2-6.1

If the dispute is not resolved prior thereto, the finder of fact shall make findings of fact and recommend terms of settlement regarding the disputed matter or matters submitted. Said recommendations will be advisory only and made within thirty (30) days of her/his appointment. The Board, Association, or the fact finder may make such findings and recommendations public, if no agreement is reached within ten (10) days of their receipt from the fact finder. 2-6.2

The costs for the mediator and the fact finder, including per diem expenses, if any, and actual and necessary travel, and subsistence expenses will be shared equally by the Board and the Association. 2-7.0

ARTICLE 3

GRIEVANCE PROCEDURE

A grievance shall mean a complaint by a Teacher alleging a violation of rights under the CBA. A grievance to be considered under this procedure must be initiated by the Teacher within 10 school days of its occurrence, or within 10 school days of when the Teacher should have known of its occurrence. All grievances, alleged to have occurred during the last two weeks of school, must be initiated by July 15. 3-1.0

A decision on the grievance shall be rendered within the time limit set forth in this section or the grievance shall be deemed favorable to the grievant. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step. 3-2.0

Any Teacher who has a grievance shall discuss it first with her/his immediate superior, if applicable, in an attempt to resolve the matter informally at that level. 3-3.0

If, as a result of the discussion, the matter is not resolved to the satisfaction of the Teacher within ten (10) school days, s/he shall set forth the grievance, including the section of the CBA that is specifically being grieved, in writing to the Building Administrator specifying: (a) the nature of the grievance and date occurred; (b) the nature and extent of the injury, loss or inconvenience; (c) the results of previous discussions; (d) her/his dissatisfaction with decisions previously rendered. The Building Administrator shall communicate her/his decision to the Teacher in writing within ten (10) school days of receipt of the written grievance. 3-4.0

If the decision of the Building Administrator does not resolve the grievance to the satisfaction of the Teacher, s/he shall so notify the Association within ten (10) school days of receipt of the Building Administrator's decision. If the Association determines that the matter should be reviewed further, it shall, in writing, so advise the Superintendent within ten (10) school days of receipt of the Building Administrator's decision and request a review by the Superintendent. The appeal must be in writing reciting the matter submitted to the Building Administrator as specified above, and the Teacher's dissatisfactions with the decision previously rendered. The Superintendent shall meet with the Teacher to attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days, and the Superintendent shall communicate her/his decision in writing to the Teacher, the Building Administrator and the immediate superior within ten (10) school days. 3-5.0

If the grievance is not resolved to the Teacher's satisfaction, s/he, no later than ten (10) school days after receipt of the Superintendent's decision, may request a review by the Board. 3-6.0

If the decision of the Board does not resolve the grievance to the satisfaction of the Teacher, and s/he wishes review by a third party, s/he shall so notify the Association within five (5) school days of receipt of the Board's decision. If the Association determines that the matter should be reviewed further, it shall, in writing, so advise the Board through the 3-7.0

Superintendent within ten (10) school days of receipt of the Board's decision. The parties will then initiate a request for arbitration under the procedures set forth herein.

No matter shall be considered a proper subject for arbitration or be subject to the arbitration provision set forth herein, if it pertains to: 3-7.1

{a.} the number of years given for life experience and subsequent placement on the salary track.

The following procedure will be used to secure the services of an arbitrator: 3-8.0

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. 3-8.1

If the parties 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. 3-8.2

If the parties are unable to determine, within ten (10) school days, of the initial request for arbitration, a mutually satisfactory arbitrator from the second list submitted, the American Arbitration Association may be requested by either party to designate an arbitrator. 3-8.3

Neither the Board nor the Association will be permitted to assert any grounds or evidence before the arbitrator, not previously disclosed to the other party. The findings of the arbitrator shall be final and binding. 3-8.4

The Board, the aggrieved and the Association shall receive copies of the arbitrator's report. This shall be accomplished within thirty (30) calendar days of the completion of the arbitrator's hearing. 3-8.5

A Teacher may be represented at all stages of the grievance procedure by herself/himself or at her/his option, by the Association, or by any representative, selected or approved by the Association and the Teacher. 3-9.0

When a Teacher is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Building Administrator or any higher level, be notified by the Superintendent in writing that the grievance is in process. The Association shall have the right to be present at all hearing sessions held concerning such grievance and shall receive a copy of all decisions rendered. 3-9.1

Neither the Board nor the Association shall discriminate in anyway against any grievant. 3-9.2

The fees and expenses of the arbitrator will be shared by the Board and Association equally. 3-10.0

Documents pertaining to grievance matters shall be maintained in a file separate from the grievant's personnel file. However, such documents may not be forwarded to any prospective employer nor shall any reference be made to any grievance documents. A copy of such documents shall, upon request, be furnished to the Teacher. 3-11.0

ARTICLE 4

MANAGEMENT RIGHTS

The Board is the legal entity endowed with the powers and duties to effectively operate the public schools. 4-1.0

The Board retains, subject to the language of the Agreement, all powers, rights, and authority vested in it by laws, rules, and regulations including but not limited to: the right to make and amend Board policy; manage and control school properties and facilities; select and determine direct personnel; determine, manage, and control the school curriculum; take such action as it deems necessary to maintain efficiency in the operation of the school system; and determine the methods, means, and personnel by which the function of the District will be performed. 4-2.0

It is mutually agreed that all matters of managerial policy within the exclusive prerogative of the Board or confined exclusively to the Board by statute or regulations adopted pursuant to statute shall not be subjects for negotiation purposes and as defined and provided for RSA-273A:1, XI. 4-3.0

ARTICLE 5

ASSOCIATION RIGHTS

There shall be no reprisal taken against any Teacher due to her/his membership in the Association or participation in its lawful activities, nor shall reprisals be taken against a Teacher as a result of her/his processing of a grievance. 5-1.0

The Board agrees to make available to the Association, a copy of the Board's agendas and minutes, and when appropriate, a copy of notices and minutes of committee meetings. 5-2.0

The Association shall have the right to place notices, circulars, and other materials in Teachers' mailboxes or an appropriate place, provided that such materials shall not relate to any local, state, or national political matter of a non-educational nature or any partisan political electioneering matter. 5-3.0

The Association shall take all reasonable steps to insure that any information, which is placed in Teachers' mailboxes, shall not be slanderous, libelous, or in any way harmful to the school, its professional staff, or any other individual or group, either personally or as a group. Materials, circulars, and notices being placed in Teachers' mailboxes by members of the Association shall be in good taste. 5-3.1

Copies of all such materials will be given to Building Administrator(s) and the Superintendent, but their approval will not be required. 5-3.2

No Teacher shall be denied Association representation, if requested by the Teacher, at any conference or meeting with an administrator, evaluator, supervisor, school board member, or other person in like position. 5-4.0

Except as discussed in this section, no original document may be removed from a Teacher's file. However, photocopies may be made. Permanent removal of a document from a Teacher's file shall be made only by the agreement between the Teacher and the Superintendent. A dated notation shall be placed in the file stating what materials have been removed and/or photocopied. 5-5.0

No information contained in the files of a Teacher will be released to an outside person or agency without court order or, prior approval of the Teacher, except to verify employment, duration of employment, and confirmation of pay step. 5-6.0

Upon notice, each Teacher shall have the right to review and reproduce materials in the personnel file, and to have inserted her/his own written comments regarding the material. Written comments must be made within six (6) months of the date on the material that is being referenced. 5-6.1

Dues for the Association of Coastal Teachers/Greenland, NEA/New Hampshire will be deducted from the Teacher's paycheck as authorized by the Teacher in writing. Payments for the local, state, and national dues will be made as deducted from the Teacher's payroll. 5-7.0

Eighteen (18) equal deductions are to be made starting with the second payroll in October. 5-7.1

Signed forms authorizing such deduction for new members will be submitted to the Superintendent's Office annually, but not later than October 8th for Teachers and will serve as an authorization for said deduction. For new Teachers, that begin after the first day of school, signed authorization forms must be submitted not later than fifteen (15) days after commencing employment. 5-7.2

No Teacher shall be terminated without just cause. 5-8.0

ARTICLE 6

TEACHER WORK YEAR

The Teacher work year will be: 6-1.0

2010-2011: 186 days
2011-2012: 187 days
2012-2013: 188 days

The equivalent of one (1) full day will be dedicated to classroom preparation in August prior to the opening of school. The date(s) and hours for before school classroom preparation will be determined by the Teacher and reported to the Building Administrator. 6-1.1

The equivalent of one (1) full day in 2011-2012 and two (2) full days in 2012-2013 will be dedicated to advancing the District's and SAU's initiatives (e.g. Learning Compact and Professional Learning Communities). 6-2.0

In 2011-2012, one (1) full day, of the Teacher's 187 work days, will be used to meet the objectives of Article 6-1.1 and will be accomplished by the Teacher working one (1) additional hour, one (1) day per month for the year, thereby extending the work day to eight (8) hours. 6-2.1

In 2012-2013, two (2) full days, of the Teacher's 188 work days, will be used to meet the objective of Article 6-1.1 and may be accomplished by the Teacher working two (2) additional hours per month thereby extending the work day to eight (8) hours. 6-2.2

Beginning with the 2012-2013 year, the Superintendent of Schools, at his/her sole discretion will determine if one of the two (2) days dedicated for advancement of initiatives will be one (1) continuous work day or be in hour increments. At least one (1) of the days will continue to be used in hour increments over the course of the school year. 6-2.3

The Superintendent's decision on Article 6-2.3 of the second additional day, as to the incremental or continuousness, will be made after consultation with the Building Administrator and a representative from the Association. 6-2.4

When the days referred to in Articles 6-2.1, 6-2.2 and 6-2.3 are in incremental hours, these hours will be worked during the months of October through May inclusive. 6-2.5

One (1) full day will be defined as seven (7) hours. 6-3.0

All other days are scheduled at the discretion of the Superintendent and her/his designee. 6-4.0

The Board or its designated representative will confer with and consider the suggestions of the Association before the school calendar is adopted. 6-5.0

In the event school is closed due to inclement weather, the Board agrees to confer with the Association regarding make-up of those days necessary to meet the State minimum requirements. 6-6.0

ARTICLE 7

TIME REQUIREMENTS

The Board agrees that the Teacher shall have a duty-free lunch period daily of not less than thirty (30) continuous minutes. 7-1.0

The Board agrees that the Teacher shall have 2 1/2 hours per week duty free from classroom responsibilities for activities that the Teacher deems necessary for educational purposes, within the building. 7-2.0

A Teacher shall work a minimum of seven (7) hours daily with a maximum of five and one half hours (5.5) hours of instruction. Each junior high Teacher will receive a 30-minute planning period daily. 7-3.0

All Teachers are expected to be in the building not less than twenty (20) minutes prior to the start of school and not less than twenty-five (25) minutes after student dismissal. 7-4.0

As part of her/his professional responsibility, a Teacher shall: 7-5.0

(a.) educate all students under her/his supervision in compliance with local and state requirements, policies and procedures;
(b.) assist students with their academic problems before and/or after school;
(c.) attend department and other professional staff meetings;
(d.) make necessary arrangements for parent conferences and participate in extracurricular activities.

No Teacher shall be required to attend more than six (6) meetings per month beyond the school day exclusive of special education placement team meetings. Every attempt shall be made to limit such meetings to one (1) hour in length. It is understood that the six (6) meetings per month do not include the evening programs, open house, expos, and concerts. 7-6.0

All duties shall be split among staff members who are covered under this Agreement, as equitably as practical. 7-7.0

ARTICLE 8

TEACHER EVALUATION

During the first three (3) weeks of school, the Building Administrator, or her/his designee, shall orient Teacher(s) new to the District regarding evaluation procedures and instruments. 8-1.0

Evaluations shall only be conducted by a certified Building Administrator, Assistant Building Administrator, or Superintendent. Each evaluation shall be made in person for a minimum of 30 consecutive minutes, or duration mutually agreed upon. All monitoring or observation of the performance of a Teacher shall be conducted openly and with full knowledge of the Teacher. 8-1.1

A non-tenured Teacher shall have a formal, written evaluation at least once during the school year. 8-1.2

No more than one (1) complete formal evaluation shall be made in a thirty (30) day period with the exception of a Teacher on an improvement plan who will be subject to observations on an ongoing basis. 8-1.3

An experienced Teacher shall be evaluated at least once every three (3) years, or as frequently as deemed necessary. 8-1.4

All formal evaluations shall consist of a pre-observation conference and a post observation conference within three (3) school days of the last observation. The evaluator will prepare a written evaluative summary and upon receipt of the summary, the Teacher may request an additional conference before signing the evaluative summary. A copy of the written evaluative summary signed by both the Teacher and the evaluator shall be submitted to the Superintendent within seven (7) school days of signing. The Teacher's signature shall indicate only that the evaluative summary has been read and shall not be interpreted to indicate agreement with the contents thereof. 8-2.0

At least one (1) supervision activity is required in each contract year as detailed in the Teacher Supervision/Evaluation Procedures. 8-3.0

Each Teacher shall be entitled to knowledge of and access to supervisory records and reports of competence, personal character, and efficiency maintained in the personnel file with reference to evaluation of performance. No document to which a Teacher has not been given access shall be utilized against the Teacher nor placed in the personnel file. 8-4.0

Any complaints, regarding a Teacher made by any parent, student, or other person, which may be used in any manner in evaluating a Teacher, shall be promptly investigated. It shall be the responsibility of the administration to inform the Teacher in question and to obtain this Teacher's input of the situation. The Teacher shall be given an opportunity to respond and/or rebut those complaints. 8-5.0

A Teacher shall have the right, upon request, to review and make copies of documents within her/his personnel file, to file statements of exception to alleged adverse materials, and to acknowledge receipt of adverse material prior to its insertion into the personnel file. The statement of exception shall be reviewed by the Superintendent, with finding affixed thereto. 8-6.0

Where deficiencies are noted in an evaluation, Teachers shall be informed, in writing, and will be offered appropriate assistance by the Building Administrator. 8-7.0

The parties agree to continue an SAU 50 Committee on Evaluation. The committee shall have teacher representation from each school within the SAU. 8-8.0

The charge of the committee is to continue to restructure content, format, and the process for the evaluation of the professional staff as necessary and to consider and to make recommendations for improvements. Prior to adoption of any committee recommendations, all existing evaluation language will remain unchanged. 8-8.1

Subject to adoption by the Greenland School Board of the recommendations of the SAU 50 Committee on Evaluation, which is meeting during the 2002-2003 school year, Article 8 will be changed to incorporate said recommendations. Should the committee's recommendations fail to be adopted, the existing language of Article 8 (2002 – 2003) will remain in effect, and the SAU 50 Committee of Evaluation will continue to work toward adoption by the Greenland School Board of improvements in the evaluation process. 8-8.2

Any subsequent recommendations for changes or modifications to the adopted policy will be reviewed by the SAU 50 Committee on Evaluation. 8-8.3

ARTICLE 9

TRANSFER, ASSIGNMENT, AND REASSIGNMENT

No later than May 1 of each school year, the Superintendent shall make available to the Association, and post in all school buildings, a list of all the known, open positions, which s/he expects to fill prior to the commencement of school in the succeeding fall. 9-1.0

For the duration of this Agreement, a Teacher who desires a transfer for the ensuing school year, must file with the Superintendent, before June 1st, a written request, which shall include documentation of qualifications. 9-2.0

All changes in grade or subject matter will be voluntary whenever possible. All changes will be made for sound educational reasons. 9-3.0

When awarding a position performance, seniority, and qualifications will be given consideration. All jobs will be posted within the Greenland Central School first; internal Greenland Central School candidates will be interviewed before the job will be posted elsewhere. A teacher being involuntarily transferred shall not be placed in a position for which s/he is not certified, except in an emergency.

All transfers and changes in assignment shall be finalized before the summer recess, subject to unanticipated developments (e.g., contract termination, release, or significant changes in pupil population) or mutual agreement/content by the Building Administrator and Teacher. 9-4.0

In order to ensure that pupils are taught by a Teacher working within her/his area of competence, a Teacher will not, generally, be assigned outside the scope of her/his teaching certificates and/or her/his major or minor fields of study. However, a Teacher may be assigned to a field other than her/his primary one when the administration deems it necessary. 9-5.0

ARTICLE 10

REDUCTION IN FORCE

In the event the Board finds it necessary to reduce the number of Teacher(s) in the District, the Board shall give consideration to those Teachers who, based upon seniority, performance, and qualifications, shall be the best qualified Teacher(s) for the assignment and meet with staffing needs of the district. 10-1.0

Evaluations being equal, seniority will govern. All terminations shall be in accordance with state laws. 10-1.1

Any Teacher terminated because of a reduction in staff shall have a letter placed in her/his personnel file stating that said Teacher was not offered a new contract because of a reduction in staff. Such information shall also be contained in any requests for recommendation. 10-1.2

In the event of a reduction in force, the building administrator will, for a period of three (3) years, attempt to notify the laid off teacher(s), by certified mail, of any open positions within the school. However, the laid off teacher(s) shall send written communication to the building administrator on or before February 1st annually, if the teacher(s) wishes to continue to be notified of open positions. Such teacher(s) shall also promptly notify the administrator of any change of address. 10-2.0

No new and/or substitute appointments may be made while there is/are reduced in force Teacher(s) from the District available who is/are certified to fill vacancies. 10-3.0

ARTICLE 11

TEACHER'S HANDBOOK AND BOARD POLICIES

The District will post on the District's website the most current version of the Teacher's Handbook and Student Handbook. 11-1.0

The Board agrees to furnish the Association, upon request, annually, with at least one (1) copy of the Board's policies in effect, as of July 1st. 11-2.0

Each Teacher acknowledges and agrees to abide by all applicable laws, regulations, and policies governing the conduct of schools, SAU's, staff, and students. 11-3.0

ARTICLE 12

SICK LEAVE

On the first day of school, annually, each full time Teacher shall be granted fifteen (15) days leave per year for personal illness or illness in the immediate family to an accumulated total of 120 days. 12-1.0

If a Teacher suffers a compensable injury, which is covered by Worker's Compensation under applicable law, then (no expenditure of accumulated sick days will be required, and) the Board shall pay the difference between the Worker's Compensation benefit and the Teacher's regular base compensation up until the employee becomes eligible for Long Term Disability Insurance, if applicable. 12-2.0

If a Teacher is not eligible for Long Term Disability for any reason, then this benefit shall cease on the 91st day of injury or illness. In no event shall this benefit be extended beyond 91 days. 12-2.1

By November 1st of each school year, each Teacher shall receive from the Superintendent's Office a report of sick leave stating the number of sick days accumulated as of June 30th of the prior school year. 12-3.0

ARTICLE 13

PERSONAL LEAVE OF ABSENCE

Each full-time Teacher shall be entitled to personal leave earned at the rate of two (2) days per year, with a total accumulation not to exceed five (5) days. A Teacher who has accumulated in excess of five (5) days as of June 30, 1989, will retain those days but will not accumulate additional days until such time as the number of days accumulated falls below five (5). 13-1.0

Granting of personal leave days shall be preceded by a minimum of forty-eight (48) hours written notice when possible, otherwise twenty-four (24) hours notice. 13-1.1

Personal leave is not to be taken except for personal business, legal or business matters, household or family matters which require absence during school hours. The request must be in writing and approved by the Building Administrator in advance. 13-1.2

In addition, funeral leave will be granted for death of a member in the Teacher's family: 13-2.0

NOT TO EXCEED FIVE (5) DAYS:

A. Parent(s)
B. Husband
C. Wife
D. Son
E. Daughter
F. Sister
G. Brother
H. Parent(s)-in-law
I. Domestic partner

NOT TO EXCEED THREE (3) DAYS:

A. Brother-in-law
B. Sister-in-law
C. Grandparent(s)
D. Aunt or Uncle

If a Teacher is requested by the Superintendent or Building Administrator to attend a function on behalf of the Board or school, such time shall not be charged to the Teacher's personal time. 13-3.0

The Board may provide professional days for each Teacher to attend workshops, conferences and other school programs related to classroom teaching and with prior approval of the Superintendent and/or designee. 13-4.0

The Superintendent may make recommendations for the extension of any of the above leaves, and upon approval of the Board, grant such extension, with the understanding such extensions may be with full or partial pay, or with out pay entirely, and need not be reimbursed. 13-5.0

By November 1st, the SAU office will notify each Teacher as to the number of accrued personal days accumulated as of June 30th of the previous school year. 13-6.0

Substitute Teachers, as practical, will be provided for all teachers, including special teachers in any situation of a one-half (1/2) or full day or days of absence. 13-7.0

ARTICLE 14

EXTENDED LEAVE OF ABSENCE

A Teacher shall be granted a leave of absence at the discretion of the Board, for the purpose of child rearing after the birth of, or adoption of, a child upon written notification to the Superintendent. Such leave shall commence following the child's birth, or in the event of adoption, upon accepting the child after legal placement. Written notice of intent to take such leave shall be given at least two (2) months prior to the leave whenever possible. 14-1.0

An additional school year leave of absence for child rearing may also be granted upon written request by the Teacher to the Superintendent and approved by the Board. This request must be submitted to the Superintendent no later than March 1st of the preceding year. 14-1.1

Reemployment after the leave will begin at the start of the school year following the expiration of the leave, or at such other time as determined by the Board at its sole discretion. 14-1.2

All other extended leaves, if not covered by law, shall be based upon the recommendation of the Superintendent, or designee, and approval given by the Board. 14-1.3

All extensions, renewals or modifications of leaves shall be requested in writing and may be granted, in writing by the Board, upon recommendation of the Superintendent. 14-2.0

All extended leaves, other than sick leave, that are granted, will be without remuneration. Extended leave due to sickness will be with remuneration to the extent accrued sick leave is available to the Teacher. 14-3.0

Teachers on leave under the provisions of this article may continue to be covered under the provisions of Article 16, Insurance subject to any insurance carrier's limitations. Such coverage is contingent upon said Teacher's timely payment of premiums. Payment is to be made payable to the Greenland School District Treasurer and remitted to the SAU 50 Office. 14-4.0

All benefits to which a Teacher was entitled at the time of her/his leave of absence commenced, including unused accumulated sick leave, shall be restored to him/her upon her/his return unless changed or modified in the interim by this Agreement or a successor Agreement, and s/he shall be assigned within the scope of her/his certification. While a Teacher is on leave no additional benefits will accrue to the Teacher. 14-5.0

An unpaid leave of one (1) year may be granted to a Teacher upon the recommendation of the Superintendent and approved by the Board. All requests for leave must be submitted in writing to the Superintendent prior to March 1st of the year preceding the year of leave. No leave request will be denied without reason provided to the Teacher in writing by the Superintendent. 14-6.0

ARTICLE 15

CONTRACT AND SALARY

Teachers who worked in the District one day more than half of the negotiated teacher school year, will be eligible to receive the full-negotiated salary increase for the succeeding year. Those Teachers who did not work one day more than half of the negotiated teacher school year, as a certified teacher, will not receive the negotiated increase. 15-1.0

The following formula will be used to determine Teacher salary: 15-1.1

a) For a Teacher with 10 or less years of experience, the Teacher will move one (1) step on the salary schedule providing the Teacher meets the requirements of 15-1.0.

b) A Teacher with greater than 10 years of experience; will have her/his base salary multiplied by:

2010-2011: 0%

2011-2012: Rolling COLA for the month of September for the years 2001-2010, inclusive.

2012-2013: Rolling COLA for the month of September for the years 2002-2011, inclusive.

c) After the adjusted base salary is determined, the stipend for the advanced degree is added. The advanced degree stipend for the following years are:

	B+15	B+30	M	M+15	M+30
2010-2011:	$1,400	$2,400	$3,900	$4,650	$5,150
2011-2012:	1,650	2,650	4,250	5,000	5,500
2012-2013:	1,800*	2,800*	4,450*	5,200*	5,700*

*These amounts will be multiplied by the Rolling COLA to determine Final degree stipend.

For a new Teacher entering the District, the Teacher will be put on the applicable years of experience step after determining her/his years of experience. No new Teacher entering the District will be compensated at a rate greater than Step 11, with applicable advanced degree stipend, if eligible. 15-1.2

A Teacher classified as part-time must have had worked in excess of 50% of the school days that s/he was contracted for to receive the negotiated increase. 15-1.3

In order to progress horizontally on the salary schedule, degree credits must have been earned subsequent to the date of receipt of the underlying degree and such credits must have been earned from course work, which is pertinent to the Teacher's professional responsibilities. 15-2.0

For advancement to a higher degree track stipend, a Teacher must notify the Superintendent in writing, prior to the close of business on December 1st of the year prior to when the Teacher would be completing stipend requirements and consequent salary advancement was anticipated. 15-2.1

For salary purposes 15 professional development clock hours, in activities which have received prior approval for professional development credit, and said activities are directly related to the improvement or accomplishment of the teaching assignment, will equal one (1) college credit and may be applicable for advancement on the salary schedule except when taken during school hours. 15-3.0

Clock hours received during normal school hours will apply to recertification but will not be counted toward the accumulation for advancement on the salary schedule. 15-3.1

Professional development credit for advancement on the salary schedule can only be earned while under contract to or on an approved leave of absence from the District. 15-3.2

No more than seven (7) professional growth activities may be accumulated in each degree stipend track. 15-3.3

A Teacher will be eligible for longevity upon completion of ten (10) years of teaching, five (5) of which must have been in Greenland. 15-4.0

A Teacher, meeting the aforementioned criteria for longevity in Article 15-4.0, will have the following sum for each year of teaching added to the Teacher's salary: 15-4.1

2010-2011: $90
2011-2012: $100
2012-2013: $100 plus Rolling COLA

A Teacher shall be paid biweekly and may elect to be paid under one (1) of three (3) options. The payment option must be declared before February 1st. Changes may be made after that date only with the approval of the Superintendent for serious, extenuating circumstances (i.e. a spouse loses a job, etc.). 15-5.0

The available salary payment options are as follows: 15-5.1

(1) Annual salary divided by twenty-six (26) installments and paid bi-weekly over twelve (12) months.

(2) Annual salary divided by twenty-six (26) installments and paid over the school year with the checks remaining, representing the balance prior to June 30th.

(3) Annual salary to be divided into twenty-one (21) installments in order that the final installment can be made prior to June 30th.

Should a Teacher's contract be terminated prior to the expiration date, the Teacher must repay to the District any excess moneys, if there are any, received for teaching services not yet rendered on a per diem basis. 15-6.0

If negotiations have been completed, individual employment contracts signed by the Superintendent will be issued to those Teachers who are offered a position to return within one (1) week following the first regular meeting of the Board, after the School District meeting. 15-7.0

The original employment contract shall be signed by the Teacher and will be returned to the Superintendent within fifteen (15) days of the date of issuance. 15-8.0

If the signed employment contract is not received within fifteen (15) days of the date of issuance, it will be presumed that the Teacher is declining employment and that position will be declared vacant. 15-8.1

A Teacher who signs a Contract with the Board and gives written notice on or prior to July 15th of intent to resign will not be released from the Contract until a suitable replacement has been found or forty-five (45) days have expired. 15-8.2

After July 15th, a Teacher who signs a Contract with the Board shall be released from the Contract, only at the discretion of the Board and will be expected to work in her/his professional capacity for the ensuing school year. 15-8.3

The following verified full-time combined public (including District) and/or private school teaching experience shall be counted as years of experience on the salary schedule. Full-time experience is defined as working for more than 15-9.0

2010-2011	93	full days
2011-2012	93.5	full days
2012-2013	94	full days

pay in a school year during the period of public and/or private teaching.

A new Teacher must submit verification within thirty (30) days of the beginning of employment in order to receive experience credit. If a Teacher has extenuating circumstances that justifies the failure to submit verification within the allotted time, the Teacher may appeal to the Superintendent. Verification shall be submitted on a form provided by the District. 15-9.1

Public School Teaching Experience: 15-9.2

1. Teaching experience in New Hampshire, including prior District experience;
2. Teaching experience for public school teaching outside of the State of New Hampshire, but within the United States provided that the experience is earned with a minimum of a Bachelor's Degree;
3. Out-of-State experience, which shall include special state/federal schools, state/federal colleges and universities, and state/federal/community/junior colleges of the United States and its possessions and American dependent schools under the Department of Defense/Department of State.

Substitute Teaching Experience: 15-9.3

1. Must meet qualifications of either public school teaching or private school teaching;
2. Must have substituted for more than 94 days in one (1) specific class setting in any given year. Days substituting in more than one (1) class setting in excess of 94 days will not be given credit.

Private School Teaching Experience: 15-9.4

1. Teaching experience in a private school accredited by a District recognized accrediting agency which includes, but is not limited to the following: Middle States Association of Colleges and Secondary Schools; New England Association of Colleges and Secondary Schools; North Central Association of Colleges and Secondary Schools; Northwest Association of Colleges and Secondary Schools: Southern Association of Secondary and Higher Schools; Western Association of Colleges and Secondary Schools; Department of Education of state in which employee taught; Department of Defense/Department of State;
2. Employees must have held a State-issued teaching certificate during the period of private school employment;

3. Teaching experience for private school teaching provided that the experience is earned with a minimum of a Bachelor's Degree during the period of private school employment;
4. The private school must operate a regular session with three (3) or more teachers encompassing more than one grade level;
5. Recognition of private school teaching experience may be phased in over a five (5) year period as follows, at the sole discretion of the Superintendent.

Life Experience: 15-9.5

A Teacher may receive credit for full-time work experience as approved by the Superintendent at her/his sole discretion. Such experience shall be limited to a maximum of eight (8) Years.

Life experience of up to eight (8) years is only applicable to a new Teacher hired after November 1, 2009, and is only pertinent to the starting step on the salary schedule.

Life experience will not be included in any longevity or retirement calculation.

Non-teaching work experience credited by the Superintendent is non-grievable. Life experience is only given to new hires who do not have prior teaching experience.

ARTICLE 16

INSURANCES

The District shall provide the choice of one (1) health insurance indemnity plan Blue Cross/Blue Shield Comprehensive Plan 100 (hereinafter referred to as COMP 100), one (1) point of service plan Blue Cross/Blue Shield Blue Choice (hereinafter referred to as Blue Choice), and one (1) health maintenance organization plan Matthew Thornton (hereinafter referred to as an HMO). 16-1.0

The specific health insurance plans, with corresponding prescription drug plans, offered to a Teacher eligible to receive health insurance plans, (please see section 16-1.3) are: 16-1.1

Indemnity	Point of Service	HMO
C100MC -R$3/15 M $3/7	BC2T10 – R $3/15 M $3/7	MTB5 – R $3/15 M $3/7

16-1.2

For any health plan selected, single, two-person or family, the District will contribute the following percentage of the premium for any full time Teacher: 16-1.3

	Indemnity	Point of Service	HMO
2010-2011:	82%	82%	85%
2011-2012:	81%	81%	85%
2012-2013:	81%	81%	85%

Any or all of the three (3) aforementioned health insurance coverage may be changed if comparable coverage from another insurance carrier is found. 16-1.4

A new Teacher hired after July 1, 1997, may elect only Blue Choice or the HMO for a health insurance plan. A Teacher employed prior to July 1, 1997, who has elected Blue Choice or an HMO, may elect to return to COMP 100 during any group reopening. 16-1.5

If a Teacher, who has the availability of COMP 100 should decide as of June 1st to select Blue Choice or the HMO plan, the District will annually pay directly to the Teacher 50% of the difference in cost between the health insurance plan selected and the COMP 100 plan, providing that the health insurance plan selected is less costly than the COMP 100 plan. Amount to be paid equally in December and June. Any benefit shall be prorated to the percentage worked. 16-1.6

A Teacher electing not to participate in the District's health insurance plan will receive $2,500 annually. 16-1.7

This amount is prorated accordingly to the percentage that a Teacher works. The amount is also prorated if a Teacher should not work the entire school year. Amount to be paid in December and June. 16-1.8

A Teacher must notify the Superintendent in writing by June 15th to be eligible to receive this incentive payment. After the initial notification of non participation in the insurance plan, the Teacher will annually continue to receive the non participation incentive until the Teacher elects to participate in an insurance plan. 16-1.9

The District shall provide the choice of two (2) dental plans (Low Option and High Option) to include two-person or family coverage. The maximum liability to the District will be the actual cost of the single person Low Option plan. The Teacher may elect a two person or family (Low or High Option) but the Teacher must pay the difference in the premium between the Low Option single and the dental plan selected by the Teacher. 16-2.0

Any full-time Teacher electing not to have dental insurance coverage will receive an incentive payment of $50. The incentive payment to be made will follow the same guidelines as stated in 16-1.0 and associated subparagraphs. 16-2.1

The District shall provide the choice of two (2) life insurance amounts (two times [2x] the Teacher's annual salary, or three times [3x] the Teacher's annual salary). The District's maximum liability is limited to the premium cost of two times (2x) the Teacher's annual salary. Life insurance of three times (3X) is only offered if limitations of insurance carrier are met, and if the Teacher pays the difference. 16-3.0

The District shall provide Long Term Disability (LTD) insurance coverage to begin eligibility no later than the 91st day of the disability at a benefit of not less than 60% of the Teacher's monthly salary. The District will pay 100% of the premium. 16-4.0

The District will provide for premium conversion as defined under the Internal Revenue Service Code System 125. The District will be responsible for the associated costs of creating and administering employee reimbursable accounts. 16-5.0

The reimbursable accounts available to the Teacher may include a Health Care Reimbursable Account and/or Dependent Care Account in accordance with the guidelines and procedures set forth by the Internal Revenue Service. 16-5.1

The Board need not provide coverage as stipulated in 16-1.0 and 16-2.0 if the Teacher is covered under the same or similar health and/or dental plans. If it is determined that a Teacher has dual coverage, the Teacher must reimburse the Board an amount equal to the premiums paid by the Board during this time. 16-6.0

If a Teacher should leave the District, the Teacher agrees to reimburse the District an amount equal to any benefits that have been extended to the Teacher, but not fully earned. 16-7.0

A retired Teacher and his/her spouse, if applicable, shall be able to continue on the District's group health insurance plan, if permitted under the plan, and at no expense to the District. 16-7.1

The retired Teacher and spouse, if applicable, must be on the District's group health insurance plan at the time of retirement of the Teacher to be able to continue health insurance coverage under the District's plan. 16-7.2

If the retired Teacher and/or spouse should discontinue coverage under the District's group health insurance plan for any reason or duration of time, the retired Teacher and/or spouse, may not be allowed to access coverage at a future date. 16-7.3

ARTICLE 17

PROFESSIONAL DEVELOPMENT

Each Teacher who is employed on a 50% contract or greater will be reimbursed up to a maximum of the equivalent of one (1) University of New Hampshire four credit graduate level course per year at the in-state rate. These funds may be used for courses, conferences, workshops, and/or action research as defined in the District's Professional Development Master Plan. 17-1.0

The maximum cost to the District for all Teachers shall not exceed $28,000 (Twenty-eight thousand dollars) annually, beginning in 2007/2008 school year. 17-1.1

In advance of enrollment, course(s) must have been approved by the Superintendent or her/his designee. A Teacher earning credits and completing courses after June 1st, and/or during the summer, shall be reimbursed in September only if s/he continues in the employment of the District. A Teacher must provide evidence of at least a "B" grade to the Superintendent by September 15th. After September 15th, payment will be made within forty-five (45) days of submission of evidence of at least a "B" grade in the courses taken to the Superintendent. 17-2.0

Payment of courses will be charged against the Teacher's allocation in the year in which it is paid. 17-2.1

In order to help avoid delays in obtaining reimbursement after course work has been completed, and in lieu of the official grade report, which may not be received in a timely fashion after course completion, the Board agrees to accept a form signed by the instructor indicating successful completion of the course. The Teacher agrees to provide the Superintendent's Office an official grade report when it is received. 17-3.0

The Board agrees to provide advance funding to a Teacher for courses, workshops and/or conferences related to teaching duties that have the approval of the Superintendent or her/his designee to a maximum of the equivalent cost of one (1) University of New Hampshire four (4) credit graduate level course at the in-state rate per year. 17-4.0

In order to receive advance funding, a Teacher agrees to provide appropriate evidence of tuition costs or workshop/conference fees. Any Teacher receiving advance funding will sign a statement of agreement to reimburse the District should the Teacher fail to meet the required "B" grade in courses attended. Such monies to be reimbursed may be withheld from salary should this criteria not be met. 17-4.1

Teachers must provide a copy of transcript, or grade report, or in the case of conferences and workshop(s), proof of attendance. 17-4.2

If a course is offered, only on a pass/fail basis, the "B" grade requirement in 17-2.0 and 17-4.1 are not applicable. A Teacher must receive a grade of "pass" for reimbursement. 17-4.3

Each Teacher shall maintain current certification in the Teacher's subject areas. 17-5.0

Each Teacher shall receive fifteen (15) professional development clock hours for each one (1) college graduate credit hour, within the Professional Development Guidelines. All professional development clock hours must follow Professional Development Guidelines and be acceptable to the administration as job related. 17-5.1

Please see Article 15 for guidelines on how professional development clock hours relate to degree stipend enhancement. 17-5.2

ARTICLE 18

RETIREMENT

Teachers who retire at age 55 years old, or older, having taught at least the last twenty (20) years in Greenland, will receive a one (1) time retirement incentive of the following amount added to the Teacher's final year's salary: 18-1.0

Retiring in June, 2011:	$10,000
Retiring in June, 2012:	$10,000 plus Rolling COLA
Retiring in June, 2013:	2012 retirement calculation plus Rolling COLA

The benefit provision as outline in Article 18-1.0 does not apply to any Teacher discharged for cause or not qualified for a contract in the succeeding year. 18-1.1

A Teacher eligible for payment under Article 18-1.0 may request such payment be made over a period of two (2) years at a rate of fifty percent (50%) of the entitlement the first year and remaining fifty (50%) of the entitlement the second year. 18-2.0

If an eligible Teacher wishes to exercise the two (2) year payment option, the Teacher must provide written notification to the Superintendent of Schools of his/her intent to retire by November 15th prior to the year of the first payment. 18-2.1

The first year payment will be made only after the eligible Teacher has signed and returned a teaching contract for the second payment year, with a signed acknowledgement that he/she may no longer reverse his/her decision to retire the following year and that the retirement letter will be considered a binding contract. Both the first and second year installment shall be made by June 30th of each year. 18-2.3

This two (2) year option may not be exercised by any Teacher for a reason other than retirement, and the Teacher must retire in accordance with the New Hampshire Retirement System regulations. 18-2.3

If a Teacher should not elect the two (2) year option, the retirement stipend, as mentioned in 18-1.0 will be paid on or before June 30th of the calendar year in which the Teacher retires; provided a written notification of pending retirement was received by the Superintendent of Schools no later than November 15th of the fiscal year preceding the last year of employment. 18-3.0

For either the one (1) or two (2) year retirement option, if a Teacher is unable to give such timely notification, the retirement stipend will be paid in the first fiscal year in which an appropriation for the stipend is made. 18-3.1

A part time Teacher, who is eligible to receive a retirement stipend, shall receive a pro-rated amount equivalent to the percentage of time that the Teacher worked. 18-4.0

Notwithstanding any other provision in this Article and Agreement, payment to a Teacher under this section shall be delayed until at least 120 days after the Teacher's retirement in such amount as is necessary to prevent the School District from being assessed by the New Hampshire Retirement System under RSA 100-A:16 III-a, or other similar/successor statutes. 18-5.0

The Board may periodically, at its discretion, offer a retirement incentive package. 18-6.1

ARTICLE 19

NOTICES

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party may do so by certified mail to the following address: 19-1.0

If from the Association to the Greenland School Board: 19-1.1

c/o School Administrative Unit Number Fifty
48 Post Road
Greenland, NH 03840

If from the Greenland School Board to the Association: 19-1.2

At the appropriate address as filed with the Board

ARTICLE 20

MISCELLANEOUS PROVISIONS

If any provision of the Agreement or any application of this Agreement to any Teacher or group of Teachers shall be found contrary to law, then such provision or application shall not be deemed valid, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect. 20-1.0

This Agreement is binding upon the Board and Association (including members), and shall be given full force and effect. 20-2.0

Copies of this Agreement between the Board and the Association shall be printed at the shared expense of the Board and Association within thirty (30) days after the Agreement is signed and presented to all Teachers now employed, hereafter employed, or inspection for those considered for employment by the Board. Five (5) copies of this Agreement shall be furnished to the Board and Association. 20-3.0

The parties acknowledge that, during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and Association, for the life of this Agreement each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with further respect to any subject or matter that was bargained over during negotiations leading up to this Agreement. 20-4.0

The School District agrees to endeavor to provide a reasonably safe and reasonably comfortable work environment. However, nothing in this article shall be construed to waive, expand, or alter applicable federal or state laws, including worker's compensation laws and other workplace statutes. 20-4.0

ARTICLE 21

DURATION

This Agreement shall become effective as of July 1, 2010, and shall continue in effect until June 30, 2013, subject to either party's right to negotiate a successor Agreement as set forth in Article 2. 21-1.0

This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated. 21-1.1

Any extension shall be mutually agreed upon in writing by the parties to the Agreement, and, unless such extensions are agreed upon, this Agreement shall expire on the date indicated herein. 21-1.2

Where there is conflict between this Agreement and State law, State law will take effect. 21-1.3

The Board and the Association agree to begin negotiations on the Agreement no later than September 1, 2012. 21-2.0

In witness whereof the parties hereto have caused this Agreement to be signed by their respective president and/or chairperson, attested by their respective secretary and/or clerk. 21-3.0

IN WITNESS WHEREOF, The Parties have hereunto set their hands and seals this _____ day of _____, 2010.

GREENLAND SCHOOL BOARD

_____

_____

_____

_____

_____ _____

Witness

TEACHER REPRESENTATIVES

_____

_____

_____ _____

Witness

SALARY SCHEDULE FOR THE FISCAL YEAR 2010-2011

A.) For a Teacher with ten (10) years or less of experience and in compliance with Article 15-1.0 or 15-1.3:

STEPS	B	B+15	B+30	M	M+15	M+30
1	35,489	36,889	37,889	39,389	40,139	40,639
2	37,086	38,486	39,486	40,986	41,736	42,236
3	38,683	40,083	41,083	42,583	43,333	43,833
4	40,280	41,680	42,680	44,180	44,930	45,430
5	41,877	43,277	44,277	45,777	46,527	47,027
6	43,474	44,874	45,874	47,374	48,124	48,624
7	45,071	46,471	47,471	48,971	49,721	50,221
8	46,668	48,068	49,068	50,568	51,318	51,818
9	48,265	49,665	50,665	52,165	52,915	53,415
10	49,862	51,262	52,262	53,762	54,512	55,012
11	51,459	52,859	53,859	55,359	56,109	56,609

B.) For a Teacher with greater than ten (10) years of teaching experience and who worked the prior year in the Greenland School District, and in compliance with Article 15-1.0 or 15-1.3:

1. The Teacher's 2010-2011 base salary will be the same base salary as in 2009-2010.

2. The degree stipends will be as follows:

B+15	B+30	M	M+15	M+30
$1,400	$2,400	$3,900	$4,650	$5,15

3. A Teacher with ten (10) years of teaching experience and with five (5) years of teaching in the Greenland School District will have $90 added to the Teacher's salary.

SALARY SCHEDULE FOR THE FISCAL YEAR 2011-2012

A.) For a Teacher with ten (10) years or less of experience and in compliance with Article 15-1.0 or 15-1.3:

1. The salary schedule for 2011-2012 will be determined as follows:

   a. The base salary used in 2009-2010 will be increased by the year rolling cost of living adjustment (COLA) defined as the average of the values of the percent change from the prior 12 months, not seasonably adjusted for the Consumer Price Index (CPI) for all urban customers (Boston-Brockton-Nashua area) as reported in the month of September for the years 2001-2010 inclusive.

   b. The degree stipends will be as follows:

B+15	B+30	M	M+15	M+30
$1,650	$2,650	$4,250	$5,000	$5,500

B.) For a Teacher with eleven (11) years or more of experience; and who worked the prior year in the Greenland School District, and in compliance with Article 15-1.0 or 15-1.3:

   a. The Teacher's base salary will be increased by the Rolling COLA as calculated in 1(a) above.

   b. The degree stipends will be as follows:

B+15	B+30	M	M+15	M+30
$1,650	$2,650	$4,250	$5,000	$5,500

   c. A Teacher with ten (10) years of teaching experience and with five (5) years of teaching in Greenland will have $100 plus the Rolling COLA for each year of teaching added to the Teacher's salary.

SALARY SCHEDULE FOR THE FISCAL YEAR 2012-2013

A.) For a Teacher with ten (10) years or less of experience and in compliance with Article 15-1.0 or 15-1.3:

1. The salary schedule for 2012-2013 will be determined as follows:

   a. The base salary used in 2010-2011 will be increased by the year rolling cost of living adjustment (COLA) defined as the average of the values of the percent change from the prior 12 months, not seasonably adjusted for the Consumer Price Index (CPI) for all urban customers (Boston-Brockton-Nashua area) as reported in the month of September for the years 2002-2011 inclusive.

   b. The degree stipends will be as follows:

B+15	B+30	M	M+15	M+30
$1,800*	$2,800*	$4,450*	$5,200*	$5,700*

*These amounts will be multiplied by the Rolling COLA to determine final degree stipend.

B.) For a Teacher with eleven (11) years or more of experience; and who worked the prior year in the Greenland School District, and in compliance with Article 15-1.0 or 15-1.3:

   a. The Teacher's base salary will be increased by the Rolling COLA as calculated in 1(a) above.

   b. The degree stipends will be as follows:

B+15	B+30	M	M+15	M+30
$1,800*	$2,800*	$4,450*	$5,200*	$5,700*

*These amounts will be multiplied by the Rolling COLA to determine final degree stipend.

   c. A Teacher with ten (10) years of teaching experience and with five (5) years of teaching in Greenland will have $100 plus the Rolling COLA for each year of teaching added to the Teacher's salary.

GREENLAND SCHOOL DISTRICT
EMPLOYMENT CONTRACT

1. Preamble. This Employment Contract, hereinafter called the "Contract," is entered into this 1st day of July, 201X; between the Greenland School Board, hereinafter called the "Board," and _____, hereinafter called the "Teacher."

2. Employment and Term. The Board agrees to and does employ the Teacher for ____* days for the period July 1, 2010X through June 30, 201X inclusive; at the salary of _____ to be paid in accordance with Pay Plan _____ (__), commencing on _____ 201X, with the last installment to be paid in June 30, 201X.

3. Authority and Responsibility. The Teacher agrees to work for the Board for said period and agrees to conform to and carry out all of the laws and all lawful rules and regulations including adopted Board policies which may be enacted relative to the conduct of schools, employees and/or students and to perform such other extracurricular activities as may from time to time be required by her/his supervisor.

4. Certification. The Teacher shall be required to hold for the life of this Contract a valid certificate in the area of education, properly registered and issued by the State of New Hampshire. The Teacher hereby warrants that he/she is qualified by a certificate, license or permit issued by the State of New Hampshire and is a qualified teacher in the subject or subjects, which he/she is employed to teach.

5. Termination. The Board may, without liability, terminate this Contract in accordance with the Revised Statutes Annotated of the State of New Hampshire, Chapter 189, and any amendments thereto. This Contract is void unless the Teacher holds a valid credential to teach in the position for which he/she has been employed and in which he/she is a Teacher.

   A Teacher, who fails to sign this Contract in duplicate and return one (1) copy to the Superintendent of Schools within fifteen (15) days from date of issuance, shall be considered to have declined employment.

6. Resignation. A Teacher who signs a Contract with the Board and gives written notice on or before July 15th of intent to resign will not be released from the Contract until a suitable replacement has been found or forty-five (45) days have expired.

After July 15th, a Teacher who signs a Contract with the Board shall be released from the Contract only at the discretion of the Board and will be required to work in her/his professional capacity for the ensuing school year.

7. Terms and Conditions. All of the terms and conditions of the Collective Bargaining Agreement (CBA) dated July 1, 2010 - June 30, 2013, and any amendments thereto, are incorporated herein by reference and made a part of this Contract.

8. Savings Clause. This Contract is subject to all applicable laws, rules, and regulations of the State of New Hampshire. Any portion of this Contract, declared invalid, under the laws of the State of New Hampshire or of the United States of America shall not affect the validity of the remainder of the Contract.

IN WITNESS WHEREOF the parties have executed this Contract on this _____day of _____, 201X.

*Shall mean school days defined by the New Hampshire State Board of Education Regulations.

BY:

_____
Superintendent of Schools

_____
Teacher

PERCENT WORKED: X

YOE:		X	
BASE SALARY:			$XX,XXX
DEGREE STIPEND:		X	XX
LONGEVITY:	YRS.	X	XX
TOTAL CONTRACT:			$XX,XXX