

**AGREEMENT BETWEEN
THE PROFILE SCHOOL BOARD
AND THE
PROFILE EDUCATION ASSOCIATION
2021-2024**

Table of Contents

<i>Article</i>	<i>Page Number</i>
Article 1 <i>Recognition</i>	2
Article 2 <i>Compensation</i>	2
Article 3 <i>Work Day</i>	3
Article 4 <i>Health & Dental Insurance</i>	3
Article 5 <i>Retirement Benefits</i>	4
Article 6 <i>Course Reimbursement & Professional Development</i>	5
Article 7 <i>Travel</i>	5
Article 8 <i>Sick Leave</i>	5
Article 9 <i>Sick Bank</i>	6
Article 10 <i>Professional Leave</i>	6
Article 11 <i>Personal Leave</i>	6
Article 12 <i>Association Leave</i>	6
Article 13 <i>Sabbatical Leave</i>	6
Article 14 <i>Leave Without Pay</i>	8
Article 15 <i>Childbearing Leave</i>	8
Article 16 <i>Child Rearing Leave</i>	9
Article 17 <i>Fair Treatment</i>	9
Article 18 <i>Reduction in Force</i>	9
Article 19 <i>Non Renewal of Contract</i>	10
Article 20 <i>Resignation</i>	10
Article 21 <i>Personnel Files</i>	11
Article 22 <i>Grievance Procedure</i>	11
Article 23 <i>Miscellaneous</i>	12
Article 24 <i>Equal Opportunity Statement</i>	13
Article 25 <i>Savings Clause</i>	13
Article 26 <i>Duration</i>	14
<i>Appendices</i>	

Article 1 Recognition

A. The Profile School Board (hereafter referred to as the Board) recognizes the Profile Education Association, National Education Association New Hampshire (hereafter referred to as the Association), as the exclusive representative in accordance with provisions of RSA 273-a for all teachers, nurses, librarians, and counselors of the Profile School District. References to "teachers," in the agreement, includes all teachers, nurses, media specialists, guidance counselors and special education coordinator.

B. Upon receipt of a written authorization from a teacher submitted through the treasurer of the Association, the Board agrees, for the term of this agreement to deduct Association membership dues from teacher' s check on a bi-weekly basis (occurring twice a month).

Article 2 Compensation

A. Teachers shall be paid based upon placement on the salary schedule found in Appendix A and as negotiated between the Board and the Association. Paydays shall be in accordance with SAU #35 policy.

B. Personnel for co-curricular activities will be appointed by the Principal. Job descriptions for these activities will be at the discretion of the Principal.

Co-curricular advisors and coaches will be compensated based on a point value assigned to each activity. A committee consisting of the Principal, Athletic Director, a member of the School Board and two members appointed by the PEA are empowered by the Board and Association to make changes to the number of points assigned to activities and how the points are determined. If an activity's point value is not changed, it shall remain at the same value as in the prior year.

The committee shall maintain a list of the co-curricular activities currently being compensated along with the point value assigned to each. The list will be attached to this agreement as Appendix B. Teachers who advise or coach will need to recuse themselves from this committee when their activity or sport is being discussed.

C. Horizontal movement from one salary track to another on the salary schedule may occur at the beginning of a school year and not otherwise. Advance notice that the teacher expects to qualify for horizontal movement must be provided to the Superintendent by December 1st of the school year preceding such a horizontal movement, and all necessary supporting documentation must be supplied to the Superintendent by September 1st of the school year in which horizontal movement is to occur.

D. The school administrative unit will make teacher authorized payroll deductions for annuities.

E. Teachers shall have the authority to create additional co-curricular clubs or activities with Principal approval. The stipend for current clubs and activities per the co-curricular stipend schedule attached as Appendix B, will determine the new club or activity stipend. In the event that more than one individual

is appointed to any of the co-curricular positions, the listed stipend will be equally divided. Co-curricular positions can be appointed by the Principal and approved by the School Board.

F. Prorating salaries and benefits/part time teachers

Teachers working less than full time will be compensated at a prorated salary, which is commensurate with the percentage of time they are teaching. Course reimbursement, health insurance, dental insurance and New Hampshire retirement benefits will also be prorated at the same rate as the teacher's salary.

Article 3 Work Days

A. All teachers of this group shall have one duty free planning period per day.

B. A duty free lunch equal in length to the student's lunch period will be provided to all teachers.

C. The professional teaching year shall consist of 186 days, 180 regular school days plus one organizational day prior to the opening of school; four in-service days set up by a collaborative effort by a committee made up of PEA appointed teachers and the building administration; and one in-service day set up by Profile staff with administrative approval. The committee and building administrations will do their best to plan professional development activities for all teachers.

D. The workday begins fifteen minutes before the start of the school day and ends fifteen minutes after its completion. Teachers are also expected to attend staff meetings as scheduled beyond these hours. There will be no more than two mandatory staff meetings per month, except in emergencies as determined by the building Principal.

Article 4 Health & Dental Insurance

A. The school district shall pay the premiums of single, 2-person, or family coverage under the AB15IPDED-RX10/20/45 health insurance plan. Premium Split, 80% District, 20% Staff.

B. Benefits for unit members departing at the end of a full contract year shall terminate on August 31 of that year, with health insurance paid at the premium split established in Section III, Paragraph D.

C. For those leaving prior to the end of a complete year, benefits shall terminate one month after the unit member leaves his/her duties. Health insurance for eligible teachers retiring at the end of the academic year shall also be continued at the premium split established in Section III, Paragraph D, through August 31 of the year of retirement.

D. DENTAL INSURANCE

Delta Dental coverage through the NH Municipal Assoc. Insurance Trust. Single coverage paid by the district. Two person or family coverage available with the amount above single coverage paid by the bargaining unit member. \$50 annual deductible per person with \$150 max per family.

Coverage A at 100%

Coverage B at 80%

Coverage C at 50%

\$1,000 annual maximum on Coverage A, B and C.

\$1,000 lifetime maximum on Coverage D.

Teachers will have access to a Section 125 account for premium contributions and other qualified contributions allowed under the Internal Revenue Service up to limits established by the Plan Administrator.

E. HEALTH INSURANCE BUYOUT

Any teacher who is eligible for health insurance and who declines to take it, shall receive a reimbursement payment equal to at least 25% of the districts portion (80%) of the plan that the individual is currently on (individual, couple or family).

Payments shall be made through the normal payroll process and made in equal payments throughout the year. Those who choose to take the health insurance buyout/opt out will be required to provide documentation which indicates that they are covered under another health insurance plan.

Article 5 Retirement Benefits

A. Membership in the New Hampshire Retirement System is mandatory before a paycheck is issued.

B. Eligibility Requirements:

- Ten or more full time years in the Profile School District. However-for those teachers hired by the District after July 1, 2012 fifteen or more full time years shall be required.
- Employment termination is not due to dismissal.
- Must be 55 years or older at the time of retirement.
- Written notification is provided to the school district no later than January 1 of the year prior to the year of retirement.

Benefits

1. Teachers meeting the above provisions shall have the right to purchase the district health insurance plan of their choice - single, couple, family - until reaching age 65. For those teachers retiring at the end of the academic year, the District will continue to pay for health insurance for the retiree at the premium split established in Section III, Paragraph D through August 31 of the year of retirement.

2. The Profile School District will pay the first \$2000 of the cost of the above health insurance per year from the year of retirement until age 65.

3. Teachers meeting the above provisions of eligibility requirements shall have the amount as calculated in paragraph 5 added to their annual salary for their last year of employment. This amount may be paid either as a lump sum or as part of their biweekly payments. If for some catastrophic family reason 18 months notice is not possible a shorter time of notification will be considered.

4. Teachers will be compensated for their retirement amount no later than July 15.
This benefit would be payable to the teacher's heirs or assigns in event to the teacher's demise.

5. The following formula shall be used to calculate this benefit: Retirement benefit = Maximum of 54-60 accumulated sick days paid at 50% of the retiring teacher's per diem rate (calculated as teacher's contracted salary / 186) + 10% of the teacher's contracted salary in the final year.

Article 6

Course Reimbursement & Professional Development

A. With the Principal's approval, teachers will be compensated up to the current cost of nine credits per year at the in state university rate (UNH) to take approved college courses and attend workshops, etc., which would be of professional relevance to their position. Only tuition, fees and books are covered under this provision. Books purchased for courses become the property of the Profile School District. The district will pay up to one-half of the course cost in advance and the remainder upon evidence of successful completion.

B. Teachers will be reimbursed for fees, meals, lodging and transportation to conferences approved by the Principal subject to annual funding.

Article 7

Travel

A. Those using privately owned vehicles for school business approved by the Principal shall be reimbursed at the rate per mile paid by the federal government upon the receipt of a voucher. Expenditure for parking and road tolls will be paid. Whenever possible, car-pooling is encouraged.

B. Teachers using their own vehicles for school travel shall procure and maintain liability insurance of \$100,000- \$300,000 at their own expense. Evidence of such coverage must be given to the Principal for inclusion in the teacher's personnel records.

Article 8

Sick Leave

A. Teachers are entitled to 13 days annual sick leave, which can be accumulated to 115 days.

Sick leave shall mean illness to any member of the immediate household.

Sick leave shall be extended to include bereavement.

A doctor's certificate may be required for more than three consecutive days of sick leave, or where a documented pattern of abuse exists.

B. Any teacher who uses three or fewer sick days in a contract year shall be paid three hundred dollars at the end of the school year.

Article 9

Sick Bank

Teachers may contribute four of their sick days annually to a Sick bank.

(Teachers may sign up to have 4 days automatically deducted to be added to the sick bank account at the end of the year when they have more days accrued then can be rolled over to the next school year)
The sick bank will act as a pool, which may be drawn upon after a teacher with a prolonged illness has exhausted his/her own sick days.
The teachers on the negotiating committee will administer this bank.
There is a cap of 100 days placed on the sick bank for each school year.

Article 10

Professional Leave

A. All teachers shall have three days per year, non-cumulative of professional leave. These days shall be for the pursuit of professional improvement. The Principal may at its discretion increase the number of professional days for an individual unit member.

B. Activities required of the teachers by the Principal and necessary for the performance of one's duties shall not be charged against this account.

Article 11

Personal Leave

Teachers have three days of personal leave. These days are to be used to handle emergencies or to conduct personal business, which could not be dealt with if the teacher was in school. Personal leave cannot be used to extend a vacation. Application for personal leave must be made to the Principal before the fact whenever possible. Unused personal days can be rolled over into a teacher's sick days at the end of the year.

Article 12

Association Leave

The bargaining unit shall have two days of leave per year for conducting association business. These days shall be deducted from the personal days of the unit members involved.

Article 13

Sabbatical Leave

A. The school Board will approve no more than one sabbatical leave per year for the purpose of retaining competent teachers and motivating faculty members to improve.

1. Eligibility.

- a. Have at least seven years teaching experience at Profile School prior to the sabbatical leave requested.
- b. Undertake studies related to teaching field specialization, i.e. work on masters degree in English or English literature, if an English teacher, etc.
- c. Agree to return to Profile For:
 - i. Three years if the sabbatical is for a full year.
 - ii. Two years if the sabbatical is for a half year.

- iii. One year if the sabbatical is for less than one half year.
- d. Be approved no later than January 1 in advance of the school year sought.

2. Criteria for Selection & Selection Procedure:

- a. Eligible teachers wishing to apply must submit a written proposal to the Principal for a leave the following year containing the following:
 - i.. A description of the sabbatical leave he/she's proposing for the leave.
 - ii. A statement of how the sabbatical leave will benefit him/her professionally.
 - iii. A statement of how the school will benefit as a result of him/her taking part in the sabbatical leave.

3. The Principal will forward all sabbatical leave proposals to the Board.

4. The Board will consider all proposals at their next monthly meeting and render a decision that is based on the following criteria:

- a. Whether or not the applicant meets the eligibility requirements in Section 4.
- b. The extent to which the individual will benefit professionally from the sabbatical leave.
- c. In the event that two or more teachers apply, the Board will also consider the benefit of the various proposals to the school.
- d. The Board will invite all applicants to their regular meeting to present their proposals and answer questions.
- e. The Board will seek input from the Principal and superintendent regarding all applicants.

5. All applicants will be notified in writing following the school Board meeting. Reason for rejection of sabbatical proposals will be given in the event that no leave is awarded.

6. Payments To or On Behalf of a teacher:

- a. The District will pay one-half salary for the full year or nine months of study, whichever is less. Pay will be on the appropriate year's scale.
- b. District will pay for a substitute teacher for the time of the sabbatical.
- c. The District will continue to pay for all benefits of the teacher on sabbatical leave.

7. Teacher's responsibilities:

- a. Sign a loan agreement with an appropriate length forgiveness clause.
- b. Agree to pay back all money advanced on a prorated basis if he/she leaves before the end of the period defined in the forgiveness clause.
- c. Satisfactorily complete the sabbatical leave.
- d. Present a written report to the Board after the sabbatical leave of study. This should include how the specific education will be used to improve the teaching skills of the teacher and what other educational benefits can be expected for the school.

Article 14

Leave Without Pay

1. A leave of absence without pay will be granted for a period of active service to any teacher who has been inducted or has enlisted in active duty in the Armed Forces of the United States for the term of enlistment or emergency.

2. Upon completion of five years in the school district, teachers may submit an application to the Board for a leave of absence without pay for the purpose of study, travel or professional training no later than January 1 in advance of the planned leave. If favorably considered by the Board, the individual must submit a program of studies no later than May 1 of the year preceding the intended leave. If leave is granted, the teacher shall return to the district the following year.
3. Health insurance benefits shall be maintained and paid at a 50% level by the district.
 - a. To be eligible for the 50% health benefit, the teacher shall sign an agreement to repay the district for the district's share of the premium payment if the teacher fails to return to the district for a duration equal to the period of the leave.
4. Sick leave shall neither accumulate nor diminish during the leave of absence.
5. The employer shall reinstate the teacher to his/her former teaching position.
6. The teacher shall be granted a year's teaching credit if the unpaid leave is for the purpose of study.
7. No more than one teacher will be granted such leave in any academic year.
8. Criteria for approval shall include, but not be limited to, past evaluation, potential and demonstrated pursuance or related advanced studies.

Article 15

Childbearing Leave

It is agreed that the District shall grant childbearing leave to all professional staff that qualifies under the following provisions.

- A. The employee will provide notice in anticipation of childbearing leave to the Principal thirty (30) days prior to such leave, except in case of emergency. The Principal shall notify the School Board who shall take action on the request at its next meeting following the receipt of a request.
- B. The personnel benefits accrued, including seniority, will be maintained during childbearing leave, providing the person concerned renews her employment as required below.
- C. Childbearing leave applies to the birth, adoption or fostering of a child. A parent can use their accrued sick leave to take childbearing leave for the birth, placement for adoption or foster care of a child. An employee shall be allowed to use their accumulated sick time up to thirteen weeks. Additional medical documentation shall not be required during this 13 week period. Upon exhaustion of sick leave, an employee may apply for additional days from the sick bank not to exceed a total of thirteen (13) weeks.
- D. In order to preserve the continuity of instruction, it is understood that childbearing leave ends after the 13 week period.

Upon return from childbearing leave, the recipient shall be placed in the same position on the salary schedule, as she would have been, had her employment in the district been continuous during the period represented by the leave.

Article 16

Child Rearing Leave

A. A child rearing leave shall be granted to a teacher at the discretion of the School Board and upon the following conditions: a) birth of a child; b) acceptance of a foster child; or c) adoption of a child. Such leave shall be for the purpose of childrearing and shall not exceed two years.

B. If a teacher is granted a leave longer than one year, she/he must agree to work one full year after said leave terminates to become eligible to request a leave for the birth of another child; b) acceptance of another foster child; or c) adoption of another child.

C. In order to advance a step on the salary schedule, the teacher, who has been granted a child rearing leave, must complete 90 days of service to the district during the year of the leave.

D. Health insurance benefits shall be maintained and paid at a 50% level by the district. To be eligible for the 50% health benefit, the teacher shall sign an agreement to repay the district for the district's share of the premium payment if the teacher fails to return to the district for a duration equal to the period of the leave

Article 17

Fair Treatment

A. No bargaining unit member shall be disciplined, suspended, held on step, non-renewed, or subjected to adverse personnel action without just cause.

B. The bargaining unit member in question will read and sign all written warnings. His/her signature does not indicate that he/she agrees with the statements made within. A teacher may submit a response in writing and have it attached to the written warning to be placed in his/her personnel file.

C. Bargaining unit members shall have the right to have association representation at all stages of the actions described above. The exception to the above would be first, second, and third year teachers who were non-renewed would not be subject to the grievance process.

Article 18

Reduction in Force

As soon as a reduction in force is seriously contemplated, the Superintendent shall notify the President of the PEA.

The Profile School Board may reduce the number of certified full-time and/or part-time positions for reasons of declining enrollments, budget reduction, change in or consolidation of Board-authorized

programs, or for any other reason determined necessary or desirable by the Board. Classifications will be defined by major teaching subject areas.

The classifications are further defined according to the courses of study being offered:

- English
- Social Studies
- Math
- Art
- Science
- Foreign Language
- Physical Education
- Allied Arts
- Technology Education
- Special Education
- Music
- Guidance
- Library

The following reduction-in-force policy will be implemented:

- A. The following factors shall be considered in determining who will be laid off: certification, educational experience, professional development, performance (as reflected by discipline and evaluations for duration of their employment), and experience in the certified area and/or job classification. If the Superintendent determines that all of the factors are equal, then seniority may be considered in making the final determination. Seniority is defined as the total number of years continuously employed in this school district.
- B. Recall of laid off teachers shall be in the reverse order of layoff in the classification from which the teacher was laid off, provided that:
1. such recall rights are available only 12 months from the date that the teacher was laid off.
 2. the teacher must at the time a position is offered be certified for such position.
 3. the teacher must file his/her mailing address with the SAU office.

Article 19

Non Renewal of Contract

A teacher whose contract is not being renewed shall be notified in writing on or before the date specified by state law.

Article 20

Resignation

Letters of resignation should be received prior to the issuance of new contracts. All teachers who resign prior to July 1st are not liable for any damage to the School District.

All teachers who resign after July 1st, but prior to the start of the academic school year shall be assessed a penalty of five hundred dollars (\$500). If a replacement is approved by the school board, the penalty will be reduced to two hundred and fifty dollars (\$250).

All teachers who resign during the academic school year will be subject to this provision.

Teachers who resign in lieu of termination will not be subject to this provision.

Teachers resigning due to health reasons, certified by a physician will not be subject to this provision.

The school board reserves the right to make exceptions given unusual circumstances.

In the event a suitable replacement has not been found, the Superintendent may discuss end dates of employment. Upon mutual agreement, a teacher, the current Superintendent and the Superintendent of the teachers new place of employment can negotiate start and end dates. If such agreement is reached, the fee will be waived.

Article 21

Personnel Files

- A. Personnel files will be maintained for all teachers in the school administrative unit.
- B. Teacher's records are available for inspection in the presence of the Principal by the particular teacher.
- C. Teachers will be given copies of any observations, evaluations, warning or disciplinary letters in their files. Evaluations will be conducted in a confidential and professional manner.
- D. Information within the personnel file shall be handled with discretion by the district. This information shall not be discussed casually with anyone it does not officially concern.

Article 22

Grievance Procedure

Any teacher who believes that his or her guarantees as outlined in this contract have been violated may use the following Grievance procedure. The Association may file a grievance on behalf of more than one bargaining unit member.

- A. Within thirty work days of when the alleged violation becomes known, a letter explaining the nature of the problem and the solution must be sent to the Principal.
- B. The Principal must respond in writing within five workdays
- C. If the response is unsatisfactory, the teacher has five workdays to write to the superintendent of the alleged violation.
- D. The superintendent or his designee must respond in writing within ten workdays.

E. If the response of the superintendent is unsatisfactory, the teacher may bring the issue to the school Board within thirty days. The Board or a committee of the Board shall hold a hearing on the grievance within 15 days of receiving the grievance. The Board shall provide a decision within 10 day after the hearing.

F. If the decision of the Board is unsatisfactory, the teacher, along with the Association may, within thirty days from the receipt of the decisions of the School Board, notify the Board that it wants to submit the grievance to arbitration. The Board shall respond to the appeal within thirty days.

G. Within seven days after written notice to the Board of the submission to arbitration, the Association and Board shall attempt to mutually agree upon an acceptable arbitrator. Should the parties be unable to agree, or to obtain said commitment within the specified period, the Association shall submit a written request for a list of arbitrators to the American Arbitration Association/Federation Mediation and Consultation Service. An arbitrator shall be selected from said list pursuant to the rules and procedure of the American Arbitration Association of the time and place of such hearing.

H. The arbitrator so selected shall call a hearing in a timely manner and notify the Board & Association of the time and place of such hearing. The hearing shall be informal and the rules of evidence prevailing in judicial proceedings shall not be binding. Any and all documentary evidence and other dates deemed relevant by the arbitrator may be received in evidence. The arbitrator shall have the power to administer dates and to require witnesses, the production of books, records and other evidence relative or pertinent to the issue presented for determination.

I. Both the Board and Association shall have the right to be represented at any hearing before said arbitration.

J. Hearings shall be concluded within thirty (30) days of the time of commencement and within ten (10) days after the conclusion of the hearing. The arbitrator shall make written findings and written opinion upon the issues presented. Copies shall be provided to both the Association and the Board.

K. The decision of the arbitrator shall be final and binding upon the parties. The decision of the arbitrator may be appealed only on the ground that the decision was procured by fraud or that it violates the law, in which case appeals shall be to the New Hampshire Court System.

L. Fees and expenses of the arbitrator shall be borne equally by the Board and Association.

M. All communication beyond the Principal level shall be by certified mail.

Article 23

Miscellaneous

A. The District shall pay the premium for a convertible life and dismemberment insurance policy for all full-time teachers in the coverage amount equal to 50,000.

B. It is the responsibility of all teachers to notify the Principal immediately of any change in name, address, phone number, beneficiaries or number of dependents.

C. Teachers are expected to comply with all school Board policies and administrative regulations.

D. An advisory committee will be established to provide guidance to the administration on key issues, such as vision design, marketing strategy, resource allocation (budget), health and safety and infrastructure projects, that meet at least quarterly. The committee is comprised of;

Profile Principal

Profile Assistant Principal

2 School Board Members

1 High School teacher to be appointed by the PEA

1 Middle School teacher to be appointed by the PEA

1 Paraprofessional

2 Parents

E. The Principal will consult with the PEA representative when selecting teachers to serve on hiring committees

F. All teachers are expected to keep confidential information concerning students and their families that they gain in the course of their work.

G. Teachers may not use their position or the school for personal gain or profit.

H. Bargaining unit members are barred from holding office on school Boards for the Profile, Lafayette, or Bethlehem districts.

I. Teachers who are active politically are barred from using their position to promote a particular political agenda. Teachers are responsible to see to it that students are acquainted with all sides of political and other controversial issues.

J. The district will provide professional indemnified insurance for its professional teachers in the amount of \$1,000,000.

Article 24

Equal Opportunity Statement

In no way will any personnel action be taken in recruitment, appointment, training, advancement, retention or any other area which is discriminatory against the teacher because of his or her age, sex, race, national origin, religion or physical disability, sexual orientation, creed, domicile, or marital status

Article 25


Savings Clause

If any article or part of this agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or part should be restrained by such tribunal, 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 26 Duration

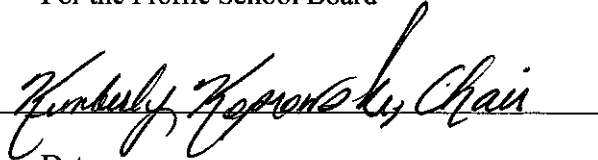
This Agreement shall take effect at 12:01 A.M. on September 1, 2021 and continue in force until midnight on August 31, 2024 and from year to year thereafter unless written notification of modification or termination is given as specified in state law.

For the Association



Date

For the Profile School Board



Date

**Appendix A
Profile Salary Schedule
2021-2022**

				MA	MA+15	MA+30		
	Step	BA	BA+15	BA+35	BA+50	BA+65		
21-22	1	38,638	39,438	40,238	41,838	43,438		
	2	40,238	41,038	41,838	43,438	45,038		
	3	41,838	42,638	43,438	45,038	46,638	Increase to base:	500
	4	43,438	44,238	45,038	46,638	48,238		
	5	45,038	45,838	46,638	48,238	49,838		
	6	46,638	47,438	48,238	49,838	51,438	BA Horiz. Step:	800
	7	48,238	49,038	49,838	51,438	53,038	MA Horiz. Step:	1,600
	8	49,838	50,638	51,438	53,038	54,638	Vertical Step:	1,600
	9	51,438	52,238	53,038	54,638	56,238		
	10	53,038	53,838	54,638	56,238	57,838	Offstep: \$1,000 increase	
	11	54,638	55,438	56,238	57,838	59,438		
	12	56,238	57,038	57,838	59,438	61,038		
	13	57,838	58,638	59,438	61,038	62,638		

Appendix A
Profile Salary Schedule
2022-2023

				MA	MA+15	MA+30		
		BA	BA+15	BA+35	BA+50	BA+65		
22-23	Step							
	1	39,138	39,938	40,738	42,338	43,938		
	2	40,738	41,538	42,338	43,938	45,538	Increase to base:	500
	3	42,338	43,138	43,938	45,538	47,138		
	4	43,938	44,738	45,538	47,138	48,738		
	5	45,538	46,338	47,138	48,738	50,338	BA Horiz. Step:	800
	6	47,138	47,938	48,738	50,338	51,938	MA Horiz. Step:	1,600
	7	48,738	49,538	50,338	51,938	53,538	Vertical Step:	1,600
	8	50,338	51,138	51,938	53,538	55,138		
	9	51,938	52,738	53,538	55,138	56,738	Offstep: \$1,000 increase	
	10	53,538	54,338	55,138	56,738	58,338		
	11	55,138	55,938	56,738	58,338	59,938		
	12	56,738	57,538	58,338	59,938	61,538		
	13	58,338	59,138	59,938	61,538	63,138		

**Appendix A
Profile Salary Schedule
2023-2024**

		MA		MA+15		MA+30	
	Step	BA	BA+15	BA+35	BA+50	BA+65	
23-24	1	39,638	40,438	41,238	42,838	44,438	
	2	41,238	42,038	42,838	44,438	46,038	
	3	42,838	43,638	44,438	46,038	47,638	Increase to base: 500
	4	44,438	45,238	46,038	47,638	49,238	
	5	46,038	46,838	47,638	49,238	50,838	
	6	47,638	48,438	49,238	50,838	52,438	BA Horiz. Step: 800
	7	49,238	50,038	50,838	52,438	54,038	MA Horiz. Step: 1,600
	8	50,838	51,638	52,438	54,038	55,638	Vertical Step: 1,600
	9	52,438	53,238	54,038	55,638	57,238	
	10	54,038	54,838	55,638	57,238	58,838	Offstep: \$1,000 increase
	11	55,638	56,438	57,238	58,838	60,438	
	12	57,238	58,038	58,838	60,438	62,038	
	13	58,838	59,638	60,438	62,038	63,638	

Appendix B
Co-Curricular Salary Schedule

GROUP	Approximate # of Hours Worked	Multiplier: x 1.2 Administrative x1 Varsity, x.9 Middle school coaching, x .75 HS Assistants x .7 MS Assistant			Points	2021-24 Salary
Athletic Director	660	1.2			792	18,295
GV Soccer	120	1			120	2,772
GJV Soccer	120	0.75			90	2,079
BV Soccer	120	1			120	2,772
BJV Soccer	120	0.75			90	2,079
Cross Country	90	1			90	2,079
GMS Soccer	90	0.9			81	1,871
GMS Soccer Asst.	90	0.7			63	1,455
BMS Soccer	90	0.9			81	1,871
BMS Soccer Asst.	90	0.7			63	1,455
Nordic	120	1			120	2,772
Nordic Asst.	90	0.75			67.5	1,559
GV Basketball	150	1			150	3,465
GJV Basketball	150	0.75			112.5	2,599
BV Basketball	150	1			150	3,465
BJV Basketball	150	0.75			112.5	2,599
Unified Basketball	30	1			30	693
Unified Asst.	30	0.75			22.5	520
GMS Basketball	90	0.9			81	1,871
GMS Basketball Asst.	90	0.7			63	1,455
BMS Basketball	90	0.9			81	1,871
BMS Basketball Asst.	90	0.7			63	1,455
VB Baseball	120	1			120	2,772

VB Baseball Asst.	120	0.75	90	2,079
VG Softball	120	1	120	2,772
VG Softball Asst.	120	0.75	90	2,079
Road Biking	75	1	75	1,733
Road Biking Asst.	60	0.75	45	1,040
MS Boys' Baseball	90	0.9	81	1,871
MS Boys' Baseball Asst.	90	0.7	63	1,455
MS Girls' Softball	90	0.9	81	1,871
MS Girls' Softball Asst.	90	0.7	63	1,455
Girls Tennis	80	1	80	1,848
Boys Tennis	80	1	80	1,848
7th Grade Advisor	30	1	30	693
8th Grade Advisor	30	1	30	693
9th Grade Advisor	30	1	30	693
10th Grade Advisor	30	1	30	693
11th Grade Advisor	50	1	50	1,155
12th Grade Advisor	50	1	50	1,155
Nat'l Honor Society	40	1	40	924
Student Council	25	1	25	578
MS Math Team	40	1	40	924
Instructional Skiing	15	1	15	347
Mt. Biking	30	1	30	693
Musical Director	85	1	85	1,964
Drama Producer	85	1	85	1,964
Pep Band	30	1	30	693
YLTA	20	1	20	462
Trivia Team	15	1	15	347
Anime	15	1	15	347
PRIDE	20	1	20	462

Fitness Club/Outing Club	25	1	25	578
Math/Science BLT*	40	1.2	48	1,109
WL Curriculum Leader*	40	1.2	48	1,109
ELA Curriculum Leader*	40	1.2	48	1,109
MS Coordinator*	50	1.2	60	1,386
Media Relations*	30	1	30	693
Technology Coord.*	60	1.2	72	1,663

3906

108,524

*The value of the point in the current spreadsheet is 23.1

*Points are calculated by multiplying approximate hours worked x the responsibility multiplier

*Point values will be revisited by the committee periodically and adjusted if needed.

*In the event of special circumstances (ie. 2 coaches wanting to split the head coach + assistant coach salary or an assistant coach wanting to commit to fewer hours than would normally be coached) salaries can be adjusted. The committee will be notified by the AD of the change.