

V. [unclear]



**AGREEMENT BETWEEN
THE ANDOVER EDUCATION ASSOCIATION
AND
THE ANDOVER SCHOOL BOARD
2008-2011**

PREAMBLE

The two parties to this Agreement, the Andover School District ("District"), represented by the Andover School Board ("Board"), and the Andover Education Association ("Association"), pledge to cooperatively seek the best education possible for the youth of our town.

ARTICLE I. PROCESS AND TERM

- 1.1 The Board agrees to establish a negotiating process with the Staff to include a series of meetings with the Association, or duly authorized staff representatives, to discuss and negotiate salaries, benefits and applicable policies. The specific number of meetings each year of negotiating will be determined by mutual agreement of the Board and Association depending upon the specific issues involved.
- 1.2 This Agreement constitutes a statement of policies and is intended to serve as a guide in determining compensation and benefits for full-time certified classroom teachers, guidance counselors, nurses, specialists and part-time certified classroom teachers on a prorated basis.
- 1.3 This Agreement constitutes a statement of policies and is intended to serve as a guide in determining compensation and benefits for full-time and part-time certified classroom teachers, guidance counselors, nurses and specialists. Benefits for part-time certified classroom teachers, guidance counselors, nurses and specialists will be prorated based on contracted time.
- 1.4 This Agreement is intended to serve for a three-year period from July 1, 2008 to June 30, 2011.

ARTICLE II. SALARY SCHEDULE

- 2.1 The Association and Board agree to the establishment of a Salary Schedule as shown in the salary schedule. Responsibility for determining the individual staff member's salary rests with the School Board upon recommendation of the Superintendent of Schools. All staff members whose work is professionally competent and who have met the requirements for professional growth shall be advanced according to the components of the salary schedule. Advancement on the salary schedule is not automatic and a staff member who does not reach an overall level of professional competence on their evaluations will be retained at the same salary for the succeeding year.

New hires will not be hired above step 12 on the salary schedule regardless of previous experience. The only exception to this language will be in the event that the position being filled falls within one of the critical shortage areas as determined by the NH Department of Education.

- 2.1.1 Track Changes – The Board supports and encourages bargaining unit members to seek advancement to a higher salary track by taking appropriate college courses (see Article 3.5).

Track changes will be done in September or February following the receipt of an advanced degree and the filing of a certificate of the awarded degree, or copies of all relevant course transcripts, with the Superintendent's Office. The difference between the tracks will be added to the remaining pay balance of the bargaining unit member. If the track change takes place in February, one-half of the difference between the tracks will be added to the remaining pay balance of the bargaining unit member. An amendment to the contract will be issued to the employee following a track change.

- 2.2 Each staff member shall have three pay method options, one of which shall be indicated on the annual contract:

- Twenty-one (21) bi-weekly paychecks
- Twenty-one plus five (21+5) bi-weekly pay checks with the last
- Five checks paid in one lump sum at the end of the school year
- Twenty-six (26) bi-weekly pay checks to be paid throughout the summer as during the school year

Once payroll distribution has begun, the pay method cannot be changed.

- 2.3 New staff members shall be paid a salary as determined by the School Board upon recommendation of the Superintendent of Schools commensurate with experience, and shall progress from that point.

- 2.4 Breach of Contract – The Board and Professional Staff believe that breaching a contract is unethical and harmful to the students we serve. However, both parties recognize unavoidable situations do arise which can cause someone to ask for a release from a contract. Such situations shall be handled by the Board on a case-by-case basis.

Professional Staff members will not be released from their individual contracts without special permission and agreement from the Andover

School Board. Board action will be taken at the next regularly scheduled board meeting after receiving such a request.

Any attempt by a Professional Staff member to resign, except in extenuating circumstances and when released by the Board as set forth in this section, will constitute a breach of contract. A fine of \$2,000 (payable to the District before a release is granted) will be levied against any Professional Staff member who attempts to breach their individual contract after June 1st.

This contract is being offered to the Professional Staff member in good faith and as such, a signed copy is due back from the Professional Staff member no later than May 15th. If the Professional Staff member needs additional time to decide whether or not to accept the offer of employment for the ensuing school year, they may request and be granted an extension of up to two (2) weeks. If, however, after such extension the contract has not been signed, the offer is automatically rescinded and the position will be posted and advertised as vacant.

2.5 NEA Dues Deduction

Members of the Association who wish to have Association dues deducted from their pay shall notify the Superintendent's Office in writing no later than October 15th of the school year in question. The annual dues shall be deducted in fourteen (14) equal installments over fourteen (14) pay periods commencing with the first pay in November.

ARTICLE III. FRINGE BENEFITS

3.1 Health and Dental Insurance – The Board agrees to contribute towards the cost of health and dental insurance as follows:

	<u>Employer Pays</u>	<u>Employee Pays</u>
Single	100%	0%
2 Person	90%	10%
Family	85%	15%

In no event, irrespective of any staff member's selection, shall the District's obligation for health and dental insurance combined exceed these percent contributions per staff member, per contract year.

The District shall provide SchoolCare as the health insurance plan for the life of this Agreement. The District shall provide Northeast Delta Dental (Coverage's A, B, C) as the dental insurance plan for the life of this Agreement. In the event that these plans become unavailable, the parties shall work together to find comparable replacement coverage's. Staff members taking health insurance will participate in the Pre-Tax Section 125 Plan.

Domestic Partner Coverage

For so long as the health insurance provider, SchoolCare, offers domestic partner coverage, the District agrees to abide by all SchoolCare, state and federal regulations regarding domestic partner coverage. Domestic partner benefits are taxable and the taxable amount will be listed in a separate box on the bargaining unit member's W-2.

3.2 Health Insurance Buyback. In lieu of taking health insurance, the District will offer staff members a buy out of 50% of the value of the cost of a single HMO plan.

The buyback will be paid in October of each year (from which all applicable payroll taxes will be taken). If, after selecting the insurance buy out, the staff member has a qualifying event (as determined by the insurance carrier) the staff member will be re-instated onto the plan with the buy out being prorated accordingly.

3.3 Life Insurance. The District shall provide term life insurance for full-time staff members in the amount of members current annual salary (rounded to the nearest thousand).

3.4 Long Term Disability Insurance. The District shall provide long-term disability insurance coverage for staff members working more than 30 hours per week (in accordance with the provisions of the policy). All benefits shall be subject to the provisions of the policy, said policy being made available to all staff members.

3.4.1 Longevity. In recognition of continuous years of service to Andover School District, the Board will honor faculty members with a one time, non-accumulative, stipend. The longevity payment will be made in a separate check but issued at the same time as the first-regular paycheck in June. The stipend amounts are as follows:

5 Years	\$ 500
10 Years	\$ 750
15 Years	\$1,000
20 Years	\$1,250
25 Years	\$1,500
30 Years	\$1,750

3.4.2 Years of Service. The parties agree that continuous years of service mean that a bargaining unit member must work at least 90 days of any school year to receive credit for a year of service.

3.5 Course Reimbursement. In an effort to assist staff members in their pursuit of professional development and meet their staff development plans, the District shall provide financial assistance in the area of course work funding. The District shall budget a total of \$15,000 in 2008-2009, \$17,500 in 2009-2010 and \$20,000 in 2010-2011 for this purpose. Course monies availability shall:

1. Not exceed the value of 4 credits at the UNH graduate credit rate per staff member per fiscal year.
2. In the event that the funds are not depleted, with approval, staff members who have already used their allotted amount may be eligible for further funding toward additional approved courses taken during concurrent fiscal years, provided the additional amount does not exceed the total amount per person.
3. Not exceed the actual course costs, less any applicable financial grants and/or scholarships.
4. Eligibility for reimbursement for the ending fiscal year may be extended to July 15th each fiscal year of this agreement.

Courses must be approved in advance by both the principal and the superintendent of schools and said requests must be in writing using district forms and presented for approval no later than 30 days before the start of the course. It is generally expected that course work will be graduate level courses, although it is permissible to take appropriate undergraduate or professional training courses. Exceptions to the above deadlines and/or course appropriateness may be granted at the discretion of the Superintendent of Schools, subject to availability of funds.

Total reimbursement will not exceed the actual cost of the course tuition, less any applicable grants or scholarships.

3.5.1 Tuition Pre-Payment Option. In an effort to ease the financial burden staff members face in pre-paying course tuition, the District shall provide assistance by offering to pre-pay the tuition for an approved course. If the staff member does not receive a grade of "B" or better, they will be subject to payroll deductions described below. Grade reports must be submitted to the Superintendent's Office within one (1) week after the staff member receives the official grade report.

Receipt of a grade below a "B" will result in the staff member reimbursing the District via automatic payroll deductions. These deductions will be based on dividing the total course cost by the number of remaining pays in that contract year.

Tuition pre-payment for summer courses is only available to those staff members who have signed a contract to return for the following school year. Failure to

return in the new school year will result in a repayment of course costs in entirety upon demand.

3.6 Sick Leave. Full time staff members are entitled to eleven (11) sick leave days per school year, accumulative to one hundred (100) days. One of the 11 days shall be used by its contribution to the sick leave bank. Said contribution to the sick leave bank is mandatory for all full time members.

The sick leave bank shall be administered by the professional staff, who will establish a set of written criteria for use of the sick bank days. Said criteria will be furnished to the Board. The number of available days in the sick leave bank shall not exceed one hundred (100) days. In the event that the school year starts with a 100-day balance, there will be no days deducted for that school year.

Up to three (3) of the remaining ten (10) sick days may be used to attend to the illness of a member of the immediate family. As herein defined, immediate family shall mean parent, sibling, spouse, child, step-parent, step-child, step-sibling or any member of the staff member's household.

At the discretion of the Principal or Superintendent, a staff member may be required to furnish the District with proof of illness in the form of a doctor's note whenever sick leave is used.

3.7 Funeral, Non-Accumulative and Personal Days.

- A. **Funeral Leave.** Full-time staff members will be entitled to three days of non-accumulative leave per occurrence with full pay to attend to the death in the immediate family as defined above under Section 3.6.

Full-time staff members will also be entitled to one (1) day of non-accumulative leave of absence per occurrence with full pay to attend to the death of an in-law, grandparent or anyone else.

The Superintendent of Schools will take requests for additional bereavement leave on an individual basis.

- B. Full-time staff members will be entitled to a total of three (3) days of non-accumulative leave of absence with full pay per school year to respond to a subpoena to appear in court or to appear in a similar legal proceeding; to attend to legal, religious and business affairs; or to attend to a serious emergency as established to the satisfaction of the Superintendent of Schools (nature of serious emergency may be established after the fact). In the event that the staff member is compensated for his/her services, such as payment for jury duty or fees for appearing as a subpoenaed witness, his/her salary shall be reduced by an amount equal to said compensation.

C. One of the three non-accumulative leave days may be taken without reasons given (personal day).

None of these days, with the exception of a serious emergency, may be used to extend a holiday or vacation.

NOTE: Whenever a staff member is absent from school, a non-cum leave form must be completed and submitted to the Superintendent's Office.

3.8 Professional Leave. Members of the staff shall be entitled to a total of three (3) days of non-accumulative leave for the purpose of attending professional meetings, conferences, workshops or other appropriate activities approved by the Principal and Superintendent (said request must be made in writing using district forms at least five (5) days prior to the date of the activity). Additional time may be granted at the discretion of the Principal and Superintendent. The District will budget a total of \$8,000 in 2008-2009, \$9,000 in 2009-2010 and \$10,000 in 2010-2011 towards the cost of conferences and workshops for the professional staff.

3.8.1 Professional Leave Pre-Payment. The District will pre-pay the cost for approved professional leave activities, subject to the availability of funds. Staff members wishing to have their activities pre-paid must submit all activity paperwork, including district forms, at least fifteen (15) work days prior to the actual date of the activity.

3.8.2 Military Leave – Military Leave, without pay or any other benefits, will be granted in accordance with USERRA and any other federal laws and regulations. Return to the position held prior to military leave will occur to the extent that state and federal law provides for reinstatement.

Upon return from such leave, a bargaining unit member will be placed on the salary schedule at the level which would have been achieved had that professional employee remained actively employed in the District during the period of the bargaining unit member's absence.

3.9 Separation Pay – Upon voluntary separation from the Andover School District with fifteen to nineteen (15-19) years service to Andover School District, the bargaining unit member shall receive a one-time separation payment. The amount of the separation payment shall be calculated as follows:

3/4% of 1% of salary x number of years in district PLUS
1/4 per diem x number of unused sick days

Upon voluntary separation from the Andover School District with twenty (20) years or more of service to Andover School District, the bargaining unit member shall receive a one-time separation payment. The amount of the separation pay shall be calculated as follows:

1% of salary x number of years in district PLUS
1/3 per diem x number of unused sick days

Determination on who will be allowed to participate in this benefit will be made based on seniority (meaning total years of service). Only one bargaining unit member per year (meaning fiscal year) will be eligible to receive this benefit.

In order to receive payment on July 1st of the following calendar year, the bargaining unit member must provide notice to the District no later than November 1st in the school year in which the separation occurs. However, should the staff member wish to receive payment in June of the separating year, notice must be provided 18 months prior to that date.

ARTICLE IV. MANAGEMENT RIGHTS

The management and the conduct of the business of the district and the direction of the working force are the rights of the Board. The Board shall have the right, subject to the terms herein contained, to hire and lay off staff members; to classify, assign, transfer and promote; to discipline or discharge teachers for cause and, in general, to maintain discipline, order and efficiency in the School District. The Board reserves the right to publish and enforce reasonable rules and regulations from time to time as it deems necessary and proper for the conduct of the business of the School District and to direct the work force during the school day as the Board and/or its designated agents, may, in its sole discretion, deem reasonable or necessary, provided the same are not inconsistent with the terms of this Agreement.

ARTICLE V. SCHOOL YEAR AND TERMS OF EMPLOYMENT

5.1 The school year shall contain a maximum of 180 instructional days and 7 professional development days for a total of 187 contract days for all full time certified classroom teachers, guidance counselors, nurses and specialists. Part time classroom teachers, guidance counselors, nurses and specialists will have their contracts prorated accordingly, with attendance at professional development days to be determined by the principal. Proration of contract days will be done based on 187 days.

Of the 7 professional development days, 4 may be decided/scheduled by the SAU and 3 days shall be scheduled by the staff and principal. The dates and agendas of those days established at the discretion of the staff and principal will

be subject to approval by the school board no later than March 1st of the current contracted year for the following contracted year.

5.1.2 **Length of Work Day** – The length of a work day for full time teachers, guidance counselors, nurses and specialists will begin 15 minutes before the start of classes each day and will end 15 minutes after the school day ends unless pre-arranged with administration.

5.2 Staff members are expected to carry out professional duties which shall include, but not be limited to, support duties, faculty meetings, and conferences with parents. Such duties shall be of reasonable frequency and duration and may extend beyond the work day as described in 5.1.2.

5.3 Staff members participating in extra-curricular activities shall be compensated at the rate established.

5.4 Staff members will be notified of assignments for the school year as soon as circumstances permit, recognizing the uncertainties of enrollment and other factors, and subject to Article IV.

5.5 **Duty Free Lunch** – Every bargaining unit member who works a full day shall be entitled to a duty free lunch unless, due to an emergency or teacher absenteeism, the principal finds it necessary to require a teacher to temporarily accept a noon assignment.

ARTICLE VI. GRIEVANCE PROCEDURE

- 6.1 The purpose of this article is to provide for mutually acceptable methods of prompt and equitable settlement of grievances arising under the terms of this Agreement.
- 6.2 A grievance is defined to be any dispute or complaint between the district and the staff member(s) covered by this Agreement relating to the application of the terms of this Agreement.
- 6.3 Excluded from this grievance procedure shall be those matters subject to statutory and/or regulatory procedures not covered by this Agreement.
- 6.4 A grievant may process a grievance through Step Three of the grievance procedure without representation of the professional staff if said grievant so elects, provided, however, a member of the professional staff will be permitted to attend steps two and three.
- 6.5 A grievant must informally discuss a grievance with the principal within 10 school days after the grievant knew or should have known the act or condition upon which the complaint was based.

6.6 Step One

- 6.6.1 In the event a mutually acceptable resolution of the problem is not reached during the informal step above, a grievance may be submitted to the Principal for formal consideration.
- 6.6.2 Said grievance must be in writing and must be submitted within five (5) school days from the conclusion of the discussions at the informal step.
- 6.6.3 The Principal will schedule a hearing within 5 school days of the receipt of the written grievance and a decision in writing shall be presented to the grievant within 10 school days of the hearing.

6.7 Step Two

- 6.7.1 If the grievant is dissatisfied with the decision rendered by the Principal a written request for a hearing may be submitted to the Superintendent.
- 6.7.2 Said request must be in writing and must be made within 5 school days of the decision of the Principal in Step One.
- 6.7.3 The Superintendent shall schedule a hearing to be held within 5 school days of the receipt of the request and shall render a decision in writing within 10 school days of the hearing.

6.8 Step Three

- 6.8.1 If the grievant is dissatisfied with the decision of the Superintendent, the grievant may request a hearing before the School Board.
- 6.8.2 Said request must be in writing and must be submitted to the School Board within 5 school days of the decision of the Superintendent.
- 6.8.3 Upon receipt of said request, a hearing shall be scheduled before the full Board.
- 6.8.4 The hearing shall be held within 15 school days of receipt of the request and a decision of the full Board will be made within 10 school days of the hearing. The Board's decision will be final and binding.

ARTICLE VII. REDUCTION-IN-FORCE

When the Board finds it necessary to reduce the number of certified full and/or part time positions for reasons of declining enrollments, budget reductions, change in or consolidation of Board authorized programs, or for any other reason determined necessary or desirable by the Board, the following factors will be utilized to determine which personnel will be laid off:

- 7.1 If one or more staff members being considered for reduction in force receive comparable evaluations (not exact) then the staff member with the least seniority shall be laid off. For purposes of this procedure, only the last three (3) years evaluations will be utilized.
- 7.2 A staff member with multiple certifications may displace another staff member in a different department or grade level in which both are certified.
- 7.3 All staff members who have not taught for the immediate preceding three (3) consecutive years shall be the first laid off.
- 7.4 A staff member may not be laid off if they hold the only certification in that field.

ARTICLE VIII. SABBATICAL

- 8.1 A staff member, subject to the operational requirements of the District as determined by the School Board, may be granted sabbatical leave under the following conditions:
- 8.2 Requests for sabbatical leave must be received by the Superintendent in writing no sooner than January 1 and no later than December 31 of the year preceding the school year in which the leave is requested. A list will be maintained of those staff members requesting sabbatical leave and the date on which it was received by the Superintendent. On April 1st the Superintendent and Board will review the list and shall grant leave based upon the order in which the requests were received and subject to the provisions outlined below:
- 8.3 The staff member must have completed at least seven (7) years consecutive service in the District. The Board may make exceptions to this requirement in situations in which a staff member has, on a prior occasion, been absent for a period of not more than one year under a Board approved education program designed to assist the staff member in their teaching responsibilities and the District.
- 8.4 Usually, leave will be granted for a full year only and staff members on sabbatical leave will be paid one-half their annual salary based on the staff

member's rate as of the year the request was made; provided that such pay, when added to any program grant, shall not exceed the staff member's full salary rate as of the year the request was made. For any portion of the foregoing sentence, "program grant" shall not include any portion thereof which is certified by the entity providing the program grant to be used for travel, room or board. With respect to "mini-sabbaticals", so-called, as may be approved by the Board in its sole discretion, leave may be granted for such length and upon such terms as the Board may determine. At the time sabbatical leave is approved, the staff member will be notified as to the rate of pay, which shall be no less than one-half.

- 8.5 The staff member must present a detailed plan for the requested sabbatical and be enrolled in a scholarly program approved by the Board leading to an advanced degree in the staff member's area of specialty or such other program including, but not limited to, "mini-sabbaticals", so-called, as is approved by the Board in its sole discretion.
- 8.6 Not more than 1 member of the teaching staff of the District shall be on sabbatical leave at one time.
- 8.7 Upon return from a full year's sabbatical leave, the staff member shall be placed on the schedule consistent with a further year's credit.
- 8.8 As a condition of being allowed sabbatical leave, the staff member must agree in writing to return to the District for a least two (2) more years following sabbatical leave and furthermore, agree that if said condition is breached, the staff member shall repay all sums paid by the District during such leave, including any cost of collection or attorney's fees.
- 8.9 A written report of summary of the sabbatical leave shall be submitted to the Superintendent and Board upon the completion of the leave. Periodic progress reports of the sabbatical leave, as requested by the Board and/or the Superintendent, shall be furnished by the individual during the leave period.
- 8.10 Staff members may be granted up to one year unpaid leave of absence whenever the Board determines that such leave is in the best interest of the District and the staff member.
- 8.11 In all situations in which a leave of absence without pay is taken the obligation of the Board to employ the staff member upon return shall be subject to the existence and availability of an appropriate opening.
- 8.12 A staff member on a leave of absence must notify the Superintendent by January 1st in the year in which the leave expires of their intent to return the following September.

ARTICLE IX. FAMILY LEAVE/LEAVE

9.1 A staff member who requires leave because of the birth of a child, the placement of a child for adoption or foster care; or to provide care for an immediate family member with a serious health condition, the staff member shall be entitled to a leave of absence during the school year, without pay, in compliance with the Family and Medical Leave Act of 1993. Immediate family is intended to mean a spouse, dependent son or daughter under age 18, or a parent with a serious health condition. Any staff member requesting leave should do so as soon as the staff member becomes aware of the potential need. At the staff member's option, sick leave with pay shall be available during leave to the extent that such leave has been accrued, but only to the extent that such leave occurs during the school year.

ARTICLE X. STAFF EVALUATION

- 10.1 Both parties recognize the importance and value of a procedure for evaluating, assisting and furthering the professional progress and success of both newly employed and experienced staff members for the purpose of improving instruction and student outcomes.
- 10.2 Staff members shall be given a copy of all observations or evaluations within five (5) days and before any conference is held to discuss the report. If a staff member is dissatisfied with the evaluation, a request may be made for additional evaluative time.
- 10.3 Each staff member shall be made aware of the District's evaluation plan including criteria, goals and objectives of the plan. Evaluations will be conducted according to the evaluation process set forth in 10.2. In all cases, the staff member will be advised of the placement of an evaluation in his/her personnel file and be given the opportunity to review and respond to said evaluation.
- 10.4 The Board retains the right to consider the possibility of a performance pay system or process. The Board and Administration will continue to invite interested staff members to join in the exploration of performance pay. The final decision rests with the school board.

ARTICLE XI. DURATION

11.1 This Agreement and each of its provisions shall become effective on July 1, 2008 and shall remain in effect until June 30, 2011.

In witness whereof the parties hereunto set their hand and seal this 7th day of March, 2008.

Andover Elementary/Middle
School Professional Staff

Holly S. Bague
Michael J. Kelly

Andover School Board

Douglas Bond
Dan B. ...

**ANDOVER SCHOOL DISTRICT
SALARY SCHEDULE 2008-2009**

1 023

STEP	ND	BA	BA+15	BA+30	MA	MA+15
1	26,979	31,346	31,946	32,546	33,146	33,746
2	27,908	32,541	33,141	33,741	34,341	34,941
3	28,839	33,736	34,336	34,936	35,536	36,136
4	29,769	34,931	35,531	36,131	36,731	37,331
5	30,701	36,126	36,726	37,326	37,926	38,526
6	31,632	37,321	37,921	38,521	39,121	39,721
7	32,562	38,516	39,116	39,716	40,316	40,916
8	33,493	39,711	40,311	40,911	41,511	42,111
9	34,422	40,906	41,506	42,106	42,706	43,306
10	35,353	42,101	42,701	43,301	43,901	44,501
11	36,284	43,296	43,896	44,496	45,096	45,696
12	37,215	44,491	45,091	45,691	46,291	46,891
13	38,146	45,686	46,286	46,886	47,486	48,086
14	39,077	46,881	47,481	48,081	48,681	49,281
15	40,008	48,076	48,676	49,276	49,876	50,476

**ANDOVER SCHOOL DISTRICT
SALARY SCHEDULE 2009-2010**

1.03

STEP	ND	BA	BA+15	BA+30	MA	MA+15
1	27,788	32,287	32,905	33,523	34,141	34,759
2	28,746	33,518	34,136	34,754	35,372	35,990
3	29,705	34,748	35,366	35,984	36,602	37,220
4	30,667	35,979	36,597	37,215	37,833	38,451
5	31,622	37,210	37,828	38,446	39,064	39,682
6	32,581	38,441	39,059	39,677	40,295	40,913
7	33,539	39,672	40,290	40,908	41,526	42,144
8	34,498	40,903	41,521	42,139	42,757	43,375
9	35,455	42,133	42,751	43,369	43,987	44,605
10	36,413	43,364	43,982	44,600	45,218	45,836
11	37,372	44,595	45,213	45,831	46,449	47,067
12	38,331	45,826	46,444	47,062	47,680	48,298
13	39,290	47,057	47,675	48,293	48,911	49,529
14	40,248	48,288	48,906	49,524	50,142	50,760
15	41,213	49,519	50,137	50,755	51,373	51,991

**ANDOVER SCHOOL DISTRICT
SALARY SCHEDULE 2010-2011**

1.03

STEP	ND	BA	BA+15	BA+30	MA	MA+15
1	28,622	33,255	33,892	34,528	35,165	35,801
2	29,608	34,523	35,160	35,796	36,433	37,069
3	30,596	35,791	36,427	37,064	37,700	38,337
4	31,582	37,059	37,695	38,332	38,968	39,605
5	32,571	38,326	38,963	39,599	40,236	40,873
6	33,559	39,594	40,231	40,867	41,504	42,140
7	34,545	40,862	41,498	42,135	42,772	43,408
8	35,533	42,130	42,766	43,403	44,039	44,676
9	36,518	43,397	44,034	44,671	45,307	45,944
10	37,506	44,665	45,302	45,938	46,575	47,211
11	38,493	45,933	46,570	47,206	47,843	48,479
12	39,481	47,201	47,837	48,474	49,110	49,747
13	40,469	48,469	49,105	49,742	50,378	51,015
14	42,113	49,736	50,373	51,009	51,646	52,283
15	43,063	51,004	51,641	52,277	52,914	53,550