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Sunapee Teachers'

2007 – 2010

Master Contract

SUNAPEE TEACHERS'
2007 - 2010
MASTER CONTRACT

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ARTICLE I
RECOGNITION

- 1.1 The Sunapee School Board recognizes the Sunapee Teachers' Association affiliated with the NEA-NH for the purposes of collective negotiations according to RSA 273:A as the exclusive representative of all teachers, guidance counselors and nurses, of the Sunapee School District, certified by the New Hampshire Public Employee Labor Relations Board.
- 1.2 Definitions for the purpose of this contract are as follows:
 - A. The term "school" means any work location.
 - B. The term "teacher" or the term "employee" means a person included in the bargaining unit.
 - C. The term "Board" means the Sunapee School Board or any of its agents.
 - D. The term "Association" means the Sunapee Teachers' Association affiliated with NEA-NH or any of its agents.

ARTICLE II
MANAGEMENT RIGHTS

- 2.1 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.
- 2.2 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 that this Agreement shall not be construed so as to limit or impair their discretions or authorities.

ARTICLE III
ASSOCIATION RIGHTS

- 3.1 The association may use school buildings at reasonable times for meetings prior to or after the contract day. Request for the use of the buildings will be given to the principal in advance.
- 3.2 The association, upon request, will be given time on the first workday of the school year to present brief reports and announcements.
- 3.3 The association shall have the right to post notices of its activities and matters of teacher concern on an Association bulletin board, approved by the principal, in faculty rooms, and may continue the use of the faculty mailbox, computer and e-mail systems.
- 3.4 The association may, with the permission from the building principal, use school equipment normally used by the teachers for association activities. However, expendable material will be at the expense of the association. Further, the association will pay for equipment damaged.
- 3.5 Representatives of the association shall be allowed to conduct association business on school property at any time, provided it does not interrupt school activities. Outside representatives shall first report to the administrative offices.
- 3.6 Officers and representatives of the Association shall be permitted to take up to an accumulated total of four (4) days per year of paid leave to attend official NEA functions, such as the annual delegates' assembly and the annual mid-year conference.
- 3.7 During the term of this agreement, the rights set forth in this article shall not be granted to any other bargaining agency.

ARTICLES IV
TEACHER RIGHTS

- 4.1 Pursuant to the NH Public Employee Labor Relation Law, the employer hereby agrees that every eligible teacher employee of the District shall have the right freely to organize, join and support the association for the purpose of engaging in collective bargaining or negotiations and other concerted activities for mutual aid and protection. The employer undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any bargaining unit member in the enjoyment of any rights conferred by the Law or other Laws of NH or the Constitution of NH or the United States; that it will not discriminate against any bargaining unit member with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the Association or collective negotiations with the employer, or his/her institution of any grievance, complaint or proceeding under the Agreement or otherwise with respect to any terms or conditions of employment.
- 4.2 The employer agrees that it will in no way discriminate against or between bargaining unit members because of their race, creed, color, religion, national origin, age, gender, marital status, sexual orientation, physical characteristics, disabilities, and/or domicile.
- 4.3 Each bargaining unit member shall have the right to review the contents of his/her personnel records, excluding initial references of the district pertaining to said bargaining unit member, origination after initial employment and to have a representative of the Association accompany him/her in such review. Other examination of a bargaining unit member's file(s) shall be limited to authorized supervisory personnel which shall include superintendent, principal, and members of the school board when acting as a board or legal counsel for either the board or supervisory personnel. When immediate access is needed, i.e. grievances, disciplinary actions, a bargaining unit member shall provide at least a twenty-four (24) hour notice of intent to review his/her file.
- 4.4 No material related to a bargaining unit member's job performance or behavior, including complaints originating after initial employment, will be placed in his/her personnel file unless the bargaining unit member has had an opportunity to review the material within ten (10) school days upon receipt of said material. The bargaining unit member may submit a written notation regarding any material, and the same shall be attached to the file copy of the material to be placed in the file. If the bargaining unit member believes material is inappropriate or in error, he/she may request that the material will be corrected or expunged from the file, the signature indicates that he/she has read the material, and the signature shall not be interpreted to mean agreement with the content of the material.
- 4.5 Evaluations shall be conducted in accordance with the current Sunapee School District Teacher Evaluation Model, adopted 4/30/99. When this model is, in the board's opinion, to be changed, input by the STA will be required with final approval made by the school board. The teachers will be notified of any and all changes by May 1st. The evaluation cycle shall be from July 1st through June 30th of each year.

- 4.6A Any formal complaint regarding a teacher made to any member of the administration, by a parent, student or other person, which may be used in any manner in evaluating a teacher shall be promptly investigated. The teacher shall be given an opportunity to respond and meet with the person making the complaint in order that he/she may rebut the complaint. If the person making the complaint refuses to participate in this procedure, any and all references to the complaint shall be removed from the teacher's file. The teacher shall acknowledge that he/she had the opportunity to review such complaint by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and that answer shall be reviewed by the superintendent or designee and attached to all copies. Unsubstantiated complaints shall not be placed in an employee's file.
- 4.6B If a meeting as outlined in 4.6A is contrary to law or if the accuser cannot be required to attend such a meeting, then the meeting would not take place. Examples may include, but are not limited to cases of sexual harassment or bullying.
- 4.7A. Disciplinary action shall normally take place in the following order; however, disciplinary action may be taken out of order depending upon the severity of the infraction, as determined by the Superintendent: (a) oral warning, (b) written warning, (c) suspension with or without pay, (d) discharge.
- B. If an employee is required to appear before the School Board for a formal disciplinary hearing, the employee shall be given written notice of the reason for the hearing, and shall be entitled to have an Association representative present with him/her at the hearing at the employee's expense.
- C. Employees who receive written reprimands, are suspended without pay, or are dismissed during the school year shall receive written notice thereof, including the reasons for the action taken. This shall not apply to non-renewals of employment.
- D. The School District shall provide copies of School Board Policies to the Association president or his/her designee

ARTICLE V NEGOTIATION PROCEDURE

- 5.1 On or before October 1 of the final year covered by this agreement, either party may initiate negotiations in accordance with RSA 273:A
- 5.2 Any agreement reached shall be reduced to writing and be signed by the Board and by the Association.
- 5.3 The parties may by mutual agreement pass over mediation and go directly to fact-finding.

ARTICLE VI GRIEVANCE PROCEDURE

- 6.1 Definition -A "grievance" is any claim by an employee, group of employees, or the Association alleging there has been a violation, misinterpretation, or misapplication of any provision of the Agreement. All time limits specified in this Article VI shall mean school days.
- 6.2 Purpose-The parties acknowledge that it is more desirable for an employee and his/her immediately involved supervisor to resolve problems through free and informal communications. Grievances that are not satisfactorily settled in an informal way shall be reduced to writing (see attached Grievance Report Form, Appendix A) and referred to the following formal grievance procedure. A grievance to be considered under this procedure must be initiated in writing within thirty (30) school days of its occurrence.
- 6.3 Any employee covered by this Agreement shall have the right to be represented at any stage of the grievance procedure.
- 6.4 Formal Procedure-The grievance shall state the specific alleged violation, misinterpretation, or misapplication with proper reference to the contract Agreement and the relief sought. It shall also set forth names, dates, and other related facts, which will provide a sound basis for a complete understanding of any such grievance. In cases where more than one employee shall have a grievance on the same alleged violation, misrepresentation, or misapplication, such being filed with the Sunapee Teachers' Association grievance committee prior to any of the individual grievances reaching Level A, such employees may file a single grievance bearing the signatures of all employees involved, and have said grievance treated at each level according to the rights and procedures of this section with only one of the employees representing those involved.
- 6.5 Level A-Within five (5) school days of receipt of a formal grievance, the building principal shall meet with the aggrieved teacher and any other pertinent personnel. Within five (5) school days following any such meeting, the principal shall give his/her answer in writing. If the grievance is not settled at this level, then it may be referred to Level B within ten (10) school days of the receipt of an answer given at level A.
- 6.6 Level B-Within ten (10) school days of a grievance being referred to this level, the superintendent and/or his/her designee will meet with the participants of Level A and examine the facts of the grievance. The superintendent and/or his/her designee shall give his/her answer in writing within five (5) school days of any such meeting. If the grievance is not settled at this level, then, within ten (10) school days from receipt of the answer rendered at level B, the grievance may be referred to Level C.
- 6.7 Level C- Within fifteen (15) school days of a grievance being referred to this level, the school board will meet with all the participants necessary to obtain and examine the facts of the grievance. A decision in writing with reason for the decision will be rendered by the school board ten (10) school days after it has completed its deliberations.

- 6.8 Level D-If the grievance remains unsettled, then the matter may be referred by the Association to arbitration within fifteen (15) school days. If the matter is referred to arbitration, then the parties shall apply to the American Arbitration Association and/or Public Employees Labor Relations Board (PELRB) to name an arbitrator under its rules and procedures. The arbitrator shall use his/her best effort to arbitrate the grievance, but he/she shall have no power or authority to do other than interpret and apply the provisions of this Agreement and he/she shall have no power to add to or subtract from, alter or modify any of the said provisions. The arbitrator shall thereafter submit a decision to both parties. The arbitrator's decision shall be binding. The parties agree to share equally in the compensation and expense of the arbitrator.
- 6.9 Time periods specified in this procedure must be followed unless extended by mutual agreement in order for a grievance to be considered.
- 6.10 Grievance(s) of a general nature, or involving the superintendent, may be submitted by the Association to Level C. The principal shall be notified of this action.
- 6.11 In the event a grievance is filed on or after June first (1st), the parties agree to make a good faith effort to reduce the time limits set forth herein so that the grievance procedure may be exhausted prior to the end of the school term, or as soon thereafter as is practical.
- 6.12 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits (unless extended by mutual agreement) shall allow aggrieved person(s) to proceed to the next level. Failure at any step of this procedure to appeal a grievance to the next level within the specified time limit shall be deemed to be acceptance of the last decision rendered.
- 6.13 The parties agree that employees covered by this Agreement shall enjoy freedom from restraint, interference, coercion, discrimination or reprisal in presenting or appealing any personal grievance(s).

ARTICLE VII
LEAVES OF ABSENCE

- 7.1 A. Sick/Bereavement Leave-Each teacher will be entitled to fifteen- (15) sick/bereavement leave days each year. These days may accumulate from year to year, up to 120 days. They may be used at the discretion of the teacher, for illness, illness in the family or bereavement. Except in an emergency, the teacher is required to notify his/her principal at least 48 hours in advance. A person who is employed less than full-time, is entitled to the same number of leave days, however, one leave day will be equivalent to the individual work day of said person, i.e. an individual employed at half-time who is absent on October 30th will be considered as one leave day.
- B. Personal Days-Personal Leave of three (3) days per year shall be granted to each member of the bargaining unit. The following criteria shall apply:
1. The leave is automatic with notification of 48 hours in advance. The 48 hours will not apply in case of emergency.
 2. At the discretion of each building administrator no more than two teachers from each building will be allowed one personal day to extend the holiday, winter and spring vacations, only for a special situation or extenuating circumstances. These days may not be the same day. Recent recipients will be given lowest priority. (Ex: Two teachers in each building, one on Friday and one on Monday, only for special situations or extenuating circumstances.
 3. Any teacher who does not use any of the three personal days will receive a stipend of 3 times the daily substitute pay rate.
- 7.2 The sick bank program shall be administered by the teacher's elected representatives (see Appendix B).
- 7.3 Child Bearing/Rearing Leave
- A. When a teacher knows she is pregnant, or he/she has received confirmation of adoption, the Superintendent of Schools shall be informed in writing, together with the expected date of the arrival of the child.
 - B.
 1. Sick/bereavement leave may be used during the disability period.
 2. A teacher who does not have enough accumulated sick/bereavement leave may apply to the sick bank for any days needed to cover the disability period only.
 3. A teacher may also use their accumulated sick/bereavement time for the twelve weeks covered by the FMLA.
 - C. Insurance benefits will continue as per article 11.1 a for up to 4 months. This includes the child-bearing time specified by FMLA. For additional time out, the individual teacher may continue insurance benefits at his/her own expense.

ARTICLE XIV
DURATION AND RENEWAL

- 14.1 The provisions of this Agreement will remain in full force and effect until August 31, 2010. This Agreement may be amended upon mutual agreement of the parties. Any changes will be reduced to writing, signed by the duly authorized representatives of the parties and adopted thereto.
- 14.2 Only cost items shall be submitted to the legislative body of the public employer for approval. If, in the initial submission of a newly negotiated Agreement, the legislative body rejects any part of the submission, or while accepting the submission takes any action which would result in a modification of the terms of the cost item submitted to it, either party may reopen negotiations on all or part of the entire agreement.

ARTICLE XV
SALARIES AND SALARY SCHEDULE

- 15.1a Members of the bargaining unit (except nurses, see 15.1b) shall be paid according to the salary schedule set forth in Appendix D. In order to move from one place to another, the documentation for credits or degree earned must be received by the SAU office no later than October 1st of the year the change is to take place.
- 15.1b Nurses employed by the district shall be paid based on their years of experience in nursing in the bachelor's lane of Appendix D at a rate of 80% for an Associates Degree and 90% for a Bachelors Degree.
- 15.2 All teachers employed by the district shall each year be given full credit on the salary schedule for full years of previous teaching experience.
- 15.3 Placement on the salary schedule, for all teachers employed by the district, shall be in accordance with the teacher's total previous years of experience, highest degree, and the number of credits earned beyond said degree. Credit will be given for all years of teaching experience. The superintendent or his/her designee may award credit for relevant non-teaching experience, however, s/he must provide the STA president with the specific information. Once under contract no new evidence shall be accepted for the purpose of initial salary schedule placement.
- 15.4 Any bargaining unit member, asked and agreeing to work days beyond those of the contract year, will be paid at the rate of one, one hundred eighty-fifth (1/185) of his/her contract pay per diem for professional services

- 15.5 Employees hired less than full-time (as per Article IX) shall be paid as follows.
- A. Employees at the Sunapee Elementary School hired less than full-time (as per Article IX) shall be paid proportionally based on his/her schedule.
 - B. Employees at Sunapee Middle High School hired less than full-time (as per Article IX) shall be paid .165 x (number of classes) x (salary).
 - C. Band and chorus instructors will be paid proportionally based on his/her schedule.
- 15.6A. Employees engaged in co-curricular activities shall receive a stipend as established in Appendix E.
- B. Procedure for establishing new co-curricular activity.
- 1. Written permission must be obtained from the building principal prior to initiating a new co-curricular activity or club.
 - 2. Total of \$1000/school will be budgeted annually and dispensed at the principal's discretion for all new pilot programs.
 - 3. After two successful years the principal may notify the superintendent and the STA president of the desire to add the activity or club to Appendix E of the master contract. The stipend to be negotiated.
- 15.7 Loyalty, Longevity, Retirement Plan. A teacher will receive his/her regular salary and an additional amount for his/her last year of teaching in the Sunapee School District upon written notification to the Superintendent of Schools of his/her intent to retire. The notification must be received by the Superintendent not later than November 1st of the school year prior to the desired retirement year. The teacher's retirement date shall be at the end of the following school year. The criteria is determined by the contract in effect on the date of the letter of notification and years of experience in Sunapee at the time of retirement.

The following criteria must be met in order to be eligible:

- A. The teacher must have been a full-time teacher in Sunapee for a minimum of fifteen (15) years to receive an additional \$8000.00 or a full-time teacher in Sunapee for a minimum of (20) years to receive an additional \$10,000.00. A part time teacher will be eligible to receive a prorated amount for their years of service in Sunapee
- B. Be at least fifty-five (55)

The teacher may retract his/her intention to retire by notifying the Superintendent prior to the first day of the next school year following the November 1st notification date

APPENDIX A
GRIEVANCE REPORT FORM

Grievance No. _____

_____ School District

To _____
(Principal)

Complete in triplicate with copies to

- 1. Principal
- 2. Superintendent
- 3. Association

_____ School

_____ Name of Grievant

_____ Date Filed

LEVEL A

Date of Grievance _____

1 Statement of Grievance (Be sure to include the specific violation or condition with proper references to the contract Agreement.) _____

Signature Date

2 Answer given by Principal: _____

Signature Date

3 Position of Grievant: _____

Signature Date

LEVEL B

Grievance No _____

Date received by Superintendent and/or Asst. Superintendent: _____

Answer given by Superintendent and/or Asst. Superintendent: _____

Signature

Date

3 Position of Grievant _____

Signature

Date

LEVEL C

Date received by School Board: _____

Date of School Board Meeting: _____

Answer given by School Board: _____

Signature

Date

3 Position of Grievant _____

Signature

Date

LEVEL D

Date submitted to Binding Arbitration: _____

APPENDIX B
SUNAPEE TEACHERS' SICK BANK

Eligible staff may contribute up to two of their sick/bereavement leave days to a sick bank annually which will act as a pool which may be drawn upon after a member with a prolonged illness has exhausted his/her own sick/bereavement leave days. This bank may accumulate up to a total of two times the eligible membership. The program will be administered by the teachers' elected representatives.

- I. Membership-Membership in the sick bank will be voluntary.
 - A. All Sunapee teachers who are eligible members of the bargaining unit will have the opportunity to join the Sunapee Sick Bank Program.
 - B. All teachers will be given the opportunity in writing to make a decision to join, remain, or not to participate in the program by the end of September.
 - C. Participation in the bank will constitute a teacher donating two of his/her annual sick/bereavement leave days into the bank each year of membership, if needed. Once designation of membership into the sick bank program has been made, the days cannot be withdrawn.
- II. Administration
 - A. It shall be the responsibility of the three-member Sick Bank Committee to inform the Assistant Superintendent of SAU #43 of the benefits granted to its (the Sick Bank) members.
 - B. The Sick Bank Committee will be chosen by the members of the Sunapee Teachers' Association and will continue in effect until the teachers choose a new committee the following fall.
 - C. Records will be maintained by the Sick Bank Committee which will be open to inspection by the members and Sunapee School Board members at all times.
 - D. One person on the Sick Bank Committee will act as bookkeeper for the bank, maintaining and updating records.
- III. Benefits-A member will only become eligible for benefits after he/she has exhausted his/her own accumulated sick/bereavement days.
 - A. Two types of administration of benefits will qualify.
 1. Emergency non-planned sickness or injury. This will constitute the teacher being unable to personally (phone or in person with full control of his/her faculties) apply for benefits. Sick days will be granted on an as needed basis with determination based solely on need of the incapacitated member. Under this situation, it will be the responsibility of the Sick Bank Committee to act on behalf of the member without a request from the member.

2. Planned or expected sick leave. This will constitute all non-emergency situations when a member is capable to plan or determine his/her elected surgery or treatment, convalescing, and so forth. This will include disability arising from pregnancy but not maternity leave.
 - a. The member shall in writing specifically give in detail a request to the Sick Bank Committee for the expected days of absence needed.
 - b. It shall then be the responsibility of the Sick Bank Committee to determine what it considers to be the best course of action in the individual case. The Committee may
 1. Approve the days off requested
 2. Offer a counter proposal
 3. Refuse the request
 - c. A member will receive a written copy of the Committee's reply within a reasonable period of time.
 - d. The member will have the right to appeal the Committee's decision at a special meeting of the Sick Bank Membership. With the use of a secret ballot by the members, a majority of members will determine the outcome of the appeal. Both the member and the Committee will present its reasons or actions to the membership.
3. Teachers who leave Sunapee will have their donated days deducted from the bank when they leave.

IV. How the Sick Bank Works

- A. Approved days will be taken from the Sick Bank on the first-come basis documented by a signed letter to the Superintendent from the Sick Bank Committee.
- B. Each member may have from 0 to 2 days of his/her individual 15 annual sick/bereavement leave days deducted from his/her account and placed in the Sunapee Sick Bank.
 1. Days deducted from individuals will be based on total allowable days in the Sick Bank. No one will have days deducted unless a need exists for additional days up to the maximum in effect at the time.
 2. When the number of days in the Sick Bank falls below the maximum, days will be donated in the following manner.

New staff may donate up to 2 days, after which staff member will be asked in alphabetical order to donate one day to reach the maximum number of days

APPENDIX C COURSE MONEY DISTRIBUTION

The deadlines for submitting the Course Approval & Reimbursement form to the teachers' course payment committee are:

September 30th for summer courses

January 30th for fall courses

May 30th for spring courses

A copy of the Course Approval & Reimbursement form submitted to the administration will be returned to the individual teacher within ten (10) working days.

Anyone missing a deadline cannot expect payment. If there are funds remaining at the end of the fiscal year after all other commitments are met, consideration will be given to late claims.

The total money allocated for course reimbursement will be divided in thirds: One third set aside for summer courses; one third, for fall courses; and one third, for spring courses.

Applicants shall not be entitled to reimbursement for a course unless the grade earned is a "B" or better, or a grade of "pass" in a pass/fail course.

Said applicants may receive up to twelve (12) credits payment per year. A teacher wishing to receive reimbursement for more than twelve (12) credits in a fiscal year, must submit a written request in advance accompanied by the completed Course Approval & Reimbursement Form. Maximum payment for each course will be based on the current UNH graduate cost per credit.

If there is no over subscription for the trimester's allocated funds, each applicant will be paid fully for the first credit. Then the second credit will for each applicant will be funded. This system of funding by credit per applicant will be in effect up to the total budgeted funds. If funds are not available to reimburse a full credit for each applicant (whichever credit we have reached), then the remaining money allocated for the trimester will be divided equally among the applicants so that each applicant's credit in question will receive equal partial payment.

Any remaining monies from each trimester will accumulate to the end of the year. By June 25th this accumulated balance will be distributed per unpaid earlier credit starting with the individuals who have received the least number of paid credits. At the point at which money cannot cover a full credit it will again be divided equally among those for partial payment of the credit in question.

The above plan will be administered by a committee of the faculty (Course Payment Committee). The plan requires that course selections have met with administrative approval prior to each applicant's request for reimbursement. Use the attached form or get one from the building representative

COURSE APPROVAL & REIMBURSEMENT FORM

Date of application _____

Course Requested for Fall Spring Summer (circle one)

Name of Applicant _____

Course name(s)

	<u>Cost per Credit</u>	<u>Total Credits</u>	<u>Date Offered</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Name of Institution offering Courses: _____

The above courses have/have not (circle one) been approved by the administration

Administrator's Signature

Approval for Payment Section

The course Payment Committee has approved payment of \$ _____
to _____ for the following courses:

Chairman of the Course Payment Committee

APPENDIX D
SUNAPEE TEACHERS ASSOCIATION
Salary Schedule

School Year 2007-2008

STEP	BA	BA+15	BA +30	MA	MA+15
0	30,659	32,192	33,725	35,258	36,791
1	32,192	33,725	35,258	36,791	38,324
2	33,725	35,258	36,791	38,324	39,857
3	35,258	36,791	38,324	39,857	41,390
4	36,791	38,324	39,857	41,390	42,923
5	38,324	39,857	41,390	42,923	44,456
6	39,857	41,390	42,923	44,456	45,989
7	41,390	42,923	44,456	45,989	47,522
8	42,923	44,456	45,989	47,522	49,055
9	44,456	45,989	47,522	49,055	50,588
10	45,989	47,522	49,055	50,588	52,121
11	47,522	49,055	50,588	52,121	53,654
12	49,055	50,588	52,121	53,654	55,187
13	50,588	52,121	53,654	55,187	56,720
14	52,121	53,654	55,187	56,720	58,252
15	53,654	55,187	56,720	58,252	59,785

School Year 2008-2009

STEP	BA	BA+15	BA +30	MA	MA+15
0	31,962	33,560	35,158	36,757	38,355
1	33,560	35,158	36,757	38,355	39,953
2	35,158	36,757	38,355	39,953	41,551
3	36,757	38,355	39,953	41,551	43,149
4	38,355	39,953	41,551	43,149	44,747
5	39,953	41,551	43,149	44,747	46,345
6	41,551	43,149	44,747	46,345	47,943
7	43,149	44,747	46,345	47,943	49,541
8	44,747	46,345	47,943	49,541	51,140
9	46,345	47,943	49,541	51,140	52,738
10	47,943	49,541	51,140	52,738	54,336
11	49,541	51,140	52,738	54,336	55,934
12	51,140	52,738	54,336	55,934	57,532
13	52,738	54,336	55,934	57,532	59,130
14	54,336	55,934	57,532	59,130	60,728
15	55,934	57,532	59,130	60,728	62,326

School Year 2009-2010

STEP	BA	BA+15	BA +30	MA	MA+15
0	33,401	35,071	36,741	38,411	40,081
1	35,071	36,741	38,411	40,081	41,751
2	36,741	38,411	40,081	41,751	43,421
3	38,411	40,081	41,751	43,421	45,091
4	40,081	41,751	43,421	45,091	46,761
5	41,751	43,421	45,091	46,761	48,431
6	43,421	45,091	46,761	48,431	50,101
7	45,091	46,761	48,431	50,101	51,771
8	46,761	48,431	50,101	51,771	53,441
9	48,431	50,101	51,771	53,441	55,111
10	50,101	51,771	53,441	55,111	56,781
11	51,771	53,441	55,111	56,781	58,451
12	53,441	55,111	56,781	58,451	60,121
13	55,111	56,781	58,451	60,121	61,791
14	56,781	58,451	60,121	61,791	63,461
15	58,451	60,121	61,791	63,461	65,131

APPENDIX E
SUNAPEE TEACHERS ASSOCIATION
CO-CURRICULAR STIPENDS

POSTION	0-5 YEARS	6 + YEARS	Credit for prior years experience will be given at the discretion of the AD and Principal
Varsity Soccer - Boys	\$2,500	\$3,500	
Varsity Soccer - Girls	\$2,500	\$3,500	
J V Soccer-Boys	\$1,667	\$2,333	
J.V Soccer - Girls	\$1,667	\$2,333	
M. S. Soccer--Boys	\$834	\$1,167	
M. S Soccer-Girls	\$834	\$1,167	Formula for Varsity JV, and M. S. sports are:
Varsity Volleyball	\$2,500	\$3,500	Varsity 100% JV 67% of
J V Volleyball	\$1,667	\$2,333	Varsity M.S 50% of JV
M. S Volleyball	\$834	\$1,167	
Varsity Golf	\$2,220	\$3,220	
Varsity Basketball - Boys	\$2,750	\$3,750	
Varsity Basketball - Girls	\$2,750	\$3,750	
J V Basketball - Boys	\$1,833	\$2,500	
J V. Basketball - Girls	\$1,833	\$2,500	
M. S Basketball - Boys	\$922	\$1,250	
M. S Basketball - Girls	\$922	\$1,250	
Varsity Alpine Skiing	\$2,075	\$2,900	
M. S. Alpine Skiing	\$922	\$1,250	
Varsity X-C Skiing	\$2,075	\$2,900	
Varsity Ski Jumping	\$2,075	\$2,900	
Varsity Cheerleading	\$2,075	\$2,900	
Varsity Baseball	\$2,500	\$3,500	
J V Baseball	\$1,667	\$2,333	
M. S Baseball	\$834	\$1,167	
Varsity Softball	\$2,500	\$3,500	
J V. Softball	\$1,667	\$2,333	
M S Softball	\$834	\$1,167	

APPENDIX E (continued)
 SUNAPEE TEACHERS ASSOCIATION
 CO-CURRICULAR STIPENDS

Athletic Director	\$3,000
Senior Class Advisor	\$475/person
Junior Class Advisor	\$475/person
Honor Society Advisor	\$950
HS Student Council Advisor	\$820
MS Student Council Advisor	\$820
Choreographer for Annual Musical	\$450
Fall Play Director	\$2,200
Fall Stage Work Advisor	\$820
Spring Play Director	\$2,200
Spring Stage Work Advisor	\$820
Granite State Challenge Advisor	\$550
HS Math Team	\$950
MS Math Team	\$950
Musical Director/Accompanist	\$675
Nature's Classroom Teacher Chaperone	\$400/person
NH Bar Assoc Mock Trial	\$950
Harvard Model Congress	\$950
Art Show	\$550
Graduation	\$475
Prize Speaking	\$475

Stipends are per position unless otherwise specified.

In *WITNESS HEREOF*, THE PARTIES HAVE EXECUTED THIS agreement on this
4th Day of April 2007 as of the date and year first written Above.

SUNAPEE SCHOOL DISTRICT
By J. Dawn Howell
By Charlotte H. Brown
By Michelle Knoble
By Michelle Johnson
By Paul H. King

SUNAPEE TEACHERS' ASSOCIATION
By Pat E. McCabe
By Ronald Beaudet