

Collective Bargaining Agreement

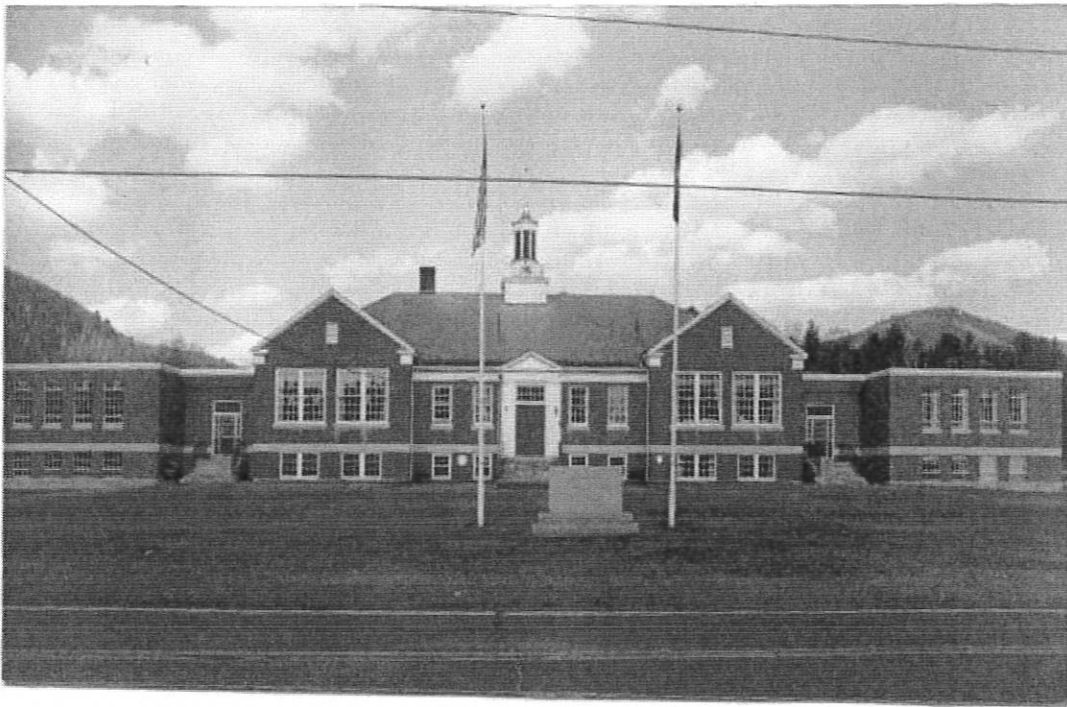
between

the Monroe School Board

and

the Monroe Teachers Association/NEA-NH

July 1, 2019 – June 30, 2024



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PREAMBLE

AGREEMENT, made in 2019 by and between the Monroe Consolidated School Board, hereinafter called the "Board", and the Monroe Teachers Association/NEA-NH, hereinafter called the "Association".

WITNESSETH

WHEREAS, the parties have negotiated and have reached certain understandings which they desire to confirm in this Agreement;

NOW, THEREFORE, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I RECOGNITION

- 1.1 The Board recognizes the Monroe Teachers Association/NEA-NH as the exclusive representative of all teachers, special education and guidance personnel, employed by the Monroe Consolidated School District for the purpose of negotiating with the Board with respect to terms and conditions of employment as defined in the Public Employee Labor Relations Act, RSA 273-A, Definitions, XI:

"Terms and conditions of employment" means wages, hours, and other conditions of employment other than managerial policy within the exclusive prerogative of the public employer, or confided exclusively to the public employer by statute or regulations adopted pursuant to statute. The phrase "managerial policy within the exclusive prerogative of the public employer" shall be construed to include but shall not be limited to the functions, programs, and technology, the public employer's organizational structure, and the selection, direction, and number of its personnel, so as to continue public control of governmental functions."
- 1.2 Full-time teachers are those teachers employed under contract at least thirty-seven and one half (37.5) hours per week on a regular basis. In the case of part-time teachers, they shall receive prorated benefits as outlined in the contract.
- 1.3 The Board agrees to meet, confer, and negotiate with representatives of the Association concerning such matters.
- 1.4 The term "teacher" shall mean a professional employee of the Monroe Consolidated School District whose position requires certification by the State Board of Education as a professional engaged in classroom teaching. This term teacher shall exclude all others employed by the Board including Superintendents, Assistant Superintendents, Principals, Directors, Coordinators, Teacher Consultants, Business Administrators, or other persons employed by the State Board of Education and all other employees of the Board.
- 1.5 The Association agrees to represent equally all such teachers in the unit designated above without discrimination and without regard to membership in the Association.
- 1.6 This recognition shall not preclude the School Board from communicating with, consulting, or dealing with any individual teacher or group of teachers for any educational purpose the School Board shall deem desirable in the discharge of its responsibilities by statute, policy or regulations, nor shall it preclude any teacher from appearing before the School Board in his/her employment with the District.

- 1.7 During the term of this Agreement, the Board agrees not to negotiate with any teachers' group or Association other than the designated Unit in regard to any matters subject to negotiations under Article 1.

ARTICLE II NEGOTIATIONS PROCEDURE

- 2.1 On or before October 15 of the year in which the contract expires, the Association shall present to the Board its request concerning salaries, direct economic benefits, and terms and conditions of employment. On or before October 15, the parties agree to enter into negotiations in a good faith effort to reach agreement concerning terms and conditions of employment as defined in RSA 273-A:1, Definitions, XI:

"Terms and conditions of employment" means wages, hours, and other conditions of employment other than managerial policy within the exclusive prerogative of the public employer, or confided exclusively to the public employer by statute or regulations adopted pursuant to statute. The phrase "managerial policy within the exclusive prerogative of the public employer" shall be construed to include but shall not be limited to the functions, programs, and technology, the public employer's organizational structure, and the selection, direction, and number of its personnel, so as to continue public control of governmental functions."

- 2.2 Any agreement reached shall be reduced to writing and signed by the Board and the Association. Any agreement reached which required the expenditure of public funds for its implementation shall not be binding upon the Board, unless and until the necessary appropriations have been approved by the voters 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, the Board and the Association shall resume negotiations regarding salaries and direct economic benefits if affected thereby, in accordance with the provisions of this Agreement.
- 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. All resolutions of impasse will be resolved through RSA 273-A.
- 2.4 During the Negotiations Procedures to include mediation and/or fact finding, except where it is beyond our control, the bargaining parties mutually agree not to meet during working hours.

ARTICLE III JURISDICTION AND AUTHORITY OF SCHOOL BOARD

- 3.1 The Board, subject only to the language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right in accordance with applicable laws and regulations to direct and manage all activities of the School District.
- 3.2 The parties agree that neither the Board nor the Superintendent may lawfully delegate powers, discretions or authorities, which, by law, are vested in them, and this Agreement shall not be construed so as to limit or impair their respective powers, discretions or authorities

ARTICLE IV GRIEVANCE PROCEDURE

- 4.1 A grievance shall mean a complaint by a member or a group of members of the bargaining unit that there has been a violation or misapplication of the provisions of this Agreement. A group grievance must meet the two (2) criteria indicated below:
1. There must be a common issue
 2. Each of the teachers must be identified by name
- Any teacher covered by this Agreement who has a possible grievance shall first discuss it with his/her immediate supervisor in an attempt to resolve the matter mutually at that level.
- 4.2 The term "day" when used in this Article shall mean school days, except at the end of the school year when they shall be Monday through Friday, excluding holidays.
- 4.3 A grievance to be considered under this procedure must be initiated in writing, by the employee within fifteen (15) days of its occurrence, or from the time the teacher should have known of its occurrence. The following matters are excluded from the grievance procedure:
- a. Any matter for which a specific method of review is prescribed and expressly set forth by law, or by any rule or regulation of the State Commissioner of Education.
 - b. A complaint by a probationary teacher which is caused by his/her not being re-employed.
 - c. A complaint by any certified personnel caused by appointment or lack of appointment, retention or lack of retention for which a continuing contract is not possible or required.
 - d. Any matter which, according to law, is beyond the scope of the Board's authority or limited to the unilateral action by the Board alone.
- 4.4 Failure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person to proceed to the next step.
- 4.5 Failure in any step to appeal a grievance to the next step within the specified time limits shall be deemed a waiver of future appeal of the decision, and will be considered acceptance of the decision rendered.
- 4.6 An aggrieved person may be represented at all stages of the grievance procedure by himself/herself or by an Association representative.
- 4.7 Both parties shall have the right to request a personal meeting with the other to resolve a grievance.
- 4.8 Step 1: Any employee who has filed a grievance shall first discuss it with the Principal in an

attempt to resolve the matter at this level. A decision shall be rendered within five (5) days in writing.

- 4.9 Step: 2: If the employee is not satisfied with the decision he/she may formally appeal the decision to the Superintendent within five (5) days after the receipt of the initial decision of the Principal. The appeal shall be in writing and specify:

- a. The nature of the grievance;
- b. The injury and the loss which is claimed;
- c. The remedies sought.

The Superintendent shall investigate the matter and communicate the decision in writing to the grievant within ten (10) days from receipt of the written grievance.

- 4.10 Step 3: If the employee is not satisfied with the decision rendered by the Superintendent, he/she may within five (5) days of receipt of reply, appeal his/her grievance to the Board. The Board or a committee thereof shall review the grievance and either party may request a hearing be held with those involved in the grievance prior to the Board making its decision. Such hearing shall be held in non-public session and be held no sooner than ten (10) days nor later than twenty (20) Days of said request, which time may be extended upon mutual agreement. The School Board shall render its decision in writing within ten (10) days of hearing. If no hearing is held, then the Board shall render its decision within fifteen (15) days of said appeal.

- 4.11 Step 4: If the decision of the Board does not resolve the grievance, the Association may submit the grievance to Arbitration within twenty (20) days of receiving the Board's decision. The parties will attempt to mutually agree upon an arbitrator within ten (10) days of the submission. If attempts to mutually agree upon an arbitrator are unsuccessful, the matter will be referred to the American Arbitration Association for an arbitrator to be appointed under their rules and regulations. The decision of the arbitrator shall be binding. The fees and expensed of the arbitrator shall be shared equally by the Board and the Association, but each side will pay for its own preparation and representation expenses.

ARTICLE V CHILDBEARING LEAVE

- 5.1 Leave shall be available to female employees for the purpose of child bearing. Except in cases of emergency, the employee shall give at least ninety (90) days' notice prior to the date in which her leave is to begin. An employee who is pregnant may continue in active employment until as late into her pregnancy as she desires and if asked, provides written approval of her attending physician.
- 5.2 Prior to going on unpaid Childrearing Leave, an employee, while actively employed, shall be entitled to receive available sick leave for the period of actual disability.

ARTICLE VI CHILDREARING LEAVE

- 6.1 Childrearing leave of up to one year, for childrearing or adoption, shall be granted without pay to employees, upon written request for such leave. Benefits will be paid at the same rate as any other teacher for the maximum term of FMLA Leave. FMLA Leave is to run simultaneously with any sick leave used during the period of pregnancy and post child birth. Benefits after the FMLA Leave will continue provided the teacher pays his/her co-pay by the first of each month.

Notification of the intent to take such leave shall be made in writing to the Superintendent at least ninety (90) days prior to the date on which the leave is to begin, except in cases of emergency. Childrearing leave notification shall also include the termination date of such leave. No other benefits will be extended during childrearing leave.

- 6.2 At least ninety (90) days before the expiration of the childrearing leave, the employee must notify the District Administration in writing if the employee intends to return to work. If the Superintendent does not receive such notice in writing within the 90 day period, the employee shall lose any right or entitlement to a teaching position in the district. An employee planning on returning to the district for the following school year must notify the Superintendent in writing by March 15th of his/her intent to return. A person failing to do so shall lose any right or entitlement to a position in the district. At the conclusion of the leave, with timely notice of return, the employee shall be reinstated to his/her position or to a similar position within the same classification.

ARTICLE VII PERSONAL DAYS

- 7.1 Teachers shall be allowed a total of three (3) days (non-accumulative) leave per school year without loss of pay to conduct business that ordinarily cannot be conducted before or after school hours or on weekends.

ARTICLE VIII SICK LEAVE

- 8.1 A teacher shall be allowed up to fifteen (15) days of sick leave per year, accumulative to a maximum total of one hundred (100). Sick days shall not be redeemable for cash upon termination or retirement.
- 8.2 The fifteen (15) yearly sick leave days may be used for illness in the immediate family. Immediate family is defined as children, spouse, significant other/partner, parents, sibling, grandparent, grandchild or a minor (for which the employee is a legal guardian) who live in the teacher's household.
- 8.3 A doctor's certificate must be submitted upon request to the Superintendent in the event an illness is beyond five (5) school days. At the end of the school year, the days shall be five (5) calendar days, excluding weekends. If the employee does not submit a doctor's certificate within five (5) school days, as defined above, of his/her return to work, his/her pay will be reduced by the equivalent number of days lost.
- 8.4 Sick Bank Leave A sick bank leave is established for medical reasons after the bargaining unit member has exhausted sick leave benefits. Each bargaining unit member electing to participate in the bank shall contribute up to five (5) sick days to the bank. The days in the bank may accumulate to a maximum of ninety (90). When the maximum days are obtained, new bargaining unit members may join the sick bank without contributing to the sick bank until it becomes necessary to accumulate again. Bargaining unit members who initially opted not to participate in the sick bank may join at the beginning of a succeeding school year by contributing five (5) sick days. These additional days may cause the total accumulation to rise above ninety (90) days. A four (4) member screening committee from the Association shall receive applications for request of days from the sick bank.
- 8.5 Other sick leave situations would be considered on a case by case basis for extended family members for members not living in the teacher's household. Sick leave bank may be used up to a

max 5 days. Requests under 8.5 must be preapproved by the principal.

ARTICLE IX BEREAVEMENT LEAVE

- 9.1 A teacher shall be entitled to three (3) days per occurrence (non-accumulative) for bereavement leave for immediate family. Immediate family is defined as children, spouse, significant other/partner, parents, sibling, grandchild, grandparent or a minor for which the employee is a legal guardian. The teacher shall notify the Building Principal that he/she is taking the leave. The Superintendent may extend this leave at his/her discretion.

ARTICLE X INSURANCE

- 10.1 The Monroe School District shall offer the bargaining unit the opportunity to participate in one of the following health insurance plans (single/two-person/family).

Health Insurance Plan	Percentage
AB10 RX 10/20/45	80% Employer / 20% Employee
ABSOS 20/40 IKDED RX 10/20/45	100% Employer / 0% Employee

- 10.2 All eligible employees not taking health insurance shall be entitled to a one thousand two hundred fifty dollar (\$1,250) payment. The employee must provide documentation of alternative coverage without an insurance subsidy (e.g. under The Patient Protection and Affordable Health Care Act) at the open enrollment. Payment will be received in two payments, one at the end of January and the second at the end of the school year. For any bargaining unit member starting employment after the start of the school year, this payment will be pro-rated based upon the number of days worked.

This amount of said payment will be \$1,250 minus the penalty imposed upon the school district because this employee receives an insurance subsidy (e.g. under The Patient Protection and Affordable Care Act). In no case can this be greater than the payment.

- 10.3 The Monroe School District shall provide a \$35,000 term life insurance policy for each teacher that works at least 20 hours per week. This is subject to underwriting limitations and guidelines.
- 10.4 This agreement only includes members of the bargaining unit and the Board reserves the right to make these benefits available to other employees.
- 10.5 The Monroe School District shall allow for the purchase of Delta Dental Insurance, single person only, PPO Preferred 100/300 \$20.00 copay by its collective bargaining unit members. This plan shall be self-funded by the collective bargaining unit member.
- 10.6 If the Cadillac Tax or any other significant changes go into effect during the lifetime of this collective bargaining agreement, either party reserves the right to reopen this health insurance article and other such appropriate articles to avoid the excise tax or to make other changes to this agreement to address such tax and other related financial concerns.

ARTICLE XI SALARIES

11.1 Salaries for employees covered by this agreement shall have their salaries determined by the following:

2019 - 2020	Base Salary \$34,893	Increase of 1.5%	Index 0.044 = \$1535
2020 - 2021	Base Salary \$35,416	Increase of 1.5%	Index 0.044 = \$1558
2021 - 2022	Base Salary \$35,770	Increase of 1%	Index 0.044 = \$1574
2022 - 2023	Base Salary \$36,128	Increase of 1%	Index 0.044 = \$1590
2023 - 2024	Base Salary \$36,489	Increase of 1%	Index 0.044 = \$1606

The step increases, with the index remaining at .044, shall reflect the following cost of living adjustments – SEE CHART BELOW

2019 – 2020 - cost of living increase 1.5%
2020 – 2021 – cost of living increase 1.5%
2021 – 2022 – cost of living increase 1%
2022 – 2023 – cost of living increase 1%
2023 – 2024 – cost of living increase 1%

Those maxed at the end of the column receive a 2.5% increase over their previous year's salary each year of the agreement or the amount at the end of the column, whichever is greater. Column BA is maxed at Step 10 and Column BA15 is maxed at Step 11.

All compensation shall be prorated for teachers who work less than 1.0 full time equivalent.

- 11.2 All teachers receiving advanced degrees or qualifying for the C.A.G.S./Master plus 35 graduate credit track during the academic year or summer will be placed on the next (appropriate) track for the following (next) September, provided that notification is submitted the previous December 15 of the appropriate year.
- 11.3 Summer pay for the first 3 days worked at the request of the Superintendent beyond the 185 regular contract days will be paid at a per diem rate equal to 1/185 of the annual salary of the individual doing the work. Subsequent days will be paid at \$150 per day.

ARTICLE XII EXTRA-CURRICULAR

- 12.1 The parties understand that acceptance of an extra- curricular assignment by a teacher is voluntary. The assignment will be for the duration of the activity during the school year, except that the School Board shall have the right to terminate any extra-curricular activity at any time and the teacher shall be paid through the termination date.
- 12.2 A teacher who accepts an extra-curricular assignment shall fulfill the assignment except for exigent circumstances. However, resignation from an extra-curricular assignment after its completion will not affect the employee's individual teaching contract.
- 12.3 Association members participating in school committees, as defined by administration that meet after contracted hours, will receive a stipend of \$75 per bargaining unit member.

ARTICLE XIII DUES DEDUCTION

- 13.1 It is agreed by and between the Monroe Consolidated School District and the Monroe Teachers Association that upon receipt of written authorization thereof, signed by the teacher, the Board shall deduct an amount to provide payment of dues for membership and assessments of NEA/NH from the regular salary check of such teacher. The amount so deducted pursuant to such authorization of the teacher shall be promptly remitted directly to NEA/NH.

ARTICLE XIV FAIR TREATMENT

- 14.1 No continuing contract employee will be suspended, disciplined or reprimanded except for just cause. However, an employee may not grieve a suspension or other discipline if the employee chooses to proceed with the statutory remedies available under RSA 189:13 or 14, or RSA 189:31 or 3.

It shall be understood that the School Board shall have the authority to refuse automatic raises in accordance with the provisions of just cause.

ARTICLE XV GENERAL PROVISIONS

- 15.1 Copies of this Agreement between the Monroe Consolidated School District and the Monroe Teachers Association NEA/NH shall be reproduced within twenty (20) days after this Agreement is signed and will be presented to all teachers now or hereafter employed. The expenses incurred will be shared as follows: The Association agrees to provide the necessary manpower to type, reproduce, and assemble said Agreement and the Board agrees to provide all needed materials and equipment. Further, five (5) copies of the Agreement will be furnished to the Association for its use.

ARTICLE XVI SAVINGS CLAUSE

- 16.1 If any article or part of this Agreement is held to be invalid by operation of law, by a court of competent jurisdiction to include the Public Employee Labor Relations Board, or if compliance with or enforcement of any article or part should be restrained by said authority, the remainder of the Agreement shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or part.

ARTICLE XVII SCHOOL CALENDAR YEAR AND DAY

- 17.1 The Board agrees to review suggestions from the teachers relative to such calendar prior to its final adoption. Snow/emergency days that are lost during the school year will not be made up during February vacation, April vacations or weekends unless mutual agreement is reached between the Board and the Association.
- 17.2 The NEA/NH Fall Instructional Conference day will be a non-student day. Teachers shall have the option of attending the NEA/NH Fall Instructional Conference day or the District training day.
- 17.3 The school day shall consist of seven and one-half (7 ½) hours, not including staff meetings.
- 17.4 Teachers may leave school immediately after the buses have departed on the day preceding a holiday or a vacation.
- 17.5 All teachers shall have a minimum of 45 minutes of uninterrupted planning time each instructional day, including early release days.

ARTICLE XVIII MISCELLANEOUS

- 18.1 When a teacher is absent, the administration will attempt to secure a substitute teacher.

ARTICLE XIX TERMS OF EMPLOYMENT

- 19.1 The word "year" for Teachers shall consist of one hundred eighty (180) teaching days, plus five

(5) in service days, for a total of one hundred eighty five (185) days.

The equivalent of two half inservice days shall be used for the setup of the teacher's classroom at the beginning of the school year.

- 19.2 The Board shall offer a contract annually no later than April 15, provided that a Collective Bargaining Agreement has been reached and the residents of Monroe have approved such agreement. The Board shall file a written notice of intent no later than April 15, to teachers whose contracts will not be renewed for the following school year. (Such written notice will include the specific reason/reasons for non-renewal.)

ARTICLE XX SABBATICAL LEAVE

- 20.1 Any member of the bargaining unit may apply for a leave of absence, providing such person has been under contract in the Monroe School District a period of not less than five (5) years and such application is filed with the Superintendent no later than November 1st of the year preceding the start of leave.
- 20.2 Such a leave shall be granted for not more than one (1) full school year. This leave shall be unpaid and no time or benefits shall accrue.
- 20.4 A sabbatical leave recipient shall not be eligible for another sabbatical leave for a period of five (5) years from the date of termination of a sabbatical leave.

ARTICLE XXI REDUCTION IN FORCE

When the School Board finds it necessary to reduce the number of certified full-time and/or part-time positions for reasons of declining enrollment, budget reduction, change in or consolidation of Board authorized programs, the following reduction-in-force policy will be implemented.

- 21.1 Notice:
- A. As soon as a reduction-in-force is seriously contemplated, the Superintendent of schools shall notify the President of the Association and all the teachers.
 - B. The School Board will accept any written presentation regarding the reduction-in-force from the Association or individual teachers.
 - C. The decision to implement the reduction-in-force is at the sole discretion of the School Board.
- 21.2 Procedure for Determining Reduction-In-Force:
- A. The School Board will make every reasonable effort to minimize the effects of reduction-in-force on the current staff by absorbing as many positions as possible through attrition (retirements, resignations, and refusal to contract).
 - B. If further reduction in staff is necessary, part-time staff will be reduced first. The School Board agrees that reduction in force within this bargaining unit will not be made arbitrarily, or capriciously. The School Board shall retain those teachers who, will be the best teachers for the school system and its students it serves based on the following criteria: certification, level of professional education, professional growth, experience in certified areas and/or job classification, and demonstrated teaching ability as shown by evaluations. The teachers with the most experience, more degrees, and better observations will be retained. If the factors are substantially equal for multiple teachers, seniority shall be the tie-breaker. Seniority is defined as

the total number of years continuously employed in the District. Seniority will continue to accrue during all paid leaves of absence. Seniority will not be broken by unpaid leaves of absence. Bargaining unit members who are laid off shall be notified by certified mail or hand delivery (receipt required) no later than April 15.

Teachers whose positions have been identified to be eliminated shall have the right to be offered a contract for the following year for a position for which the teacher is certified and which falls within their specific classification provided that a position becomes vacant and available prior to the commencement of the next school year. There will be no obligation on the part of the School Board to offer a position to a teacher who has been identified as a teacher to be "laid off" if there is no known vacancy for the following school year for which the teacher is certified.

- 21.3 An employee who is laid off shall be recalled for opening for which he/she is qualified. Employees shall be recalled in order of seniority with the most senior employee being recalled first. These rights shall remain in place for two (2) years after the date of being notified of the lay off. The employee shall be responsible for providing the District with an up to date address to which recall notices will be sent by registered mail.
- 21.4 Any transfer, assignment, or reassignment resulting from, or involved with, a reduction in staff will be made at the sole discretion of the Superintendent of Schools. In the event of a change of assignment or transfer as a result of the reduction-in-force, the teacher involved shall be notified of such change.

ARTICLE XXII ASSOCIATION RIGHTS

- 22.1 The Board agrees that all employees shall have full freedom of association and self-organization as stated under RSA 273-A.
- 22.2 The Association and its representatives shall have the right to use the school building at all reasonable hours for meetings. The Association shall have the right to use school facilities and equipment including computers, copying machines, and other equipment when such equipment is not otherwise in use.
- 22.3 The Association shall have the right to post notices in the staff workroom, in mailboxes and in e-mail to members for the purpose of communicating with them. One bulletin board in each faculty room will be designated as the Association's board for its use in communicating with members.
- 22.4 Representatives of the Association and their affiliates shall be permitted to transact Association business on school property at all reasonable times as long as it does not interfere with normal school operations.
- 22.5 The Board and the Association agree that there shall be no discrimination in the hiring, training, assignment, promotion, transfer or discipline of members of the bargaining unit or in the application or administration of this agreement on the basis of race, creed, color, religion, national origin, gender, domicile, marital status, age, sexual orientation, disability, gender identity, gender expression, genetic information, or grade/subject taught.

ARTICLE XXIII RETIREMENT

- 23.1 A teacher who has, (1) completed a minimum of twenty (20) years of full-time teaching, (2) will have reached the age of fifty-five (55) by his/her retirement from Monroe School District, and (3) has notified the Superintendent in writing by the December 1st prior to his/her retirement of his/her intention to retire will receive a one-time retirement stipend of five thousand dollars (\$5000).

ARTICLE XXIV COURSE REIMBURSEMENT

24.1 Teachers will be reimbursed for a maximum cost amount of six (6) approved college credits, not to exceed the current in-state University of New Hampshire graduate rate. The district will spend a maximum amount of \$30,000 per year, for each year of the agreement. Courses must be related to the field of education and preapproved by the Superintendent.

24.2 When reimbursement of college courses results in the movement over of a track, teachers will sign an agreement to continue working at Monroe Consolidated School for three (3) years, unless teacher leaves due to disability or retirement; failure to do so will result in teacher having to reimburse the District \$2,500.00.

Upon request, the Superintendent may waive the \$2500 reimbursement for extenuating circumstances.

ARTICLE XXV TEACHER EVALUATION

25.1 The purpose of evaluation shall be the assessment, support and improvement of teacher performance in order to maintain a high quality of education and student achievement. Both parties agree that teacher's relationships within the school with other teachers, students, the public and school personnel are important.

The parties agree that the completion of the teacher evaluations are the sole responsibility of the administration. Every teacher shall be made aware of the School District's evaluation plan at the start of the school year or within thirty days of employment if the teacher starts mid-year, including objectives of any such plan. The Association shall work collaboratively in developing the evaluation procedures. Such input should be submitted in writing to the Superintendent. All evaluation of the work performance shall be conducted openly and with full knowledge of the teacher.

Teacher evaluation shall include yearly self-reflection/evaluation and goal setting; collection of data documenting teaching practices; observations of practice; and multiple measures documenting student academic performance. Action research, professional projects and other methods may be used as mutually determined.

ARTICLE XXVI OVERNIGHT COMPENSATION

26.1 The teachers who chaperone the beginning of the year educational retreat, and the teacher who chaperones the eighth grade education trip shall each receive a stipend of \$100 per night with a maximum of \$300 stipend per each event.

ARTICLE XXVII TUITION OF DEPENDENT CHILDREN

27.1 Teachers who reside outside the district shall be allowed to have their children attend the school at no charge. See Appendix A.

Monroe Teachers Association / NEA-NH

Maria Biny
John A. O'Connell
Paula Cautle

Date: 2/13/19

Monroe School Board

Henry Bradshaw
Greg Collins
Mark Moore

Date: 2/12/2019

APPENDIX A

Student Tuition-Free Agreement
Between
Monroe School District
And

(Non-resident of the Town of Monroe, NH)

This Agreement provides _____ (parent) the right of a tuition-free education for his/her son/daughter at the Monroe Consolidated School, Grade ____, for the year _____. This right entitles _____ (student) to all the benefits and privileges, both educational and social, afforded to students attending this school. This includes, but is not limited to, regular classroom instruction, supplies, materials and equipment. Tuition free rights do not include any extracurricular activities, i.e. field trips, winter activities, concerts, etc., special services, supplies, materials, or equipment not usually associated with the regular education of students. If such special services become necessary, a financial statement reflecting the ability of the parent to pay for these services must be submitted to the School Board for approval. Such a statement will be treated in a confidential manner and shall be submitted with a notarized signature. Failure to do so will be construed as a breach of contract thereby rendering this Agreement null and void. All such services will be applied as needed in a manner consistent with similar applications in the school and will be paid in full, by certified check, within thirty (30) days of billing to the parent by the school or SAU. These rights, benefits and privileges afforded to _____ (student) do not exempt him/her from school policies, rules and regulations in any way.

If any issues or items arise during the term of this Agreement that are not addressed by this Agreement, both parties further agree to negotiate, and reconcile any differences in good faith.

Monroe School Board / Date

Parent Signature / Date

MONROE SCHOOL SALARY SCHEDULES						
index 0.044		2019-2020				
1.5%					MA +35	Ph D /
STEP	BA	BA15	MA	MS15	CAGS	Ed D
1	\$34,893	\$36,428	\$37,964	\$39,499	\$42,569	\$44,105
2	\$36,428	\$37,964	\$39,499	\$41,034	\$44,105	\$45,640
3	\$37,964	\$39,499	\$41,034	\$42,569	\$45,640	\$47,175
4	\$39,499	\$41,034	\$42,569	\$44,105	\$47,175	\$48,711
5	\$41,034	\$42,569	\$44,105	\$45,640	\$48,711	\$50,246
6	\$42,569	\$44,105	\$45,640	\$47,175	\$50,246	\$51,781
7	\$44,105	\$45,640	\$47,175	\$48,711	\$51,781	\$53,317
8	\$45,640	\$47,175	\$48,711	\$50,246	\$53,317	\$54,852
9	\$47,175	\$48,711	\$50,246	\$51,781	\$54,852	\$56,387
10	\$48,711	\$50,246	\$51,781	\$53,317	\$56,387	\$57,922
11		\$51,781	\$53,317	\$54,852	\$57,922	\$59,458
12			\$54,852	\$56,387	\$59,458	\$60,993
13			\$56,387	\$57,922	\$60,993	\$62,528
14			\$57,922	\$59,458	\$62,528	\$64,064
15			\$59,458	\$60,993	\$64,064	\$65,599
16			\$60,993	\$62,528	\$65,599	\$67,134
17			\$62,528	\$64,064	\$67,134	\$68,669
18			\$64,064	\$65,599	\$68,669	\$70,205
Those maxed at the end of a column receive 2.5% over their previous year's salary or the amount at the bottom of the column, whichever is greater. Column BA is maxed at step 10, Column BA15 is maxed at step 11						

MONROE SCHOOL SALARY SCHEDULES						
index 0.044		2020-2021				
1.5%					MA +35	Ph D /
STEP	BA	BA15	MA	MS15	CAGS	Ed D
1	\$35,416	\$36,974	\$38,533	\$40,091	\$43,208	\$44,766
2	\$36,974	\$38,533	\$40,091	\$41,649	\$44,766	\$46,324
3	\$38,533	\$40,091	\$41,649	\$43,208	\$46,324	\$47,882
4	\$40,091	\$41,649	\$43,208	\$44,766	\$47,882	\$49,441
5	\$41,649	\$43,208	\$44,766	\$46,324	\$49,441	\$50,999
6	\$43,208	\$44,766	\$46,324	\$47,882	\$50,999	\$52,557
7	\$44,766	\$46,324	\$47,882	\$49,441	\$52,557	\$54,116
8	\$46,324	\$47,882	\$49,441	\$50,999	\$54,116	\$55,674
9	\$47,882	\$49,441	\$50,999	\$52,557	\$55,674	\$57,232
10	\$49,441	\$50,999	\$52,557	\$54,116	\$57,232	\$58,791
11		\$52,557	\$54,116	\$55,674	\$58,791	\$60,349
12			\$55,674	\$57,232	\$60,349	\$61,907
13			\$57,232	\$58,791	\$61,907	\$63,465
14			\$58,791	\$60,349	\$63,465	\$65,024
15			\$60,349	\$61,907	\$65,024	\$66,582
16			\$61,907	\$63,465	\$66,582	\$68,140
17			\$63,465	\$65,024	\$68,140	\$69,699
18			\$65,024	\$66,582	\$69,699	\$71,257
Those maxed at the end of a column receive 2.5% over their previous year's salary or the amount at the bottom of the column, whichever is greater. Column BA is maxed at step 10, Column BA15 is maxed at step 11						

MONROE SCHOOL SALARY SCHEDULES						
index 0.044		2021-2022				
1.0%					MA +35	Ph D /
STEP	BA	BA15	MA	MS15	CAGS	Ed D
1	\$35,770	\$37,344	\$38,918	\$40,492	\$43,639	\$45,213
2	\$37,344	\$38,918	\$40,492	\$42,066	\$45,213	\$46,787
3	\$38,918	\$40,492	\$42,066	\$43,639	\$46,787	\$48,361
4	\$40,492	\$42,066	\$43,639	\$45,213	\$48,361	\$49,935
5	\$42,066	\$43,639	\$45,213	\$46,787	\$49,935	\$51,509
6	\$43,639	\$45,213	\$46,787	\$48,361	\$51,509	\$53,083
7	\$45,213	\$46,787	\$48,361	\$49,935	\$53,083	\$54,657
8	\$46,787	\$48,361	\$49,935	\$51,509	\$54,657	\$56,230
9	\$48,361	\$49,935	\$51,509	\$53,083	\$56,230	\$57,804
10	\$49,935	\$51,509	\$53,083	\$54,657	\$57,804	\$59,378
11		\$53,083	\$54,657	\$56,230	\$59,378	\$60,952
12			\$56,230	\$57,804	\$60,952	\$62,526
13			\$57,804	\$59,378	\$62,526	\$64,100
14			\$59,378	\$60,952	\$64,100	\$65,674
15			\$60,952	\$62,526	\$65,674	\$67,248
16			\$62,526	\$64,100	\$67,248	\$68,821
17			\$64,100	\$65,674	\$68,821	\$70,395
18			\$65,674	\$67,248	\$70,395	\$71,969
Those maxed at the end of a column receive 2.5% over their previous year's salary or the amount at the bottom of the column, whichever is greater. Column BA is maxed at step 10, Column BA15 is maxed at step 11						

MONROE SCHOOL SALARY SCHEDULES						
index 0.044		2022-2023				
1.0%					MA +35	Ph D /
STEP	BA	BA15	MA	MS15	CAGS	Ed D
1	\$36,128	\$37,718	\$39,307	\$40,897	\$44,076	\$45,666
2	\$37,718	\$39,307	\$40,897	\$42,487	\$45,666	\$47,255
3	\$39,307	\$40,897	\$42,487	\$44,076	\$47,255	\$48,845
4	\$40,897	\$42,487	\$44,076	\$45,666	\$48,845	\$50,435
5	\$42,487	\$44,076	\$45,666	\$47,255	\$50,435	\$52,024
6	\$44,076	\$45,666	\$47,255	\$48,845	\$52,024	\$53,614
7	\$45,666	\$47,255	\$48,845	\$50,435	\$53,614	\$55,204
8	\$47,255	\$48,845	\$50,435	\$52,024	\$55,204	\$56,793
9	\$48,845	\$50,435	\$52,024	\$53,614	\$56,793	\$58,383
10	\$50,435	\$52,024	\$53,614	\$55,204	\$58,383	\$59,972
11		\$53,614	\$55,204	\$56,793	\$59,972	\$61,562
12			\$56,793	\$58,383	\$61,562	\$63,152
13			\$58,383	\$59,972	\$63,152	\$64,741
14			\$59,972	\$61,562	\$64,741	\$66,331
15			\$61,562	\$63,152	\$66,331	\$67,921
16			\$63,152	\$64,741	\$67,921	\$69,510
17			\$64,741	\$66,331	\$69,510	\$71,100
18			\$66,331	\$67,921	\$71,100	\$72,690
Those maxed at the end of a column receive 2.5% over their previous year's salary or the amount at the bottom of the column, whichever is greater. Column BA is maxed at step 10, Column BA15 is maxed at step 11						

MONROE SCHOOL SALARY SCHEDULES						
index 0.044		2023-2024				
1.0%					MA +35	Ph D /
STEP	BA	BA15	MA	MS15	CAGS	Ed D
1	\$36,489	\$38,095	\$39,700	\$41,306	\$44,517	\$46,122
2	\$38,095	\$39,700	\$41,306	\$42,911	\$46,122	\$47,728
3	\$39,700	\$41,306	\$42,911	\$44,517	\$47,728	\$49,333
4	\$41,306	\$42,911	\$44,517	\$46,122	\$49,333	\$50,939
5	\$42,911	\$44,517	\$46,122	\$47,728	\$50,939	\$52,544
6	\$44,517	\$46,122	\$47,728	\$49,333	\$52,544	\$54,150
7	\$46,122	\$47,728	\$49,333	\$50,939	\$54,150	\$55,755
8	\$47,728	\$49,333	\$50,939	\$52,544	\$55,755	\$57,361
9	\$49,333	\$50,939	\$52,544	\$54,150	\$57,361	\$58,966
10	\$50,939	\$52,544	\$54,150	\$55,755	\$58,966	\$60,572
11		\$54,150	\$55,755	\$57,361	\$60,572	\$62,177
12			\$57,361	\$58,966	\$62,177	\$63,783
13			\$58,966	\$60,572	\$63,783	\$65,388
14			\$60,572	\$62,177	\$65,388	\$66,994
15			\$62,177	\$63,783	\$66,994	\$68,599
16			\$63,783	\$65,388	\$68,599	\$70,205
17			\$65,388	\$66,994	\$70,205	\$71,810
18			\$66,994	\$68,599	\$71,810	\$73,416
Those maxed at the end of a column receive 2.5% over their previous year's salary or the amount at the bottom of the column, whichever is greater. Column BA is maxed at step 10, Column BA15 is maxed at step 11						