

MASTER CONTRACT

JOHN STARK REGIONAL HIGH SCHOOL
TEACHERS' ASSOCIATION

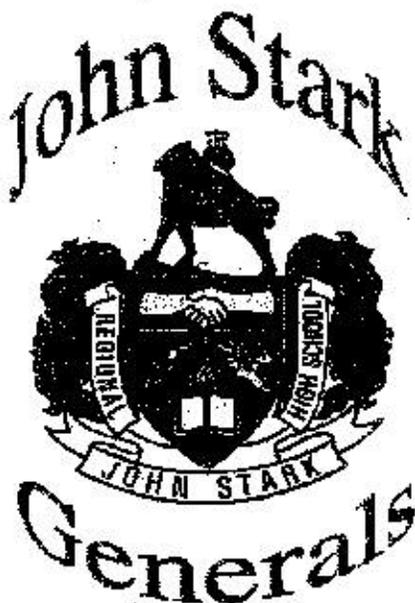
AND

JOHN STARK REGIONAL SCHOOL BOARD

2008/2009

2009/2010

2010/2011



VMM



SECTION 1	RECOGNITION
SECTION 2	TEACHER WORKLOAD
SECTION 3	TUITION AND PROFESSIONAL DEVELOPMENT COURSE REIMBURSEMENT
SECTION 4	SCHOOL LEAVE
SECTION 5	PROFESSIONAL COMPENSATION
SECTION 6	BENEFITS
SECTION 7	TEACHERS' RIGHTS
SECTION 8	GRIEVANCE PROCEDURE
SECTION 9	RESERVATIONS TO THE VOTERS & SIGNATURE PAGE
APPENDIX A	SALARY SCHEDULE FOR 2008/2009, 2009/2010, 2010/2011
APPENDIX B	COCURRICULAR SCHEDULE

SECTION 1:

RECOGNITION

- 1.1 The Board recognizes the John Stark Regional High School Teachers' Association, NEA-NH as the exclusive representative of all John Stark Regional School District Bargaining Unit Members as certified by the New Hampshire Public Employees Labor Relations Board.

SECTION 2:

TEACHER WORKLOAD

- 2.1 a. The teacher work year shall consist of 190 days, of which 180 will be student instructional days.
b. A committee consisting of the principal and Association designated representatives shall meet each year to recommend a proposed school calendar to the Superintendent.
- 2.2 a. The teacher work week shall consist of no more than three teaching blocks on each A and B block day and five (5) supervisory periods per week.
b. The John Stark teaching schedule includes eight (8) periods. Five (5) of those periods will be teaching classes, one (1) will be a supervisory period, one (1) a preparation period, and one (1) a meeting period.
c. A teacher agreeing to teach more than five (5) teaching classes shall receive compensation equal to twenty percent (20%) of their base salary. A teacher shall have this assignment and the compensation indicated on an individual contract. Teacher acceptance of such a contract that includes a sixth (6th) class is entirely voluntary. A teacher who agrees to an extra class shall not be assigned a supervisory duty.
- 2.3 The Teacher's Association and the School Board agree to foster and support a learning-teaching environment, which includes flexibility, experimentation, and innovation. Any necessary changes to the above work week shall be negotiated between the Teacher's Association and the School Board.
- 2.4 a. It is understood that the school day for students at John Stark Regional High School will not exceed seven hours. Teachers will be prepared prior to the start of the school day and available to students at the end of the school day.
b. A school day begun late because of inclement weather will not exceed the normal closing time of school
c. To allow for sufficient time for completion of duties and committee work, John Stark Regional High School will have a minimum of two (2) Early Release Days per school year.
d. It is understood that Early Release Days will shorten the school day for students, but that teachers will work until the end of the school day.

- 2.5 a. The School Board agrees that it will use diligent and reasonable efforts to secure substitutes for absent teachers. However, when a teacher is asked and volunteers to fill in for an absent colleague, thereby giving up preparation or personal time, the School Board may, as an expression of appreciation for the extra effort by the staff person, present said staff person with a token of appreciation which may have monetary value. The presentation shall not be deemed compensation.
- b. By executing this Agreement, the Board acknowledges that the filling in for an absent colleague is a voluntary act by teachers and is not part of their regular job responsibilities.
- 2.6 Members of the Bargaining Unit who are required to work more days than they were originally contracted for shall be compensated on a per diem basis for the additional days worked as approved by the administration. Documentation of the extra days worked must be submitted to the SAU office by the Teacher's Association by the end of the scheduled school year.

SECTION 3: TUITION AND PROFESSIONAL DEVELOPMENT COURSE REIMBURSEMENT

- 3.1 a. For each year of this contract, the School Board shall make available funds for each full-time equivalent teacher for professionally relevant college/university course tuition (or any comparable college-level course). This amount shall be \$550 for 2008-2009, \$550 for 2009-2010, and \$600 for 2010-2011. Payment of the funds will occur upon successful completion of the course and the submission of a final grade report of a B- or better, or equivalent grade (pass/fail), with the remaining available funds prorated up to the tuition cost for each teacher.
- b. Notice of intent to apply for reimbursement for courses completed prior to June 30, must be submitted to the Superintendents office on or before April 30 of that same year. Failure to make this notification will result in forfeiture of reimbursement.
- c. All teachers, including teachers on district approved sabbatical leave shall be entitled to course compensation as detailed in 3.1a and 3.1b.
- 3.2 Professional Development
- a. Each full-time teacher is entitled to \$200 per year. The building principal has the discretion to provide additional funds.
- b. Prior approval of the professional development events, conferences, and travel must be obtained from the building principal. Approval shall not be unreasonably denied.

SECTION 4:

SCHOOL LEAVE

- 4.1 Full-time teachers will accrue sick leave with full pay at the rate of one and one-half (1 1/2) days per month during the school year up to a total of fifteen (15) days per year up to a maximum total accumulation of one hundred twenty (120) days.
- 4.2 A teacher who is pregnant, whose spouse is pregnant, or who is adopting a child shall be entitled to a child rearing leave consistent with the FMLA P.L. 103-3 or as amended. At the teacher's option accumulated sick leave shall be available during child rearing leave. A teacher may apply to the school board for additional leave time should circumstances deem necessary.

4.3 Extended Leaves of Absence

A Teacher's request for an Extended Leave of Absence, without pay, or for reduction to part-time status, may be granted at the sole discretion of the Board for such cases, as the Board deems appropriate. These may be for up to one year in length. Requests shall be made to the Board with sufficient time to allow for vacated positions to be filled.

The teacher shall give the Board notice of the intended return date at the time of the request for leave. The Board may consider end and start dates of the academic quarter, semester, or other scheduled breaks as a basis of their decision. The consideration for the granting of the extended leave is the teacher giving the notices and abiding by the return date proposed. Non-compliance with the return date shall constitute resignation by the teacher.

Teachers on an Extended Leave of Absence will be subject to the same terms relating to termination and reduction in force as apply to all other teachers under this Agreement. Whenever possible, the Board will reinstate the teacher to the same or similar position, unless a request is made for a different position and is agreed upon between the teacher and the Superintendent.

4.4 Personal Leave

Each teacher shall be entitled to three (3) days of personal leave at full salary for business that cannot be taken care of at a time other than during the regular school day. Personal days cannot be used to extend vacation or holidays. Except in the case of an emergency, requests for personal days will be made of the building Principal in advance and at the earliest possible date. Additional days may be granted at the discretion of the building Principal.

4.5 Bereavement Leave

Each teacher shall be entitled to four (4) days of bereavement leave at one time at full salary in the event of the death of an employee's loved one. This would include, but is not limited to, spouse, domestic partner, child, son-in-law, daughter-in-law, parent, grandparent, mother-in-law, father-in-law, or other individual fulfilling a similar role. Additional days may be granted at the discretion of the building Principal. Bereavement leave may be granted by the building Principal for circumstances not described above.

SECTION 5: PROFESSIONAL COMPENSATION

5.1 Salary Schedule

Bargaining unit member salaries shall be based upon the 2008-2009, 2009-2010, and 2010-2011 John Stark Regional High School Schedule (Appendix A).

Teachers with 1-13 years experience will be placed on the step as specified in the attached salary schedule corresponding to their experience. Teachers shall be advanced one step on the pay scale for each year taught. In the first year of the contract (2008-2009) only, teachers who are on the following steps and take single insurance during the 2007-2008 school year will advance two (2) steps on the salary schedule: BA 6&7, MA 6.

Teachers with 14 years experience and beyond, who are presently employed by the District, may opt to receive the salary on step 13 of the appropriate salary track on the 2008-2009 salary schedule along with the associated benefit package.

Teachers with 14 years of experience and beyond, who are presently employed by the district, who opt not to move on to step 13 of the salary schedule in year one of the contract (2008-2009), will receive an allotment of \$8000 beyond their 2007-2008 salary. The increase for individuals taking two person or family health benefits will not exceed \$2300 beyond the cost of insurance. In years two and three (2009-2010 and 2010-2011) teachers will receive an increase of \$2000, along with the associated benefit package. Teachers off Step may opt to move on to the salary schedule in year two or three of the contract.

Once a teacher opts to move onto the salary schedule this becomes a permanent change.

All new hires to the district will be placed on the salary schedule.

5.2 Co-curricular

See Appendix B for the recognized co-curricular schedule. The salaries shown in Appendix B shall be effective for the 2008-2009, 2009-2010, and 2010-2011 school years. In calculating the increases the salaries will be rounded up to the nearest \$5 increment.

- 5.2.1 Appointments to co-curricular activities shall be on an annual basis and shall only be made with the voluntary consent of the person selected. Tracks for new co-curricular positions shall be negotiated between the school board and the Teachers' Bargaining Unit.
- 5.2.2 The school board reserves the right to delete or add co-curricular activities from the list if it finds either a lack of staff or interest by students or that the best interests of the school require a change.
- 5.2.3 A co-curricular vacancy which exists within the John Stark School System will be posted by the superintendent for five (5) days except in the case of emergency. Notification will be given to the president of the Association five (5) days prior to public advertising.

SECTION 6:

BENEFITS

- 6.1 The Board shall provide a health benefit plan for Professional Staff of the bargaining unit. The schedule of benefits includes the following plans: HealthTrust's Blue Choice 3 Tier, Matthew Thornton Blue and Managed Care/Comp 100 Plan. Additional plans may be added/substituted upon agreement by the Association and the Board. In year one (2008-2009), the Board will assume 90% of the cost of a single, and 80% of two person, or family health insurance plan. In year two and three (2009-2010 and 2010-2011), the Board will assume 90% of the cost of a single, and 85% of a two person, or family health insurance plan.
- 6.2 Professional Staff who show proof of otherwise being covered by a comparable health insurance plan will be eligible for compensation of \$2000 in lieu of the District's health plan. Teachers who receive a cash benefit will be assessed 100% of the employer's taxes and retirement cost of this cash payment.
- 6.3 For the contract period the Board will provide a single, two person, or family "coverage 1F" Dental insurance program. Teachers have the option of buying up to any higher level of dental plan.

- 6.4 The school district shall provide at no cost to the employees a long-term disability policy that provides no less benefit than set forth in the policy dated 01 July 2007 (Group Policy # 94482). Upon a qualifying disability, the policy shall provide for the following:
1. A waiting period of ninety calendar days.
 2. Replacement of 66 and 2/3's percent of the employee's income for the period of disability set forth in the insurance policy not to exceed four thousand (\$4,000) dollars per month.
 3. The selection of the provider shall be at the sole discretion of the district. Should the level of benefits set forth in the policy dated 01 July 2007 (Group Policy # 94482) become unavailable, the Board shall meet with the Association to reach a mutually agreeable alternative.

6.5 The School Board will provide 100% of the cost of a Term Life Insurance and Accidental Death and Dismemberment Insurance Policy for each member of the Bargaining Unit. The amount of the insurance provided shall be equivalent to one year's salary or \$50,000 whichever is greater. Bargaining Unit members shall have the option to increase the amount of this coverage, at their own expense, to the extent the policy issued to the District allows.

6.6 Teachers who leave John Stark Regional High School and have accrued at least 15 years of service at John Stark shall be given a longevity severance benefit in their departure year as follows:

15 years of service: 55% of the accrued sick days up to 120 days total accrual at 70% per diem that corresponds to base step salary of the salary track on in the year of departure.

20 years of service: 75% of the accrued sick days up to 120 days total accrual at 70% per diem that corresponds to the base step salary of the salary track on in the year of departure.

25 years of service: 100% of the accrued sick days up to 120 days total accrual at 85% per diem that corresponds to the base step salary of the salary track on in the year of departure.

Payment of this benefit shall be made at the beginning of July following the teacher's last year if notification was given to the Board by November 30th (January 3rd, 2008 for 2009) of the teacher's final teaching year. If notification is not given by November 30th, (January 3rd, 2008 for 2009), payment will be delayed until the beginning of the second July following the teacher's final year

at John Stark. A teacher who is retiring from John Stark and is eligible for longevity severance, will be paid by July 30th following the end of the school year of their retirement as long as notification took place by November 30th, (January 3rd, 2008 for 2009) of the prior year.

6.7 Subject to the insurance carrier's permission a teacher will be allowed to purchase an additional 24 months of medical insurance beyond the Cebra allowance at their own expense.

6.8 Sabbatical Leave

A teacher is eligible for Sabbatical Leave after seven years of service at John Stark Regional High School. Any teacher on sabbatical leave will be at half pay, receive the benefit package as outlined in 6.1 through 6.6, and will be eligible for tuition and professional development reimbursement afforded full-time equivalent teachers under this agreement. The teacher must propose a

project for a half school year or a full school year. Only one teacher may be on a sabbatical at a time. Any teacher requesting a sabbatical leave will make a project presentation to the principal that outlines the benefit of the project to JSRHS. The JSRHS principal will determine if the project is worthwhile and pass his/her recommendation to the school board for approval.

If more than one sabbatical is requested for the same time period, the principal will rate the projects as each serves the interest of the school and make a recommendation to the school board for approval. After the teacher returns from sabbatical, he/she will provide JSRHS with a minimum of two years of service. The remaining service requirement will be agreed to by a contract signed by the teacher prior to their sabbatical which will require payment to the District of the equivalent of 1/4 of the teacher's last annual salary for each year not served.

6.8.1 Early Retirement

A teacher may be eligible if they fulfill the following requirements:

1. show proof of intent to retire from John Stark School District
2. are at least 55 years of age
3. have completed fifteen (15) or more years of teaching service to the John Stark School District;

Those teachers notifying the Board of their intent to retire by November 30 of the year prior to their last teaching year, will have priority for eligibility for early retirement. Should any Bargaining Unit member, who has qualified for early retirement in accordance with the terms above, die before receiving any payment due, the district will make payment to the beneficiaries of the deceased employec.

Those teachers eligible for early retirement will receive a one time benefit of 45% of their last full-time year's salary and the value of a single health insurance plan up to \$4,000 per year for five (5) years. The Board shall honor three (3) requests per year. If more than three (3) teachers request early retirement in a given year and the Board decides not to grant more than three, then it will be granted to the teachers with the greatest seniority in the John Stark School District. If a tie were to exist, it would be granted to the person with the earliest date of hire. If a tie still existed, then it would be decided by a coin flip.

6.8.2 Sick Leave Bank

The John Stark School Board agrees to continue to allow a sick leave bank to cover members of the John Stark Regional High School Bargaining Unit in the event of long-term illness. The sick leave bank is in existence in order to insure the financial security of its members. Rules for membership and the establishment of by-laws for participation shall be established by the John Stark Teachers Association at their discretion and will be provided to the John Stark School Board for their information.

Accumulated days in the sick leave bank as of 12/31/01 will stay in the sick leave bank and be utilized until five hundred (500) days remain. After this time, the sick leave bank can reach a maximum of five hundred (500) days.

When the sick leave bank drops below the five hundred (500) day level, Bargaining Unit members may donate additional days to bring the total back to that level.

The sick leave bank shall not be accessed until the member has exhausted all accrued sick leave available to them. Sick leave and disability benefits cannot be utilized at the same time. Any member who qualifies for long term disability may not access the sick leave bank.

The Association shall inform the Board by October 15th of each year of the individuals who have donated days to the sick leave bank so said days can be deducted from the individual's yearly entitlement. The Board will maintain a record of the total days accumulated in the sick leave bank.

SECTION 7: TEACHERS' RIGHTS

7.1 The John Stark Regional School Board or the John Stark Regional Teachers' Association shall not discriminate based on race, color, religion, gender, sexual orientation, age, marital status, place of origin or handicap. This does not displace any contractual obligation made by the District.

- 7.2 Representation - Any member of the Bargaining Unit shall be entitled upon request to representation from the Bargaining Unit in any meeting or matter in which the teacher is involved.
- 7.3 Just Cause - No teacher shall be disciplined without just cause. The just cause standard, as written, shall not apply to termination or the nonrenewal of a probationary teacher as described in RSA 189:13 and 14.
- 7.4 Personnel File - No material shall be placed in a bargaining unit member's personnel file unless the teacher has had an opportunity to review the material and be given a copy of such. The teacher shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and this answer shall be reviewed by the Superintendent or designee and attached to all copies.

A teacher shall be entitled to review his/her personnel file at any time with sufficient notice to the Superintendent or his/her designee to allow retrieval, review and replacement of the file within normal business hours.

7.5 Posting of Positions

As soon as a vacancy exists within the John Stark School District, notice of the vacancy will be posted by the Superintendent in the building and at the school's Equity Program. Additionally, notification will be given to the President or Vice President or their designee(s) of the Association. This vacancy notice will include job title and the requirements for the position. Posting of positions will remain on display for at least five calendar days.

7.6 Reduction in Force

Whenever it is necessary for the District to lay off certified personnel, the layoff procedure will assure all such personnel rights of seniority in the area of certification in which they have been employed within the District, and will assure rights to re-employment should positions open for which the laid off employees are qualified.

The District will make every reasonable effort to minimize the effects of any reduction in force by such means as letting terminated positions close through attrition of personnel or by having teachers who face lay-off replace those in the same area of certification who are on leaves of absence or sabbatical.

The District shall lay off personnel in inverse order of their years of full-time service in the District in the affected area of certification and must reinstate them in inverse order of their being laid off, with no loss of credit for previous years service.

Seniority within the affected area of certification shall be determined by:

First, years of service to the District in the affected area of certification;
Then, total years of service teaching in the district;
Then, overall experience credited to the certified employee;
Then, should a tie exist, the Board and, if possible, the affected teachers shall conduct a lottery to determine the teacher with the greatest service.

Years of service to the District will be determined by the equivalent number of full-time years worked (ex. two years half-time equals one year full-time). If there is a tie, date of election within the District shall be the determining factor.

No continuing contract teacher in the District within the affected area of certification shall be laid off before a probationary teacher within the affected area of certification.

Teachers who teach in multiple subject areas (i.e. math/science) will be granted one (1) full year of service credit towards seniority in each of the subject areas taught.

The District will notify the affected personnel as early as it possibly can, but no later than March 31.

The District will notify the Association at the same time it notifies the certified employee(s) affected.

The notice to the Association and the affected employee(s) will include reasons for the reduction in force and reasons for the selection of the particular employee(s).

Certified personnel laid off must annually, by March 1, or other times as mutually agreed to by the Association and the Superintendent, advise the Superintendent's office in writing of their current address and availability for employment. If a laid-off employee refuses an offer for re-employment in an area for which s/he is qualified, the employee shall forfeit his/her right to re-employment under the terms of this section.

If the job previously held by a laid-off employee is reinstated, then the laid-off employee shall be given the first opportunity to re-take the position assuming such employee has complied with the notice requirements above.

SECTION 3: GRIEVANCE PROCEDURE

8.1 The parties agree that in the event of a dispute arising under the terms of this contract, Bargaining Unit members shall be entitled to the benefits of the following grievance procedure:

Definitions

- a. A "Grievance" shall mean a complaint by a teacher, group of teachers, or the Association that there has been a violation, misinterpretation, or the inequitable application of any of the provisions of this contract. Grievances shall be limited to the provisions of the contract.
- b. An "Aggrieved Person" is the person or persons making the complaint.
- c. The term "Days" when used in this section shall, except when otherwise indicated, mean calendar days.
- d. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person to proceed to the next step.

8.2 Initiation and Processing

Level One - Principal

- a. Any grievance to be processed pursuant to this procedure must be initiated within thirty (30) days of the known occurrence of the event which gives rise to the complaint.
- b. Any grievant may discuss the grievance with the immediate supervisor in an attempt to resolve the matter informally at that level.
- c. If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant, the grievant will within fourteen (14) days set forth the grievance in writing specifying: 1) the nature of the grievance; 2) the provisions of contract policy or practice violated; and 3) the action desired. The principal shall communicate a decision in writing to the grievant and the Association within fourteen (14) days of the receipt of the written grievance.

Level Two - Superintendent

The grievant, no later than fourteen (14) days after receipt of the principal's decision, may appeal that decision to the Superintendent of Schools. The appeal must be made in writing, including the matter submitted to the principal, as specified above, and the dissatisfaction with the decisions previously rendered. The Superintendent shall meet with the grievant to attempt to resolve the matter, as quickly as possible but within a period not to exceed fourteen (14) days. The Superintendent shall communicate his/her decision in writing to the grievant(s) and the Association within fourteen (14) days after the meeting.

Level Three - School Board

If the Superintendent's decision does not resolve the grievance to the satisfaction of the grievant, the decision may be appealed to the School Board within fourteen (14) days of receipt of the answer in Level Two. The grievant shall have the right to appear before the Board to present evidence and argument for the Board's consideration. The decision of the Board shall be made and transmitted in writing to the grievant no later than thirty (30) days from the time of submission of the grievance to the Board.

Level Four - Advisory Arbitration

If the decision of the School Board does not resolve the grievance to the satisfaction of the grievant, and a third party review is desired, the grievant shall notify the Association within five (5) days of the School Board's decision. If the Association determines that the matter should be arbitrated, it shall, in writing, so advise the School Board within ten (10) days of receipt of the grievant's request. The parties will then initiate a request for arbitration according to the rules of the American Arbitration Association, which are hereby incorporated in this Agreement.

The decision of the arbitrator shall be advisory only and shall be submitted to the School Board and the Association. In the event the School Board does not accept the arbitrator's decision, then the Board shall by written decision specifically set forth the reasons for their action.

- 8.3 Costs - The fees and expenses of the arbitrator will be shared by the two parties equally.

8.4 Rights of Teacher to Representation

- a. An aggrieved person may be represented at all stages of the grievance. Any party in interest who is a member of the Association may be represented by a representative selected by the Association. The Association may appear and be heard at any stage of the grievance procedure.
- b. When a teacher is not represented by the Association in the processing of a grievance, the Association shall at the time of the submission of the grievance to the principal, or any higher level, be notified by the Principal in writing that the grievance is in process. The Association shall also be notified by the Superintendent in advance of any hearing and shall have the right to be present and state its position at all hearing sessions held concerning such grievance and shall receive a copy of all decisions rendered. Any resolutions of this grievance shall not be inconsistent with the terms of this agreement.
- c. The Board shall assure that the parties in interest and witnesses are guaranteed freedom from restraint, interference, coercion, discrimination, or reprisal with respect to the processing of the grievance.

8.5 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants and shall not be forwarded to any prospective employer of the grievant, nor shall such documents be revealed or the grievance be alluded to in any communication between the administration and said prospective employer.

8.6 When appropriate to the context of a grievance, the grievance may be initiated at Level Two.

8.7 The parties may extend grievance timelines by written mutual consent.

SECTION 9: RESERVATIONS TO THE VOTERS

9.1 While terms of this agreement have been a product of good faith negotiations, both parties recognize the fact that funds negotiated in this agreement must be appropriated by the district. Any agreement reached which requires the expenditure of such funds for its implementation shall not be binding on the school board, unless and until the appropriations have been made by the voters of the district.

The School Board shall make a good faith effort to secure the funds necessary to implement said agreements. If the school board proposed budget for the implementation of this agreement is not approved, negotiations may be reopened.

DATE: 2/7/08

JOHN STARK REGIONAL HIGH SCHOOL

JOHN STARK REGIONAL SCHOOL BOARD

SCHOOL TEACHERS' ASSOCIATION

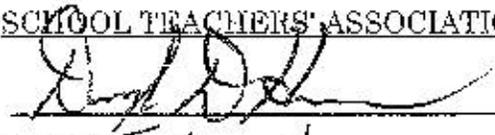


Joe Petrone

Monty Brown

John W. Sullivan

JWS



Timothy Young

Margaret M. Gibson

John Stark Salary Schedule

Appendix A

2008-2009

Steps	BA	BA-24	MA	MA + 24
1	33,000	35,739	38,770	41,173
2	34,199	37,036	40,185	42,858
3	35,439	38,381	41,643	44,217
4	36,726	39,774	43,155	45,822
5	38,059	41,218	44,722	47,485
6	39,440	42,714	46,345	49,209
7	40,872	44,264	48,027	50,995
8	42,355	45,871	49,516	52,576
9	43,893	47,293	51,051	54,206
10	45,487	48,759	52,634	55,886
11	46,897	50,271	54,265	57,619
12	48,350	51,829	55,948	59,405
13	49,849	53,436	57,662	61,247

2009-2010

Steps	BA	BA+24	MA	MA + 24
1	34,000	36,822	39,945	42,421
2	35,234	38,159	41,402	43,961
3	36,513	39,544	42,905	45,557
4	37,839	40,979	44,463	47,210
5	39,212	42,467	46,077	48,924
6	40,636	44,008	47,749	50,700
7	42,111	45,606	49,483	52,541
8	43,639	47,261	51,017	54,169
9	45,223	48,726	52,598	55,849
10	46,866	50,237	54,229	57,580
11	48,316	51,794	55,910	59,365
12	49,816	53,400	57,643	61,205
13	51,360	55,055	59,430	63,102

2010-2011

Steps	BA	BA-24	MA	MA + 24
1	34,500	37,364	40,532	43,045
2	35,752	38,720	42,011	44,507
3	37,050	40,125	43,536	46,227
4	38,396	41,582	45,117	47,905
5	39,789	43,051	46,754	49,644
6	41,233	44,656	48,452	51,446
7	42,730	46,277	50,210	53,313
8	44,281	47,956	51,767	54,366
9	45,888	49,443	53,372	56,670
10	47,554	50,975	55,026	58,427
11	49,028	52,556	56,732	60,238
12	50,548	54,165	58,491	62,105
13	52,115	55,865	60,304	64,030

John Stark Regional High School
Appendix B
Co curricular Schedule
2008-2009, 2009-2010, 2010-2011

Co curricular Activity	Number (ea)	2008- 2009 Salary (ea)	2009- 2010 Salary (ea)	2010- 2011 Salary (ea)
V Boys Basketball Coach	1	5130	5340	5505
V Girls Basketball Coach	1	5130	5340	5505
Boys Track Coach	1	4240	4410	4545
Girls Track Coach	1	4240	4410	4545
JV/Assistant Varsity Boys Basketball Coach	1	4240	4410	4545
JV/Assistant Varsity Girls Basketball Coach	1	4240	4410	4545
Theatre Arts Director, Fall	1	4240	4410	4545
Theatre Arts Director, Spring	1	4240	4410	4545
V Baseball Coach	1	4240	4410	4545
V Boys Lacrosse Coach	1	4240	4410	4545
V Boys Soccer Coach	1	4240	4410	4545
V Field Hockey Coach	1	4240	4410	4545
V Girls Lacrosse Coach	1	4240	4410	4545
V Girls Soccer Coach	1	4240	4410	4545
V Head Football Coach	1	4240	4410	4545
V Ice Hockey Coach	1	4240	4410	4545
V Softball Coach	1	4240	4410	4545
V Volleyball Coach	1	4240	4410	4545
V Wrestling Coach	1	4240	4410	4545
Yearbook Advisor	1	3905	4065	4190
JV Baseball Coach	1	3235	3365	3470
JV Boys Soccer Coach	1	3235	3365	3470
JV Field Hockey Coach	1	3235	3365	3470
JV Girls Soccer Coach	1	3235	3365	3470
JV Softball Coach	1	3235	3365	3470
JV Volleyball Coach	1	3235	3365	3470
Production Company Coordinator	1	3235	3365	3470
Alpine Skiing Coach	1	2345	2440	2515
Boys Cross Country Coach	1	2345	2440	2515
Golf Coach	1	2345	2440	2515
Indoor Track Coach	1	2345	2440	2515
V Assistant Football Coach	1	2345	2440	2515
V Cheerleading Coach, Fall	1	2345	2440	2515
V Cheerleading Coach, Winter	1	2345	2440	2515
V Girls Cross Country Coach	1	2345	2440	2515
Pep Band Advisor	1	2235	2325	2395
JV Head Football Coach	1	2015	2100	2165
Freshman Football Coach	1	1905	1985	2045
JV Assistant Football Coach	1	1905	1985	2045
JV Boys Lacrosse Coach	1	1905	1985	2045
JV Cheerleading Coach, Winter	1	1905	1985	2045

JV Cheerleading Coach, Fall	1	1905	1985	2045
JV Girls Lacrosse Coach	1	1905	1985	2045
JV Ice Hockey Coach	1	1905	1985	2045
JV Wrestling Coach	1	1905	1985	2045
Swim Team Coach	1	1905	1985	2045
Theater Vocal Coach	1	1905	1985	2045
Theatre Music Director	1	1905	1985	2045
Theatre Technical Director, Fall	1	1905	1985	2045
Theatre Technical Director, Spring	1	1905	1985	2045
Freshman Boys Basketball Coach	1	1785	1860	1920
Freshman Boys Soccer Coach	1	1785	1860	1920
Freshman Girls Basketball Coach	1	1785	1860	1920
Freshman Girls Soccer Coach	1	1785	1860	1920
Public Relations/JSR Newspaper	1	1785	1860	1920
Student Newspaper Advisor	1	1785	1860	1920
Anime-Gamers Club Advisor	1	1675	1745	1800
Student Council Advisor	1	1565	1630	1680
Athletic Advisory Advisor	2	1230	1280	1320
Junior Class Advisor	2	1230	1280	1320
Robotics Club Advisor	1	1230	1280	1320
Senior Class Advisor	2	1230	1280	1320
Mentor Program Coordinator	2	930	970	1000
French Honor Society Advisor	2	815	850	880
Granite State Challenge Advisor	2	815	850	880
National Honor Society Advisor	2	815	850	880
Spanish Honor Society Advisor	2	815	850	880
Tri-M Music Honor Society Advisor	1	815	850	880
DECA Advisor	1	655	685	710
Freshman Class Advisor	2	655	685	710
Leo Club Advisor	2	655	685	710
Math Team Coach	2	655	685	710
Model United Nations Advisor	2	655	685	710
Outing Club Advisor	1	655	685	710
Snowboard Club Advisor	1	655	685	710
Sophomore Class Advisor	2	655	685	710
Students Against Destructive Decisions Advisor	1	655	685	710
Washington Close Up	1	655	685	710
Mentor for New Teacher	12	400	420	435