AGREEMENT

between the

MASCENIC REGIONAL SCHOOL BOARD

and the

MASCENIC EDUCATION ASSOCIATION -- NEA/NH

July 1, 2014 - June 30, 2016

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1. RECOGNITION

1.1 The Mascenic Regional School Board recognizes the Mascenic Education Association/NEA New Hampshire as the exclusive bargaining representative for all teachers, and others, as defined in Section 1.2, employed by the Mascenic Regional School system for the purpose of negotiating with the Board with respect to terms and conditions of employment pursuant to and defined by RSA 273-A.

1.2 The term "teacher" shall mean a full time professional employee whose main duty is classroom teaching and whose position requires certification by the State Board of Education. The Mascenic Regional School Board recognizes the Mascenic Education Association as the exclusive bargaining representative for all nurses, guidance counselors, and librarians employed full time by the Mascenic Regional School District for the purpose of negotiating with the board respect to terms and conditions of employment pursuant to and defined by RSA 273-A.

1.3 The term "teacher" shall exclude all others employed by the Board including: Superintendents, Principals, Administrative Personnel, Teacher Consultants, Teacher Aides, Custodial Personnel, Food Service Personnel, other persons employed by the Board and/or any other administrative or supervisory employee.

2. NEGOTIATION PROCEDURE

The parties will negotiate in accordance with RSA 273-A as that statute may be superseded or amended. In addition:

2.1 Any tentative agreements reached during negotiations are subject to reaching full agreement on all items and ratification by the full membership of the school board and the Association.

2.2 Any agreement reached which requires the expenditure of public funds for implementation shall not be binding on the Board, unless and until the necessary appropriations have been approved by the vote of the District. The Board shall make a good faith effort to secure the funds necessary to implement said agreements. If such funds are not forthcoming, and the District voters adopt an amount less than the budget proposed by the School Board for the administration of the school and the payment of school bills, the agreements reached by the parties shall be void and the parties shall return to negotiations within fifteen (15) days.

2.3 If the parties fail to reach agreement on any matter or matters which are subject to negotiations, either party may declare an impasse. The parties will then attempt to mutually select a Mediator of their own choosing. If no agreement is reached on a Mediator, either party may request the Public Employee Labor Relations Board to appoint a Mediator for the purpose of assisting the parties in reconciling their differences and resolving the controversies on terms which are mutually acceptable.

2.4 In the event an impasse still exists, the parties agree to follow the procedures outlined under RSA 273-A:12 Resolution of Disputes.

2.5 The costs of mediation and/or fact-finding shall be shared by the Board and the Association.

3. ASSOCIATION, UNION RIGHTS

3.1 The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings, provided that when special custodial service is required, the Employer may make a reasonable charge therefore.

3.2 Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

3.3 The Association shall have the right to use school facilities and equipment, including typewriters, computer equipment (except for Administrative office computers), mimeographing machines, other duplicating equipment, calculating machines and audio visual equipment at reasonable times when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials, supplies and telephone charges incidental to such use.

3.4 The Association shall have the right to post notices of activities and matters of Association concern on designated bulletin boards, at least one of which shall be provided in each school building. The Association may use the District mail service and employer mail boxes for communication to bargaining unit members.

3.5 The rights granted herein to the Association shall not be granted or extended to any competing labor organization.

3.6 The Association will be entitled to hold a meeting of its membership during the first day of work in each school year, either before or immediately following the meeting held by the District Administration. The District will allow at least 30 minutes for the meeting.

3.7 Association Leave - Five (5) days total per year shall be granted upon timely request for the purpose of conducting Association business; said days are non-cumulative. As a condition of granting Association Leave the Association shall pay to the District the cost of any substitute required to cover for the day.

4. SALARY DEDUCTIONS

Upon appropriate written authorization from the bargaining unit member, the employer shall deduct from the salary of any such bargaining unit member and make appropriate remittance for NEA-NH payments, annuities, credit union, and any other plans or programs jointly approved by the Association and the employer. Such authorization shall continue in effect from year to year unless revoked in writing.

5. GRIEVANCE PROCEDURE

The Association and the Board, recognize that honest differences do arise, and that fair and peaceful resolution of such differences are in the best interests of the Mascenic Regional School District.

5.1 Definition. A grievance shall mean a claim by a member of the bargaining unit or the Association that there has been a loss or injury because of a violation of one or more provisions of this agreement, except a grievance shall not be any matter which is beyond the scope of Board authority or limited to unilateral action as defined by state law or the State Board of Education.

For a claim to be considered a grievance it must be submitted in writing within twenty (20) calendar days of its occurrence, or from the time the teacher or Association should have known

of its occurrence. For each step of the Formal Grievance Procedure (¶5.4 below, the parties shall use the "Grievance Form attached as Appendix A).

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 level, except at Board level. Failure at any level of the procedure to appeal a grievance within the specified time limits shall be deemed to be acceptance of the decision at that level.

Any grievant shall continue to fulfill his/her assigned duties, observe applicable rules and regulations, including assignments or directives which may be the subject of the grievance, until the outcome of such grievance has been determined pursuant to this Article or other disposition. However, if the actual subject matter (i.e., alleged violation of a specific substantive provision of this Agreement) of the grievance involves assault or criminal threatening as defined under the New Hampshire Criminal Code on the part of a student against a bargaining unit member, then the grievant, upon request, is entitled to be reassigned while the grievance is pending.

Any time periods set forth below may be extended by agreement of the parties. All references to days shall mean calendar days. If a deadline falls on a Saturday or Sunday, a holiday, or a snow day, then the deadline shall be the next business day. All times will be triggered by the receipt by the other party of the appeal or decision at issue.

5.2 Right of Representation - A member has the right to have a representative of choice present when processing a grievance. The representative should be an official representative of the Association or if not, the Association has the right to have someone present to represent its interests.

5.3 Informal Grievance Procedure - The parties acknowledge that it is more desirable for a member and the immediately involved supervisor to resolve problems through free and informal communications, before resorting to more formal measures. Accordingly, grievances which are not satisfactorily settled in an informal way shall be reduced to writing and referred to the grievance procedure set forth below.

5.4 Formal Grievance Procedure

Step 1: The member shall submit the grievance to his/her Building Principal. The Principal will meet with the grievant within ten (10) calendar days of receiving the grievance. A decision by the Principal shall be rendered in writing within ten (10) calendar days. In the case of the Association, the grievance shall be submitted to the appropriate Building Principal.

Step 2: If the member or the Association is not satisfied with the decision, he/she may appeal the decision to the Superintendent of Schools within ten (10) calendar days after receipt of the decision of the Building Principal. The appeal must be in writing and must specify:

a. The specific provision of the agreement which is alleged to have been violated;

b. The injury and the loss which is claimed; and

c. The remedies sought.

The Superintendent may not act on the grievance unless a, b, and c above are included in the appeal. If the appeal meets the conditions stated above, the Superintendent will meet with the participants of Step 1 and examine the facts of the

grievance and then render his/her decision within fifteen (15) calendar days after the receipt of the appeal.

Step 3: If the member or Association is not satisfied with the decision of the Superintendent, he/she may appeal the decision to the Board. Such an appeal must be made within 10 calendar days after the receipt of the Superintendent's decision. The appeal shall be in writing and include:

a. The specific provision of the agreement which is alleged to have been violated;

b. The injury and the loss which is claimed;

c. The remedies sought; and

d. The fault with the Superintendent's decision.

The Board or a committee thereof shall review the grievance and shall hold a hearing with those involved in the grievance. The School Board shall render its decision in writing within twenty (20) calendar days after the receipt of the appeal.

Step 4: If the Association is not satisfied with the decision rendered by the Board, or the Board fails to render a decision within twenty (20) days after the appeal is received at the SAU offices, the Association may appeal the grievance to arbitration by notifying the Board of its intent to do so within ten (10) calendar days after receipt of the decision or from the date the decision of the Board should have been rendered.

An arbitrator may be selected by mutual agreement of the parties. In the event that the parties fail to agree upon an arbitrator, an arbitrator shall be selected through the procedures set forth by the American Arbitration Association.

The costs for the services of the arbitrator, including per diem costs, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room, shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

The best efforts of the arbitrator shall be used to arbitrate the grievance, but the arbitrator shall have no power to do anything other than interpret and apply provisions of this Agreement. The arbitrator shall have no power to add to, subtract from, or modify any provision of this Agreement or any policy of the Board, unless the policy is contrary to the provisions of the Agreement or state law.

The decision of the arbitrator shall be binding. However, either party reserves the right to appeal said decision under the provisions of RSA 542, incorporated herein by reference.

6. TEACHER RIGHTS

6.1 The Mascenic Regional School system agrees that it will in no way discriminate against bargaining unit members because of their race, creed, religion, color, national origin or ancestry, age, sex, marital status, physical characteristics, disability, sexual orientation, or Association membership.

6.2 Teachers shall have the right, upon reasonable notice, to review and make copies of any information in their file, except confidential pre-employment references. The teacher shall have the right to be accompanied by an Association representative. Notice of request will be given in

writing to the Superintendent or his designee. The file shall be located in the SAU central office. The teacher shall receive copies of any material to be placed in his/her file and may attach a response to any material in the file. The signature of the teacher shall be evidence of receipt of copy and not as assent to the contents. No documents may be used as evidence against a teacher in any proceeding unless the document is included in the official file of the teacher maintained at the SAU central office and available to the teacher for inspection. No document in the Principal's personal files may be used in any proceeding against a teacher and are maintained only for the personal use of the Principal.

6.3 Under the terms of this agreement, an employee shall not be disciplined up to and including non-renewal and dismissal, except for just cause. Just cause, for the purposes of this agreement, shall mean the evidence supports the disciplinary action. Non-renewal of probationary teachers pursuant to RSA 189:14 shall be excluded under this section.

6.4 Any person elected before June 30 for employment in the following school year shall, no later than July 1, provide to the Superintendent's office proof that such member holds appropriate and then current New Hampshire or other required credentials for the position to which the person was elected. For purposes of this section "appropriate credentials" would include any statutory or regulatory exceptions, alternatives, or waivers to full credentials (e.g., "Permission to Employ" letters, "In Process of Certification" status, etc.).

6.5 Complaints or concerns by parents or other members of the community shall not be used in the evaluation or discipline of a bargaining unit member, unless he or she is given full knowledge of the origin and substance of those concerns or complaints and given the opportunity for rebuttal.

7. EVALUATIONS

7.1 The parties agree that a sound evaluation of bargaining unit member performance and effectiveness is essential in improving student performance and overall educational quality of the District.

7.2 Each school year, and no later than September 15, the Administration will review with all teachers the evaluation criteria, goals, expectations, and if applicable, rubrics, to be used for that school year's evaluations. Teachers hired after September 15 will receive the evaluation information within two school weeks of starting to teach.

7.3 All teachers will receive one formal evaluation each school year, using information obtained through ordinary evaluation techniques, including, without limitation, one or more classroom observations/walkthroughs, and the announced evaluation expectations, rubrics, etc. for that school year.

8. ASSIGNMENTS, TRANSFERS, VACANCIES

8.1 The Superintendent of Schools shall make all assignments and transfers within the Mascenic Regional School System.

8.2 Said assignments shall be given in writing to all teachers for the forthcoming school year by June 15th, or twenty-four (24) hours before the last day of school, whichever comes first, subject to re-assignment where necessary in the best interests of the Mascenic Regional School District. Such re-assignments shall be considered as involuntary transfers and treated accordingly.

8.3 A teacher shall not be assigned or transferred to a position for which he/she is not certified or certifiable, except temporarily and when such assignment or transfer is deemed to be in the

best interests of the educational program of the Mascenic Regional School District. Temporary shall be defined for purposes of this article as not to extend beyond the current semester.

8.4 Prior to involuntary transfer of any teacher, the Superintendent shall consider any volunteer to fill said vacancy.

8.5 Any involuntary transfer shall be made only after a meeting between the teacher involved and the Superintendent, at which time the teacher shall be notified of the reason for transfer. In the event that a teacher objects to the transfer, he/she must notify the Superintendent of the objection within five (5) working days. The Association will be notified, and the Superintendent or his/her designee will meet with the Association representative and the teacher within five (5) working days to discuss transfer.

8.6 The term "transfer" shall include all changes in subjects to be taught, department or grade level changes, and building assignments.

8.7 Any teacher involved in an involuntary transfer shall have first option to return to his/ her previous assignment if an opening occurs within 5 years. It shall be the teacher's responsibility to notify the Superintendent of the previous involuntary transfer when applying for the position. The teacher must also have maintained required certification for the vacancy.

8.8 A vacancy which exists within the Mascenic Regional School System, both bargaining unit and/or extracurricular, will be posted in each school building on the bulletin boards assigned for Association use. The vacancy will be posted for 10 days before initial applicant screening except in case of emergency. Notification will be given to the President of the Association or his/her designee at the time of posting. The vacancy notice will include job title, job description, compensation, and requirements for the position. Such qualifications, duties, and compensation shall not be changed after having been posted.

8.9 A vacancy shall be defined for purposes of this article as a position presently unfilled, a position currently filled but which will be open in the future, or a new position. Teachers shall have the right to apply to fill vacancies.

8.10 When a vacancy occurs during the summer months, the President of the Association, or his/her designee, shall receive notice in the mail of such vacancy.

9. LEAVES

9.1 Kinds of Leaves

9.1.1 Unpaid Leave - The Superintendent, as a representative of the District, may approve Unpaid Leave upon the recommendation of the Principal.

9.1.2 Sabbatical Leave: ASabbatical Leave shall be available to staff members who have completed seven (7) years service to the District.

9.1.2.1 This may be a full year leave at half pay or a half-year leave at full pay.

9.1.2.2 Only one Sabbatical Leave per year may be granted.

9.1.2.3 Any application for a Sabbatical Leave is subject to the review of the Administration and the approval of the Board. Such application must be in writing and filed with the Principal and/or Superintendent of Schools no later than December 1 of the year preceding the start of the leave. The applicant(s) will be notified of acceptance or denial of the application no later than February 1.

9.1.2.4 In the event there is more than one application in any given year, the Superintendent, exercising his or her sole discretion, shall determine the recipient taking into consideration, among other things:

the relevance of the proposed sabbatical programs to the respective applicants' positions in the District;

the potential benefit to the District of the proposed sabbatical programs;

the dates the sabbatical applications were received in the SAU office;

the relative seniority of the applicants; and

whether one or more of the applicants had previous sabbatical requests

The Superintendent's decision shall be final and not subject to the grievance procedure.

9.1.2.5 A teacher granted sabbatical leave must return to service in the District immediately upon termination of the sabbatical leave and continue in such service for a period of two years unless physical disability makes this impossible or there is mutual agreement to the contrary. A signed statement in the format of a promissory notice shall stipulate that failure of the teacher to provide such services shall result in the teacher's obligation to reimburse the District a proportional part of the salary paid to him/her during sabbatical leave pro-rated for the portion of the two years not served following the leave.

9.1.2.6 Sabbatical leave is available to bargaining unit members on a seven (7) year recurring basis.

9.1.2.7 Upon return from sabbatical, a teacher will be placed on the same step of the salary schedule as he or she would be had the teacher not taken the sabbatical leave.

9.1.3 Child Leave – Bargaining unit members shall be entitled to a minimum of one full academic year of unpaid child rearing leave ("Child Leave") upon the birth of a child, or the adoption of a minor child. Any such Child Leave shall be concurrent with, and not in addition to, any paid sick leave or any leave under the Family and Medical Leave Act that a teacher may take relative to the birth or adoption of the same child. In order to take such Child Leave, the member must provide written request to the administration at least sixty (60) days prior to the anticipated birth date or adoption when known. The written notice shall include the intended return date. A teacher on said leave shall return on the first day of a school year or on the first day of a marking period, ONLY, and provided further that the total leave shall not exceed twenty-four (24) months. During the time that a staff person is on unpaid Child Leave, the staff person shall be entitled to remain eligible for participation in all District fringe benefit programs, provided they shall be at the sole expense of the staff person. In the event the period of leave shall be less than one (1) semester, the staff person shall be entitled to credit for one (1) year of experience on the teaching salary schedule. If the period of leave shall be in excess of one (1) semester, then the staff person shall not get credit for one (1) year of experience on the salary schedule.

Notwithstanding the foregoing, any employee qualifying for Child Leave shall be assured of not less than one (1) academic year of leave. If leave beyond the amount required by this paragraph is desired, the affected employee may petition the School Board under Section 9.2 herein.

9.1.4 Bereavement Leave - The District shall allow up to four days Bereavement Leave.

9.1.5 Family and Medical Leave Act – Family and medical leave will be granted subject to applicable State and Federal laws and/or precedents which apply to the aforementioned situation. All eligible employees as defined by the Family and Medical Leave Act of 1993 shall be entitled to the benefits set forth therein or the benefits of this contract, whichever is greater; provided, nevertheless, the School Board shall have all the discretion provided in said Act, including but not limited to, to designate leave, to require medical certification and recertification, to transfer persons on intermittent leave to an alternative position, to require periodic notice of intent to return and to require a fitness for duty certificate prior to return. For purposes of calculating the 12 month period for which the act may apply, the District will use the fiscal year of July 1 – June 30. Any leave taken under 9.1.3 shall be considered as leave under the Family and Medical Leave Act.

9.2 All requests for leaves of absence shall be made in writing, shall be granted in writing, and shall not be modified except in writing. Other leaves may be granted at the discretion of the Board.

9.3 Any teacher on an unpaid leave has the option of continuing insurance benefits at his/her own expense and paid in advance. Teachers on Sabbatical Leave are entitled to all benefits described in the master agreement.

9.4 Any teacher who has been on an unpaid leave for greater than 90 days during the school year shall not receive credit for step advancement on the salary schedule in the following school year.

9.5 If legally permissible, all benefits to which a teacher was entitled at the time his/her leave of absence, child rearing leave, or sabbatical leave commenced, shall be restored upon his/her return. This would include unused accumulated Sick Days.

10. SICK TIME/PERSONAL DAYS

10.1 Each teacher shall receive 15 paid sick days each year. Unused sick days may be accumulated to a maximum of 85 days. The District may require a heath care provider's certificate in the following circumstances (which are not mutually exclusive):

10.1.1 Any period of absence consisting of more than four (4) consecutive working days;

10.1.2 Leave of any duration if absence from duty recurs frequently or habitually, provided the employee had been notified that a certificate will be required; or

10.1.3 Leave of any duration when evidence indicates reasonable cause of requiring such a certificate.

10.2 Attendance Award: Any teacher using not more than 0-2 sick days in a single year shall receive an attendance award of $150. If the teacher also has the maximum of 85 sick days accumulated at the end of the school year, the teacher shall receive an additional $150. In addition, any teacher who at the end of the school year has a minimum of 95 days will receive a payment of $300.

10.3 Each teacher shall receive two (2) paid personal days each year. Unused personal days may be accumulated up to a maximum of three (3) days. Unused personal days may be accumulated as sick days.

10.4 Teachers shall be given a written accounting of their accumulated sick leave at the beginning of each school year.

10.5 That except in case of emergency, personal days shall not be taken to extend vacations or holidays periods.

11. SICK BANK

That there shall be established, a sick bank to which bargaining unit members may voluntarily contribute one (1) day to fellow bargaining unit members who have exhausted their annual and accumulated sick leave due to extended illness, excluding child rearing leave. Said sick bank to be cooperatively administered by the MEA and the Superintendent of Schools. In order for a bargaining unit member to draw from this sick bank, he/she must make known his/her intent to contribute to the bank during the first month of the school year.

11.1 Purpose. The purpose of the sick bank is to provide additional sick days to teachers who have exhausted earned sick days at a time of serious and prolonged personal illness. Other hardship situations may be brought to the review board for consideration.

11.2 Membership.

11.2.1 Limited to members of the Mascenic Education Bargaining Unit.

11.2.2 Participation is voluntary; however, one must contribute by a specified date at the beginning of each school year in order to be eligible to benefit.

11.3 Administration.

11.3.1 Review Board - The sick bank will be administered by a review board of five (5) teachers appointed by the Mascenic Education Association Executive Board. The MEA President will serve as an alternate in case of conflict of interest. The President may appoint a designee to take his/her place. The Superintendent of Schools will be notified in advance of the time and place of each meeting of the Review Board and may attend meetings or designate an administrator as his/her representative.

11.3.2 Contributions - Each participating teacher will contribute one (1) day of his/her earned sick days. Teachers who have joined the Sick Bank during the previous contractual year shall continue to be members of the Sick Bank and contribute one (1) day to the Sick Bank only on an as needed basis after all teachers who are new to the Sick Bank have given one (1) day.

11.3.3 Maximum Balance - Sick days may accumulate to two times the number of bargaining unit members.

11.3.4 Minimum Balance - In the event that the sick bank is diminished by 50% of the total maximum balance, participating teachers will be required to contribute an additional day. For an individual member who has exhausted his/her earned sick leave, the requirements to contribute additional day(s) may be waived by the review board with the understanding that the delayed contribution would be made from the following year's sick leave. The review board reserves the right to set a limit on the number of days that members would be asked to contribute.

11.4 Utilization of Sick Bank Days.

11.4.1 Request - A teacher who qualifies under Section B, Purpose, above may apply for a specific withdrawal from the Sick Bank by contacting MEA President.

11.4.2 Evidence of Need - The Review Board may require a doctor's note and may request input from school administration.

11.4.3 Administrative Input - The administration may provide the Review Board with information which it may deem appropriate and helpful to their deliberations.

11.4.4 Review Board Decision - Decisions of the review board will be honored by the administration as well as by teachers who apply for withdrawal of sick days.

12. INSURANCE

12.1 Teachers who show proof of otherwise being covered by a health insurance plan roughly comparable to any plan offered by the District will receive additional compensation of $2,000 for opting out of the single person coverage offered by the District, or $2,500 for opting out of either the two person or the family coverage offered by the District. The opt out payments will be pro-rated and paid with each ordinary paycheck. No more than once every 60 days the District may request any teacher who has opted out to show proof of continuing coverage in the comparable plan.

12.2 Medical insurance benefits and coverage will be available through the School Care HMO, and Point of Service ("POS") plans. The District's contributions toward premiums will be: 88.9% for single person coverage; 90.7% for two person coverage; and 83% for family coverage, with the HMO premiums being the driver.

In addition to the HMO and POS plans, bargaining unit members may instead elect enrollment in the School Care Open Access+ plan. The District's contribution for Open Access+ premiums will be in the same percentages as stated above, i.e., 88.9% for single person, 90.7% for two person, and 83% for family. For those members electing coverage under the Open Access+ plan, the District will pay as additional income compensation:

$250 per year for each member electing single person coverage;

$500 per year for each member electing two person coverage; and

$750 per year for each member electing family coverage.

All such payments paid pro-rata through the school year.

12.3 The District shall pay one hundred percent (100%) of the single person rate and shall pay seventy-five percent (75%) of the Two Person or Family Rate toward the Annual Premium for Delta Dental Insurance, Plan III coverage's A and B with no deductible and coverage's C and D. The maximum benefit is $1,000.

12.4 The District shall pay the cost of providing $30,000 of term life insurance with accidental death and dismemberment to all employees covered by this Agreement.

12.5 The District shall pay the cost of providing long term disability insurance for all employees covered under this agreement. Insurance shall provide 66-2/3% of average monthly salary to a maximum of $3500.00 per month with a 90 day waiting period. Benefits shall be payable until

normal Social Security retirement entitlement age. While receiving long-term disability benefits pursuant to this contract, the District will continue existing payments for the insurances outlined in this agreement based on the following formula:

12.5.1 For persons with 0 through 1 year of service to the District, there shall be no payments.

12.5.2 For persons with 1 year through 9 years of service to the District, the District will continue the insurance benefits for 90 days from the end of the month when LTD benefits begin.

12.5.3 For persons with 10 years or more service to the District, the District will continue the insurance benefits for 150 days from the end of the month when LTD benefits begin.

12.6 Any employee who retires shall be eligible to continue coverage under the District's dental insurance plan, at the employee's expense provided the District continues to extend such coverage as a continuing benefit to active teachers, and provided such continuing coverage is allowed by the District's then current insurer.

12.7 The District shall make a Flex Spending Account available to the members.

13. TUITION AND STUDENT LOAN ASSISTANCE

13.1 The District will provide financial assistance to teachers for the cost of graduate courses taken while said teacher is under contract to the district. Reimbursement is based on the actual cost per credit but shall not exceed 110% of the cost per credit in effect at the University of New Hampshire at the time the course is taken. A teacher may request reimbursement for up to 9 credits taken in one contract year. Such assistance is subject to the recapture provisions of §13.4 below.

13.2 To be eligible for reimbursement, the teacher must earn a "B" or better in a letter course or a "P" in a Pass/Fail course. The course must have advance, written approval from the teacher's Building Principal.

13.3 Undergraduate Courses may be considered for the same assistance granted Graduate Courses in 13.1 above when they meet a specific district need, but only upon recommendation of the Superintendent and the approval of the School Board. Such assistance for undergraduate courses is subject to the recapture provisions of §13.4 below.

13.4 Except in cases of the disability of the employee, each teacher who has received a tuition reimbursement under Section 13.1 or 13.3, or student loan repayment contributions under 13.8, is expected to remain employed in the District for at least two full school years after the year in/for which he or she received the reimbursement.

Any teacher who voluntarily terminates his or her employment without working two full school years after the end of the school year in/for which he or she received a reimbursement, shall refund the reimbursement to the District pro-rated for each month less than the two year (10 mo. per year) requirement:

Example: Teacher receives reimbursements of $400 in each of 04/05, 05/06, 06/07 and 07/08. Teacher resigns in April 08. Teacher is obligated to refund as follows:

07/08	20/20	months	= $400
06/07	12/20	months	= $240
05/06	2/20	months	= $ 40

04/05 = $ 0

The amount to be refunded will be deducted from the teacher's final paycheck from the District. If the amount of the final paycheck is less than the amount owed by the teacher, the teacher shall repay the balance pro-rated monthly over two years, starting with the first of the month following the teacher's last day of work with the District. In the event that the teacher fails to make the required payments, the District may enforce the obligation in the appropriate Court, and teacher shall be responsible for any legal costs incurred by the District, including reasonable attorneys' fees.

13.5 ***NOTE: Eligibility of workshop clock hours for purposes of movement to a higher degree track will be phased out. Members may continue to earn eligible clock hours through June 30, 2013, and must use them before June 30, 2018.*** Forty-five (45) clock hours shall equal one course credit for the purpose of movement between tracks on the salary scale. A total of 15 non-college credits or 675 staff development clock hours may be used for track conversion purposes. Within one degree, staff development hours and college credits will be interchangeable, and one conversion within each degree will be permitted each staff member. Staff members may become eligible for an advanced track on the salary scale because of additional credits, an additional degree or a clock hour conversion. Teachers will receive by November 1, a notice of clock hours earned and reported as of October 1.

13.6 Staff members may apply for an advanced track before the actual receipt of the necessary credits, degree or clock-hour conversion by December 1st of the previous year and must provide certification of completion of all requirements to advance in track to the Superintendent by September 1st the year change is to take effect.

13.7 Staff development money available to each bargaining unit member for workshops and conferences shall be $500. Reimbursement requests or purchase orders for workshops or conferences must be submitted on or before June 15.

13.8 The Board will provide a $3,500 pool annually for the purpose of student loan repayment for teachers at step 4 or lower on the salary schedule. The pool will be divided on a prorated (per capita) basis among all eligible applicants. However, individual teachers shall be eligible to receive no more than $500 per year on their loans, or the balance of their loan(s), whichever is less.

The repayment contribution shall be made directly to the educational and/or financial institution(s) designated by the employee. In order to receive this contribution, the employee shall provide proof of the loan(s), including verification of monthly payment amount(s) and a year-end summary of the repayment activity from the institution(s).

All student loan repayment contributions made will be subject to the recapture provisions set forth in Article 13.4.

14. COMPENSATION

14.1 The employment period for this contract shall **not exceed 183** days. **175 of the 183 days shall be school-days, and the remaining 8 shall be in-service days to be scheduled at the discretion of the Superintendent, including the two summer vacation days which were previously planned jointly. Guidance counselors shall be eligible to work up to 8 additional days (four prior and four after the school year), and shall be paid their per diem rate, with prior approval of the Superintendent and the individual building principal.** The 183 days shall be consecutive except for weekends and holidays.

14.2 Salary Schedule: See Appendix B

14.2.1 Step Placement: New employees contracted for bargaining unit positions shall be placed on the salary schedule based upon their teaching or other qualified experience as follows:

Lateral hires: A person with previous teaching experience will be placed on the step according to the teaching experience of the then current staff;

Newly Graduated Teachers: A newly graduated teacher (i.e., without prior teaching or other qualified experience) will be placed on step 0;

Critical Shortage Area Teachers: Notwithstanding the provisions above concerning lateral hires and newly graduated teachers, any person who, at the time of hire, has fewer than three years of prior teaching experience and is hired to fill a teaching position which, at the time of hire, is within a critical shortage area as determined by the New Hampshire State Department of Education, may, upon the exercise of the Superintendent's sole discretion, receive "qualified experience" up to three years for purposes of step placement (e.g., a person hired for a critical area position who has 12 years experience in the appropriate field may be placed on steps 0, 1, 2 or 3, while a person hired for such position with one year experience in the field may be placed on steps 0 or 1).

14.2.2 Track Placement: Placement on the salary schedule degree tracks shall be based upon the highest degree related to the teacher's position within the District. All credits earned prior to moving onto a higher degree track are merged with the degree and may not be counted for additional track movement. After July 1, 2016, only credits from graduate courses or from courses previously approved by the Superintendent may be used for the purposes of track movement. Once a teacher receives a Master's Degree, the Master's plus 15 track is only available to those teachers who have acquired 15 credits after obtaining the Master's Degree, which credits have been approved in advance by the Superintendent of Schools and the Staff Development Committee.

Staff members may apply for an advanced track before the actual receipt of the necessary credits, degree or clock-hour conversion by December 1st of the previous year and must provide certification of completion of all requirements to advance in track to the Superintendent by September 1st the year change is to take effect.

14.2.3 Closed Steps/Tracks: BA & BA+15 Tracks: As of the beginning of the 2010-2011 school year, the BA Track is closed at Step 10, and the BA+15 Track is closed at Step 12. Teachers employed by the District and who had attained BA Step 11 and/or BA+15 Step 13 as of the beginning of the 2010-2011 school year are grandfathered and may continue on those tracks through Step 26.

Former Track BA+30: If while an employee of this District, a member had a) applied for placement on the then existing BA +30 track before December 1, 2003, and b) had attained that track before September 1, 2004, that member will be compensated under the MA track.

14.3 Performance Pay: The Board has the specific right to withhold any salary increment from any employee who does not achieve satisfactory evaluation of their job performance.

14.4 Teachers required to attend special education team meetings or who are required to perform other special education services outside of the normal workday will be compensated as follows: For every special education team meeting which a teacher is required to attend or other special education service performed beyond two (2) per semester, the teacher shall be entitled to compensation outside of the normal workday at the rate of $35.00 per hour pro-rated to the nearest 15 minutes for meetings that extend beyond 15 minutes prior to the start of school or after the end of school. Notwithstanding the foregoing, with respect to services other than special education team meetings, the teacher will be compensated only if the administrations has approved the before/after school service.

14.5 Recognition of Service - Retirement: Teachers who retire, provided they are eligible under the NH Retirement System, and who give notice by December 31st of the year of retirement, will receive a service award by July 31st following the date of retirement based on the following schedule:

With 15 years of service in the District $3,500;

With 16-20 years of service in the District $5,000;

With 21-25 years of service in the District $6,500;

With 26-30 years of service in the District $8,000;

With 31-35 years of service in the District $9,500;

With 36 or more years of service in the District $11,000.

In situations when a teacher retires due to a disability, but provides notice after December 31, and the teacher would otherwise have been eligible for a service award, such teacher shall receive the service award by July 31st of the second fiscal year after the date of retirement.

Each time a teacher gives notice under this section of intent to retire by a stated date, but then does not retire, that teacher's eventual Recognition of Service Award will be reduced by 10%.

14.5.1 **Retirement with Health Insurance Benefit: Any teacher between the ages of 60 and 65 with 10 or more years of service in the District who elects to retire as provided in 14.5 above, shall also be eligible to receive a maximum of two years of insurance coverage at 50% district contribution towards the plan premium for single or two person coverage. Eligibility for this benefit ends at age 65.**

14.6 Recognition of Service – Longevity: In addition to their base salaries, bargaining unit members who have worked in the District longer than ten (10) years will receive annual, non-cumulative, longevity payments for service in District as follows:

at the completion of each of years 10-14 , one hundred sixty-seven dollars ($167);

at the completion of each of years 15-19, three hundred thirty-three dollars ($333);

at the completion of each of years 20-24, five hundred dollars ($500);

at the completion of each of years 25-29, six hundred sixty-seven dollars ($667);

at the completion of each of years 30-34, eight hundred thirty-three dollars ($833);

at the completion of each year of 35+, one thousand dollars ($1,000).

14.7 Co/Extra-Curricular Compensation Committee: The Co/Extra Curricular Compensation Committee (the "Committee") shall be comprised of six members, three appointed by the District, and three appointed by the Association. New appointments to the Committee will be made every two years.

The primary function of the Committee is to review the compensation/compensation formulas for current co/extra curricular positions, and academic/administrative stipend positions, in so far as the compensation and duties for the positions relate to each other.

The Committee shall establish "Relative Compensation Ratings" for each position. There shall be two different groups upon which Relative Compensation Ratings will be established: (1) academic/administrative (e.g., Department Heads, Lead Teachers, etc.; and (2) co/extra curricular positions; with the Relative Compensation Ratings established by comparison only within the separate groups. The Relative Compensation Ratings for the current co/extra curricular positions, and the current stipend amounts for the academic/administrative positions are set forth at Appendix C.

The Committee will endeavor to establish Relative Compensation Ratings for the academic/administrative positions.

Nothing in this section shall be interpreted as limiting in any way the School Board's authority to establish new positions, eliminate existing positions, or to re-define the scope or duties of such positions. Moreover, the parties agree that the Committee's review of the positions is based entirely upon the positions as defined, or as may be re-defined, by the School Board and/or the Administration.

The Committee shall receive notice no later than two school days after any decision by the School Board to establish, re-define or eliminate a position. In the event that the Board establishes a new position to start during the then current fiscal year, such position shall be paid from funds other than those allocated for existing positions, or from then unfilled positions. In the event that the new position is to begin less than 30 days after the decision to add the position, or in the event that the Committee has not established a Relative Compensation Rating for the new position as of two weeks before the start date for the position, the School Board may unilaterally establish the compensation/stipend amount for that position for the then current fiscal year.

15. WORKING CONDITIONS

15.1 Morning duty, Recess duty, and any other non-classroom duties which are necessary for maintaining a well run school and assuring the safety of the students will be considered part of the regular work day for teachers. Before August 15 the Building Principals shall meet with the President of the Association or his/her designee to discuss the proposed duty schedule for the coming school year. All non-classroom duties will be assigned fairly as is practicable by the administration, among the teachers assigned to each building as scheduling permits. Teachers will be notified of any permanent, non-emergency change to the duty schedule during the school year at least five (5) days in advance. Teachers whose teaching assignments are in more than one building shall not be assigned duties.

15.2 The "normal" on-site workday for members shall begin fifteen (15) minutes prior to the beginning of the student day until fifteen (15) minutes after the close of the student day as set forth by board Policy for the 2002-2003 school year. While all teachers are expected on occasion to carry on on-site obligations outside the normal workday, it is understood that these occasions will not be so frequent as to be considered part of the usual daily routine. The preceding sentence is not intended to increase the number of workdays permitted under Article 14.1.

15.3 All bargaining unit members shall be scheduled a duty-free, uninterrupted lunch period equal to the student lunch period.

15.4 The District shall provide teachers with a minimum of 4 unencumbered planning periods per 5-day workweek. For elementary teachers, this planning time shall occur when students are scheduled for art, music, P.E., plus an additional 25 minutes per student day. The current level of planning time shall not be reduced without the consent of both parties.

15.5 Teachers who substitute or are required to perform District-related work resulting in the loss of a planning period will be reimbursed at the rate of $30.00 per hour pro-rated up or down to the nearest fifteen minutes. If this substitution continues for more than ten (10) school days for a position that has not been filled, the teacher shall receive one third (1/3) of their salary for the portion of the work year (the fractional portion of the **183**-day work year) that s/he fills this position. This sentence will apply to members of the high school staff based upon the current block schedule of classes. For the members of the middle school staff, the teacher shall receive one fifth (1/5) of their salary for the portion of the work year (the fractional portion of the **183**-day work year) that s/he fills this position. If the schedule of classes changes from the current configurations, the preceding ratios will be changed to reflect the new schedule of teaching assignments.

15.6 In the event of emergency, the parties agree to cooperate to protect the welfare of the students and/or the educational program.

15.7 A member who has been substituting for a member of the bargaining unit for more than ten (10) school days will be paid on the salary schedule of the appropriate step and track based upon her/his training and experience.

15.8 If the grade assigned to a student by a teacher is changed by the principal, the Board or administratively (e.g., attendance failures, etc.), then the teacher's name will be removed from the student's transcript.

16. REDUCTION OR ADJUSTMENTS IN FORCE

Should the School Board find it necessary to reduce the number of certified full time teaching positions, the District shall follow the procedures set forth below. These procedures shall apply equally when the "reduction" in force is comprised of an adjustment to staffing levels which although do not result in any net change of positions, a person with different credentials is required (e.g., replacement of a German teaching position with an additional Math position).

16.1 The Superintendent will notify the President of the Teachers Association when discussion of a reduction in force is placed on the School Board agenda. (First meeting)

16.2 Before any decision to reduce force, the School Board will request written presentations regarding said reduction in force from the Teachers' Association, individual teachers, students, and the public. These presentations are to be submitted on or before the next scheduled School Board Meeting (second meeting), at or following which the Board may decide whether the reduction in force is necessary or appropriate.

16.3 The Superintendent will present a reduction in force proposal to the School Board at the next scheduled School Board Meeting, taking into consideration the presentations submitted to the School Board in (2) above. (Third meeting)

16.4 The Superintendent will use the following guidelines in determining the personnel involved in the reduction in force:

16.4.1 All reductions in force will be determined by these classifications:

(1) Grades K-8 by certification
(2) Grades 7-12 by certification
(3) Specialist by Certification
(4) Special Education

16.4.2 Reductions within the affected classification will be made as per the following priorities:

(1) Retirement
(2) Resignation
(3) Voluntary Transfer
(4) Non-Renewal of Contract of probationary teachers

16.4.3 After the factors of 16.4.1 and 16.4.2 are utilized, the Superintendent will use the following: certification, academic preparation, professional growth, job performance, seniority, experience in certified areas(s) and classification(s), ability, overall effectiveness, and past performance. All of the factors being equal, then seniority will be the final determinative factor. Seniority is defined as the length of continuous service within the District, excluding any period while not employed in a bargaining unit position. Approved leaves shall not constitute a break in service.

16.5 Teachers shall be recalled in reverse order of layoff for any open position within the classification in which the layoff occurred.

16.5.1 Laid off teachers shall be eligible for recall for a two-year period following their final date of employment.

16.5.2 Teachers shall be responsible for notifying the Superintendent in writing of their current address. Recall notices shall be mailed certified, return receipt requested.

16.5.3 Teachers shall have 20 business days to respond to any recall notice. Failure to accept recall shall terminate the teacher's rights under this Article.

16.5.4 No new employees shall be hired for any vacancy within a classification while there are laid off personnel from those classifications available to fill those positions as per a, b, and c above.

16.6 The decision to implement a reduction in force shall be made at the sole discretion of the School Board.

17. RESIGNATION

17.1 Except in case of an emergency, or as otherwise provided by law, teachers shall be expected to give thirty (30) days notice of their intent to resign.

17.2 It is the intent of the parties that emergency be defined as including a physical or emotional crisis of the teacher or the immediate family of the teacher where re-employment is not contemplated or undertaken.

17.3 Any teacher whose resignation does not follow the conditions set forth in section 17.1 or meet those set forth in 17.2 above, shall pay the District $350.00. Said payment may be deducted from the final paycheck of the teacher.

18. DURATION

The provisions of this Agreement will be effective as of July 1, 2014 except as otherwise provided for herein, and will continue and remain in full force and effect until June 30, 2016.

19. NOTICES

Notwithstanding any provision of this Agreement to the contrary, for any written notice, request or demand described in this Agreement, the delivery, submission or receipt of which triggers a countdown to a deadline for a future act, right or procedure, that countdown will commence upon the receipt by the party to receive the notice, request or demand. Any such notice, request or demand required to be given to a bargaining unit member, or to either of the parties, will be deemed received as of:

19.1 the date of a return receipt for USPS Certified Mail;

19.2 the date of a signed record of delivery by Federal express, or some other commercial carrier;

19.3 the date of any signed receipt form the person to whom the notice is directed;

19.4 the date shown on any affidavit (which need not be acknowledged) completed by a New Hampshire resident over the age of eighteen that the notice, etc. was delivered in hand to the person to whom the notice is directed, or the person's residence. The limitation to New Hampshire residency shall not apply to bargaining unit members, representatives of the NEA-NH, or employees of the District or SAU #87;

19.5 the date and time shown on any fax confirmation receipt or email, provided that a copy of the fax or email is forwarded via first class US mail within eight business hours thereafter; or

19.6 Notices to bargaining unit members may be made in hand, or by delivery to the residential address on record with the District.

20. MANAGEMENT RIGHTS

Except as otherwise provided for in this Agreement, the Association recognizes that the School Board shall retain the sole right and authority to operate and direct the affairs of the School District in all its various aspects. The "right and authority to operate and direct the affairs of the School District" shall be construed to include, but shall not be limited to the powers specially enumerated within RSA 273-A, XI, as well as the powers; to plan, direct, control and determine the operations or services to be conducted in and by the School District or its employees; to determine the methods and means by which such operations are to be conducted; to supervise, manage and control the District work force; to hire, promote, transfer, and lay off employees; to lawfully and for just cause, to demote, discipline, suspend or discharge employees as allowed by law and this Agreement, to relieve employees due to lack of work, funds or other legitimate reasons; to determine schedules of work and the work tasks and standards of performance for employees, as allowed by law and this Agreement; to make and enforce rules and regulations; and to change methods, equipment or facilities, as allowed by law and this Agreement.

Notwithstanding the foregoing, it shall be the right of the Association to present and process grievances of its members and exercise other rights provided for/by this Agreement and under law.

21. ENTIRE AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after exercise of that right and opportunity are set forth in this Agreement.

Therefore, the Board and the Association, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to, or covered by this Agreement, even though such subjects or matters may not have *been* within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Unless expressively stated herein to the contrary, all prior practices and agreements, oral or written, are hereby cancelled and superseded.

Notwithstanding the foregoing, as there may be prior practices which are:

a. evidence of the parties' mutual interpretation of the provisions of this or prior collective bargaining agreements and/or

b. accepted practices concerning mandatory subjects of negotiation, such prior practices survive this agreement until otherwise changed by written agreement of the parties.

****

This Agreement concludes collective bargaining (except as provided for in the grievance procedure) for its term, and may only be amended during its term by the parties' mutual agreement in writing.

For the Mascenic Regional School Board

Date: 5/19/14, 2014

For the Mascenic Education Association

Date: 5/16/, 2014

Grievance Report Form

STEP ONE

Date received by Principal

Grievant: _____

To: _____ _____
Name of Principal School

2. **MUST BE RECEIVED BY PRINCIPAL WITHIN 20 CALENDAR DAYS OF OCCURRENCE**

1. Statement of Grievance. Include the general factual circumstance and state how you believe the Collective Bargaining Agreement has been violated; include: personnel involved; and the specific Article and Section of the Collective Bargaining Agreement. (Attach additional sheets if necessary).

Date(s) of alleged occurrence(s): _____ Article/section(s) of CBA alleged violated: _____

_____

_____

_____

_____

3. Relief sought:

_____

_____

_____ _____
(Grievant Signature) **Date**

Answer given by Principal (Attach additional sheets if necessary): _____

_____

_____

_____

_____

_____

_____ _____
(Principal's or representative's Signature) **Date**

Grievance Report Form

STEP TWO
(Appeal to Superintendent)

Date received by Superintendent

Grievant response to Principal's Answer (attach additional sheets if necessary): _____

_____

_____

_____

_____

_____

_____

_____

_____

_____ _____
(Grievant or Representative's Signature) **Date**

Answer/Decision of Superintendent (attach additional sheets if necessary): _____

_____

_____

_____

_____

_____

_____

_____ _____
(Superintendent's Signature) **Date**

Grievance Report Form

STEP THREE
(Appeal to School Board)*

*Deliver to SAU Office

Date received by School Board/SAU

Grievant response to Superintendent's answer – must also include reason Grievant believes Superintendent's decision is at fault (attach additional sheets if necessary): _____

_____

_____

_____

_____

_____

_____

_____ _____

(Grievant or Representative's Signature) **Date**

Answer/Decision of the School Board (attach additional sheets if necessary): _____

_____

_____

_____

_____

_____

_____

_____

_____ _____

(Board Representative's Signature) **Date**

Salary Schedule

For the 2014-2015 School Year, bargaining unit member employed by the District at the end of the 2012-13 school year will be moved ahead 2 (two) steps from their experience step at the end of the 2012-13 school year. Bargaining unit members hired during the 2013-14 school year will move ahead 1 (one) step.

2014-2015 FINAL SCHEDULE							
Exp	BA	BA15	MA	MA15	MA30	RN	RN/BA
0	$ 34,408	$ 35,375	$ 36,342	$ 37,309	$ 38,275	$ 26,351	$ 29,574
1	$ 35,483	$ 36,476	$ 37,725	$ 38,743	$ 39,758	$ 26,893	$ 30,211
2	$ 36,070	$ 37,084	$ 38,098	$ 39,111	$ 40,124	$ 27,624	$ 31,003
3	$ 36,886	$ 37,929	$ 38,972	$ 40,014	$ 41,057	$ 28,193	$ 31,670
4	$ 37,103	$ 38,146	$ 39,189	$ 40,231	$ 41,274	$ 28,410	$ 31,887
5	$ 37,320	$ 38,363	$ 39,406	$ 40,448	$ 41,491	$ 28,627	$ 32,104
6	$ 37,809	$ 38,882	$ 39,953	$ 41,026	$ 42,100	$ 28,869	$ 32,446
7	$ 38,515	$ 39618	$ 40,719	$ 41,821	$ 42,925	$ 29,331	$ 32,983
8	$ 39,282	$ 40,414	$ 41,546	$ 42,678	$ 43,809	$ 29,853	$ 33,623
9	$ 40,099	$ 41,259	$ 42,420	$ 43,581	$ 44,743	$ 30,421	$ 34,291
10	$ 40,974	$ 42,164	$ 43,354	$ 44,545	$ 45,737	$ 31,051	$ 35,019
11	$ 41,957	$ 43,178	$ 44,397	$ 45,618	$ 46,839	$ 31,787	$ 35,856
12	$ 42,880	$ 44,130	$ 45,381	$ 46,630	$ 47,880	$ 32,466	$ 36,632
13	$ 43,867	$ 45,144	$ 46,423	$ 47,703	$ 48,981	$ 33,204	$ 37,469
14	$ 44,788	$ 46,096	$ 47,407	$ 48,714	$ 50,024	$ 33,881	$ 38,243
15	$ 45,712	$ 47,050	$ 48,389	$ 49,727	$ 51,066	$ 34,558	$ 39,020
16	$ 46,696	$ 48,064	$ 49,432	$ 50,801	$ 52,167	$ 35,297	$ 39,856
17	$ 53,229	$ 54,638	$ 56,048	$ 57,457	$ 58,947	$ 41,477	$ 46,177
18	$ 53,229	$ 54,638	$ 56,414	$ 58,129	$ 59,803	$ 41,477	$ 46,177
19	$ 53,229	$ 54,638	$ 57,164	$ 58,907	$ 60,607	$ 41,477	$ 46,177
20	$ 53,229	$ 54,638	$ 57,862	$ 59,631	$ 61,356	$ 41,581	$ 46,319
21	$ 53,229	$ 54,638	$ 58,504	$ 60,233	$ 61,712	$ 42,036	$ 46,819
22	$ 53,229	$ 54,638	$ 58,756	$ 60,233	$ 61,712	$ 42,447	$ 47,271
23	$ 53,229	$ 54,638	$ 58,756	$ 60,233	$ 61,712	$ 42,809	$ 47,669
24	$ 53,229	$ 54,638	$ 58,756	$ 60,233	$ 61,712	$ 43,115	$ 48,005
25	$ 53,229	$ 54,638	$ 58,756	$ 60,233	$ 61,712	$ 43,351	$ 48,265
24/25-26	$ 53,229	$ 54,638	$ 58,756	$ 60,233	$ 61,712	$ 43,480	$ 48,407
26	$ 53,229	$ 54,638	$ 60,545	$ 62,414	$ 64,233	$ 43,480	$ 48,407

Note: For the 2014-15 school year, for a bargaining unit member moving to step 26 from either step 24 or step 25 of the salary schedule is distinct from those members that were already at step 26 prior to the end of the 2013-14 school year.

For the 2015-16 school year, each member of the bargaining unit employed by the District at the end of the 2014-15 school year will move ahead one experience step from their 2014-15 experience step. The following salary schedule will apply for the 2015-16 school year.

2015-2016 FINAL SCHEDULE							
Exp	BA	BA15	MA	MA15	MA30	RN	RN/BA
0	$35,440	$36,437	$37,432	$38,428	$39,424	$32,959	$34,377
1	$36,547	$37,570	$38,857	$39,905	$40,951	$33,989	$35,451
2	$37,633	$38_}681	$40,253	$41,353	$42,448	$34,999	$36,504
3	$38,696	$39,769	$41,145	$42,240	$43,334	$35,988	$37,535
4	$39,737	$40,834	$42,090	$43,215	$44,342	$36,955	$38,545
5	$40,071	$41,198	$42,324	$43,449	$44,576	$37,266	$38,869
6	$40,305	$41,433	$42,559	$43,684	$44,811	$37,484	$39,096
7	$40,834	$41,993	$43,149	$44,308	$45,468	$37,975	$39,609
8	$41,597	$42,787	$43,976	$45,167	$46,359	$38,685	$40,349
9	$42,425	$43,647	$44,869	$46,093	$47,314	$39,455	$41,152
10	$43,307	$44,560	$45,814	$47,068	$48,323	$40,276	$42,008
11	$44,252	$45,537	$46,823	$48,108	$49,396	$41,154	$42,924
12	$45,314	$46,632	$47,949	$49,267	$50,587	$42,142	$43,954
13	$46,311	$47,661	$49,012	$50,360	$51,710	$43,069	$44,921
14	$47,376	$48,755	$50,137	$51,519	$52,900	$44,060	$45,955
15	$48,371	$49,784	$51,199	$52,611	$54,026	$44,985	$46,920
16	$49,369	$50,814	$52,260	$53,705	$55,151	$45,913	$47,888
17	$50,432	$51,910	$53,386	$54,865	$56,340	$46,902	$48,919
18	$54,826	$56,277	$58,107	$59,873	$61,597	$47,911	$49,972
19	$54,826	$56,277	$58,879	$60,674	$62,425	$48,469	$50,554
20	$54,826	$56,277	$59,598	$61,419	$63,196	$48,989	$51,096
21	$54,826	$56,277	$60,259	$62,105	$63,905	$49,468	$51,595
22	$54,826	$56,277	$60,857	$62,726	$64,547	$49,900	$52,046
23	$54,826	$56,277	$61,385	$63,273	$65,112	$50,281	$52,444
24	$54,826	$56,277	$61,830	$63,734	$65,590	$50,603	$52,780
25	$54,826	$56,277	$62,174	$64,091	$65,958	$50,852	$53,039
26	$54,826	$56,277	$62,362	$64,286	$66,160	$50,988	$53,181

In the event that an immediate successor to the 2014-2016 Collective Bargaining Agreement is not in place by the start of the 2016-17 school year, bargaining unit members will begin the 2016-17 school year on the experience step they ended the 2015-16 school year using the salary schedule for the 2015-16 school year.

Co/Extra-Curricular Compensation Committee: The Co/Extra Curricular Compensation Committee (the "Committee") shall be comprised of six members, three appointed by the District, and three appointed by the Association. New appointments to the Committee will be made every two years.

The primary function of the Committee is to review the compensation/compensation formulas for current co/extra-curricular positions, and academic/administrative stipend positions, in so far as the compensation and duties for the positions relate to each other.

The Committee shall establish "Relative Compensation Ratings" for each position. There shall be two different groups upon which Relative Compensation Ratings will be established: (1) academic/administrative (e.g., Department Heads, Lead Teachers, etc.; and (2) co/extra-curricular positions; with the Relative Compensation Ratings established by comparison only within the separate groups. The Relative Compensation Ratings for the current co/extra-curricular positions, and the current stipend amounts for the academic/administrative positions are set forth at Appendix C.

The Committee will endeavor to establish Relative Compensation Ratings for the academic/administrative positions.

Nothing in this section shall be interpreted as limiting in any way the School Board's authority to establish new positions, eliminate existing positions, or to re-define the scope or duties of such positions. Moreover, the parties agree that the Committee's review of the positions is based entirely upon the positions as defined, or as may be re-defined, by the School Board and/or the Administration.

The Committee shall receive notice no later than two school days after any decision by the School Board to establish, re-define or eliminate a position. In the event that the Board establishes a new position to start during the then current fiscal year, such position shall be paid from funds other than those allocated for existing positions, or from then unfilled positions. In the event that the new position is to begin less than 30 days after the decision to add the position, or in the event that the Committee has not established a Relative Compensation Rating for the new position as of two weeks before the start date for the position, the School Board may unilaterally establish the compensation/stipend amount for that position for the then current fiscal year.

Extra/Co-curricular Stipends

Location	Position	2014-2016 Stipend	2014-2016 Rating
Academic/Administrative Positions #			
MHS	Mathematics Dept. Head	$2,200	N/A
MHS	SS/Language Dept. Head	$2,200	N/A
MHS	English/Arts/Music Dept. Head	$2,200	N/A
MHS	Science Department Head	$2,200	N/A
MHS	Business/Vocational Dept. Head	$2,200	N/A
MHS	Student Activity Fund Manager	$2,200	N/A
MHS	Building Construction Prep	$3,300	N/A
BMS	Unified Arts Team Leader	$1,650	N/A
BMS	Grade 8 Team Leader	$1,650	N/A
BMS	Grade 7 Team Leader	$1,650	N/A
BMS	Grade 6 Team Leader	$1,650	N/A
BMS	Grade 5 Team Leader	$1,650	N/A
BMS	SpEd Projects Coordinator	$1,200	N/A
			N/A
HHE	Grade K Team Leader	$1,650	
HHE	Grade 1 Team Leader	$1,650	N/A
HHE	Grade 2 Team Leader	$1,650	N/A
HHE	Grade 3 Team Leader	$1,650	N/A
HHE	Grade 4 Team Leader	$1,650	N/A
Elementary Schools			
HHE	Dest. Imagination Coord	$540	0.02000
Middle School			
BMS	Band Director	$405	0.01500
BMS	Chorus Director	$621	0.02300
BMS	Yearbook Advisor	$810	0.03000
BMS	Class Co-Advisor - Gr. 8	$540	0.02000
BMS	Class Co-Advisor - Gr. 8	$540	0.02000
BMS	Class Advisor, Gr. 7	$270	0.01000
BMS	Destination Imagination Advisor	$1013	0.03750
BMS	Drama Coach	$540	0.02000
BMS	Girl's Volleyball Coach	$1,013	0.03750
BMS	Soccer Coach	$1,013	0.03750
BMS	Field Hockey Coach	$1,013	0.03750
BMS	Boys Basketball Coach	$1,350	0.05000
BMS	Girls Basketball Coach	$1,350	0.05000
BMS	Baseball Coach	$1,215	0.04500
BMS	Softball Coach	$1,215	0.04500
BMS	Track & Field Coach	$1,215	0.04500
BMS	Cross Country Coach	$1,013	0.03750
BMS	Spirit Team Coach	$840	0.03000

Location	Position	2014-2016 Stipend	2014-2016 Rating
High School			
MHS	Class Advisor, Grade 12	$1,620	0.06000
MHS	Class Advisor, Grade 11	$1,080	0.04000
MHS	Class Advisor, Grade 10	$810	0.03000
MHS	Class Advisor, Grade 9	$810	0.03000
MHS	Advisory Team Chair	$1,620	0.06000
MHS	Yearbook Advisor	$1,620	0.06000
MHS	Math Team Advisor	$270	0.01000
MHS	Band/Choral Director	$810	0.03000
MHS	Student Council Advisor	$675	0.02500
MHS	Journalism Advisor	$405	0.01500
MHS	Arts & Culture Club Advisor	$540	0.02000
MHS	Drama Coach	$1,890	0.07000
MHS	Outing Club Advisor	$810	0.03000
MHS	Soccer - Boys Varsity	$2,025	0.07500
MHS	Soccer - Boys JV	$1,316	0.04875
MHS	Field Hockey - Varsity	$2,025	0.07500
MHS	Field Hockey - JV	$1,316	0.04875
MHS	Volleyball - Girls Varsity	$2,025	0.07500
MHS	Volleyball - Girls JV	$1,316	0.04875
MHS	Volleyball - Boys Varsity	$2,025	0.07500
MHS	Volleyball - Boys JV Coach	$1,316	0.04875
MHS	Cross-Country	$2,025	0.07500
MHS	Basketball - Boys Varsity	$2,700	0.10000
MHS	Basketball - Boys JV	$1,755	0.06500
MHS	Basketball - Girls Varsity	$2,700	0.10000
MHS	Basketball - Girls JV	$1,755	0.06500
MHS	Spirit Team - Varsity	$2,430	0.09000
MHS	Spirit Team - JV	$1,580	0.05850
MHS	Baseball - Varsity	$2,430	0.09000
MHS	Baseball - JV	$1,580	0.05850
MHS	Softball - Varsity	$2,430	0.09000
MHS	Softball - JV	$1,580	0.05850
MHS	Track & Field	$2,430	0.09000
MHS	Track & Field - Girls Asst.	$1,580	0.05850
MHS	Indoor Track	$1,296	0.04800
MHS	Golf	$1,296	0.04800
MHS	Swim Team	$1,296	0.04800
MHS	Ski Team	$1,296	0.04800