

**2011-2012 ADDENDUM TO
2010-2013 MASTER AGREEMENT BETWEEN
HOOKSETT SCHOOL DISTRICT AND HOOKSETT EDUCATION ASSOC**

This agreement is made in accordance with the reopener provisions of the parties' 2010-13 collective bargaining agreement, and calls for no changes to the language contained in said agreement, except for the sections expressly referenced herein.

1. Subject to the provisions of ARTICLE IV, TEACHER SALARY GUIDE & RELATED POLICIES, teachers shall be eligible to have an additional year of experience acknowledged on the appropriate salary schedule for the 2011-2012 school year. (i.e., Bargaining unit members advance one step) and current top step employees receive \$1,200 @ new top step. (See Appendix A)

2. Amend ARTICLE XIX, INSURANCE, as follows:

ARTICLE XIX

INSURANCE

SECTION A.

2. The Board agrees to offer hospital/medical insurance coverage under Blue Cross/Blue Shield Plan JY with Managed Care. For 2010-11 school year, the School District shall pay 85% of the premium for the one-person plan, and 70% of the premium for the two-person and family plans. ***Effective July 1, 2011, the School District shall no longer offer hospital/medical insurance coverage under Blue Cross/Blue Shield Plan JY with Managed Care.***

3. ***For the 2010-11 school year only***, the Board agrees to offer hospital/medical insurance under Blue Cross/Blue Shield Blue Choice. ***Effective July 1, 2011, the Board agrees to offer hospital/medical insurance under Standard SchoolCare POS (Open Access) (\$10 OV; \$5/15/35 Rx).*** The School District shall pay the following percentages of the premium for the one-person plan, the two-person plan and the family plan:

	<u>2010-11</u>	<u>2011-12</u>
One-person	90%	90%
Two-person	80%	80%
Family	80%	80%

4. **For the 2010-11 school year only**, the Board agrees to offer hospital/medical insurance under Blue Cross/Blue Shield HMO. **Effective July 1, 2011, the Board agrees to offer hospital/medical insurance under Standard SchoolCare HMO (\$10 OV; \$5/15/35 Rx).** The School District shall pay the following percentages of the premium for the one-person plan, the two-person plan and the family plan:

	<u>2010-11</u>	<u>2011-12</u>
One-person	92.5%	92.5%
Two-person	82.5%	82.5%
Family	82.5%	82.5%

5. **Effective July 1, 2011, the Board agrees to offer hospital/medical insurance under Standard SchoolCare OA+ (\$10 OV; \$5/15/35 Rx).** The School District shall pay the following percentages of the premium for the one-person plan, the two-person plan and the family plan:

	<u>2011-12</u>
One-person	92.5%
Two-person	82.5%
Family	82.5%

6. During the term of this agreement, and with written notice to the other by September 1st, either party....

SECTION B.

4 Effective July 1, 2011, the Board agrees to provide dental insurance under SchoolCare – Plan 1 (DPO1), CIGNA Dental PPO. Class I, II, III have contract year maximum coverage of One Thousand Dollars (\$1,000.00) per person. Class IV has a lifetime maximum coverage of One Thousand, Five Hundred Dollars (\$1,500.00) per eligible dependent child to age 26.

SECTION G.

Paragraph 1. Delete. [Note: This shall not impact any scheduled payment in 2011-12 to a teacher who elected to opt out of the JY plan as of the 2010-11 school year, so long as said teacher remains employed by the District.]

Paragraph 2. [No change.]

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their representatives.

HOOKSETT SCHOOL BOARD

By Dana / Augh

Title Board Chair

By James A Sullivan

Title member

By Insha Kochary

Title Member

By Todd

Title Member

By Cheryl Wilson

Title Member

HOOKSETT EDUCATION ASSOCIATION

By Madie L. Saunders

Title HEA Co-President and negotiator

By Donna Rae Amato

Title HEA Co-Pres. / Negotiator

By Elizabeth Porendow

Title HEA negotiator

By Laurel DeRevergne

Title HEA negotiator

By Joyce E. Boni

Title HEA negotiator

By Caryl Paulusecik

Title HEA negotiator

By Linda Lambert

Title HEA Negotiator

Appendix A

**HOOKSETT SCHOOL DISTRICT
2011-12 SALARY GUIDE**

Step	B	B+15	B+30	M	M+15	M+30
1	31,969	0	0	35,164	0	0
2	33,568	34,527	0	36,764	37,724	0
3	35,164	36,152	37,083	38,362	39,323	40,281
4	36,764	37,724	38,682	39,961	40,919	41,880
5	38,362	39,323	40,281	41,559	42,519	43,478
6	39,961	40,919	41,880	43,159	44,117	45,077
7	41,559	42,519	43,478	44,756	45,716	46,673
8	43,159	44,117	45,077	46,355	47,313	48,273
9	44,756	45,716	46,673	47,953	48,912	49,871
10	46,355	47,313	48,273	49,552	50,510	51,470
11	47,953	48,912	49,871	51,151	52,109	53,068
12	49,552	50,510	51,470	52,750	53,707	54,668
13	51,151	52,109	53,068	54,347	55,306	56,265
14	52,711	54,112	54,668	55,946	56,904	57,864
15	53,911	55,267	56,265	57,544	58,504	59,462
16	0	56,467	58,267	59,547	60,101	61,061
17	0	0	59,423	60,702	61,700	62,660
18	0	0	60,623	61,902	63,704	64,259
19	0	0	0	0	64,857	66,260
20	0	0	0	0	66,057	67,415
21	0	0	0	0	0	68,615

HORIZONTAL MOVEMENT

Horizontal movement from one salary track to another on the Salary Guide shall occur only at the beginning of a school year and not otherwise, provided a written request for such horizontal movement had been received by the Superintendent no later than January 1st preceding the school year in which the movement will occur.

All necessary supporting documentation will be provided to the Superintendent as soon as it becomes available, but no later than the first day of the teacher work year of the school year in which the movement is to occur.

Effective July 1, 2000, to attain Bachelors plus or Master plus status, all credits must be earned after the last previous degree. In Bachelors lane, teachers may use either undergraduate or graduate courses for Bachelors plus status.

Based on 186 teacher workdays.