

MASTER AGREEMENT

BETWEEN THE

BARRINGTON EDUCATION
ASSOCIATION, INC.

AND THE

BARRINGTON SCHOOL BOARD
SAU #74
BARRINGTON, NEW HAMPSHIRE

JULY 1, 2022
TO
JUNE 30, 2025

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BETWEEN THE
BARRINGTON EDUCATION ASSOCIATION, INC.
AND THE
BARRINGTON SCHOOL BOARD
SAU #74 - BARRINGTON, NH

FOR THE BARRINGTON
SCHOOL BOARD

FOR THE BARRINGTON
EDUCATION
ASSOCIATION, INC.

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ARTICLE I: RECOGNITION

The Barrington Education Association, Inc. is hereby recognized as the exclusive bargaining representative for those of the following personnel certified by the New Hampshire State Department of Education who are employed in the positions for which they are certified: classroom teachers, special education teachers, librarians, school counselors, and nurse(s) as specified in the State of New Hampshire Public Employee Labor Relations Board Certification Order of July 5, 1989; amended April 23, 1996. The term "Teacher" when used hereinafter refers to any contracted employee who is eligible to be or who is a member of the bargaining unit. The term "Association" refers to the Barrington Education Association, Inc. affiliated with NEA, NH and the National Education Association.

ARTICLE II: MANAGEMENT RIGHTS

The Barrington School Board is the legal entity endowed with the powers and duties to effectively operate the public schools. The Board retains, subject to the language of the Agreement, all powers, rights, and authority vested in it by laws, rules, and regulations including but not limited to, the right to make and amend School Board policy; manage and control school properties and facilities; select and direct personnel; determine, manage, and control the school curriculum; relieve employees from duties for cause; take such action as it deems necessary to maintain efficiency in the operation of the school system; and determine the methods, means, and personnel by which the functions of the school district will be performed. It is mutually agreed that all matters of managerial policy within the exclusive prerogative of the public employer or confided exclusively to the public employer by statute or regulations adopted pursuant to statute shall not be subjects for negotiation purposes and as defined and provided for RSA 273A:1, XI.

ARTICLE III: ASSOCIATION PRIVILEGES

- A. Building Use: The Association may upon prior approval of the Principal, use the school buildings at reasonable hours for meetings providing they do not interfere with the operation of the school or its activities.
- B. Dues Deduction: The Board agrees to deduct membership dues of the Association upon proper written notification and authorization by the teacher on the basis that the teacher may withdraw at any time upon thirty (30) day written notice and the Board is held harmless for any disputes concerning the deduction of Association dues.
- C. Notices: The Executive Board of the Association may, upon prior approval of the Principal, place notices, circulars, and other material in the teachers' mailboxes provided that such material shall not relate to any state, local, or national political matter or any partisan political election material. The Association shall ensure that the material is not slanderous, libelous, or in any way harmful to the school, its staff, or other individuals or groups. All materials will be in good taste. A space on bulletin boards or other areas usually used for notices in teachers' rooms in each school shall be available for posting copies of BEA notices, articles, and communications.
- D. Telephone Calls: Designated representatives of the Association shall be allowed to receive telephone calls concerning Association business during school hours, when they are not in the classroom or supervising students.
- E. Equipment Use: The Association may, upon approval of the Principal, use school equipment including copiers, and any other duplicating equipment, computers, fax machines, and telephones after school hours when such equipment is not otherwise in use. Excessive cost will be covered by the BEA.

- F. Conducting Union Business: The District shall allow the union president or designee, eight (8) hours a year to conduct union business during non-instructional time. This time is not to be used to solicit teachers for union membership.

Up to thirty (30) minutes of time shall be provided by the District for the union to address covered employees during the opening school year workshop day.

ARTICLE IV: TEACHERS' RIGHTS

- A. School Board Hearings: No teachers shall be required to appear before the Board for disciplinary reasons unless the teacher has been given prior written notice containing the reason(s) for the proposed discipline (as outlined in RSA 189.13) The teacher shall also be entitled to have a representative of the Association present to advise him/her and represent him/her during the hearing.
- B. Right to Representation: A teacher may, upon request, have a representative of the Association present when he/she is being disciplined for any infraction of rules or any delinquency in professional performance, or when a teacher is required to attend a meeting that might result in disciplinary action. All information forming the basis for disciplinary action will be made available to the teacher, and, if requested, to the Association upon receipt of written permission from the teacher.
- C. No written report shall be submitted to the Superintendent, placed in the teacher's file, or otherwise acted upon without prior notification of the teacher involved.
- D. Any complaint regarding a teacher made to any member of the Administration by a parent, student, or other person shall be investigated promptly. The teacher involved shall be given an opportunity to respond prior to any adverse action being imposed. The teacher shall acknowledge that he/she has 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 also shall have the right to submit a written answer to such material and his/her answer shall be reviewed and signed by the Superintendent or his/her designee, and a copy given to the teacher. Unsubstantiated complaints shall not be placed in an employee's file.
- E. No material derogatory to a teacher shall be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he/she has had the opportunity to review the material by affixing his/her signature to the copy to be filed with the express understanding that such a signature in no way indicates agreement with the contents thereof. The teacher also shall have the right to submit a written answer to such material and his/her answer shall be reviewed and signed by the Superintendent or his/her designee, and a copy given to the teacher.

ARTICLE V: EVALUATION

- A. All teachers will be evaluated in accordance with School Administrative Unit policies and procedures utilizing the evaluation form and format adopted by the Board and the Association. A copy of the teacher evaluation policy and procedure will be maintained in the Principal's office and copies will be available to teachers upon request. In the event of changes in the policy or procedure, teachers will be notified and copies of such changes will be made available through the Principal's office.

ARTICLE VI: GRIEVANCE PROCEDURE

A. Definitions and Procedures

1. A "Grievance" shall mean a claim by a teacher or group of teachers that there has been a violation, misinterpretation, or misapplication of any provision of the contract. The Association may grieve those matters in the contract that specifically refer to their rights but never in lieu of a teacher or on behalf of a teacher.
2. A "Grievant" is a person or persons making the complaint or the Association as define in A-1 above.
3. The term "work days" when used in this Article shall mean school days Monday through Friday. When school is not in session during the summer break, work days shall mean Monday through Thursday excluding holidays.
4. A grievance shall be filed within fifteen (15) work days of the incident being grieved or within fifteen (15) work days of the time the Grievant should have known of the incident.
5. If a Grievant does not proceed at any step within the stated time limit, the grievance is null and void.
6. Failure at any step of the procedure to communicate the decision on a grievance within the specified time limits shall permit the Grievant to proceed to the next level in the process.
7. Grievances shall be filed separately from the employee's personnel file.
8. A Grievant may be represented at all levels of the grievance procedure by the Association.

B. The Process

Informal Level:

Any Grievant may discuss the grievance with his/her immediate supervisor in an attempt to resolve the matter informally at this level.

Level One: Principal

1. If, as a result of the discussion, the matter is not resolved to the satisfaction of the Grievant within ten (10) workdays, he/she shall set forth his/her grievance in writing to the Principal specifying:
 - a. The nature of the grievance.
 - b. The provision of the Contract that is claimed to have been violated.
 - c. The remedy requested.
2. The Principal shall communicate his/her decision specifying the reasons upon which the decision is based in writing to the Grievant within ten (10) workdays of the receipt of the grievance.

Level Two: Superintendent

1. If the decision of the Principal does not resolve the grievance to the satisfaction of the Grievant he/she may, within ten (10) workdays after receipt of the decision, appeal the Principal's decision to the Superintendent. The appeal must be in writing and must include all written matter submitted to the Principal as specified above.
2. The Superintendent shall meet with the Grievant within ten (10) workdays of receipt of the grievance in an attempt to resolve the matter. The Superintendent shall communicate his/her decision specifying the reasons upon which the decision is based in writing to the employee and the Association within ten (10) workdays after the meeting.

Level Three: School Board

1. If the Superintendent's decision does not resolve the grievance to the satisfaction of the Grievant, he/she may, within ten (10) workdays of receipt of the answer in Level Two,

appeal the decision to the School Board. The Grievant shall have the right to appear before the Board to present evidence and argument for the Board's consideration.

2. The decision of the Board shall be made and transmitted in writing specifying the reason upon which the decision is based to the Grievant no later than twenty (20) workdays from the time of appearance before the Board.

Level Four: Arbitration

1. If the grievance is not resolved at Level Three, the Association may submit the matter to arbitration under the Labor Arbitration Rules of the American Arbitration Association (AAA) by filing notice with the AAA and the Board no later than fifteen (15) days after receipt of the Board's decision at Level 3, an arbitrator shall be appointed in accordance with AAA rules.
2. Time of Award - In accordance with AAA rules, the arbitrator shall issue his/her written decision no later than thirty (30) days from the date of closing the hearing or, if oral arguments have been waived, the award shall be rendered no later than thirty (30) days from the date of transmitting the final statements and proofs to the arbitrator.
3. The arbitrator shall have no power to add to, subtract from, alter, or modify any term or provision of this agreement.
4. The award and the decision of the arbitrator, if made in accordance with his/her jurisdiction and authority under this agreement, and subject to paragraph 6 below, shall be considered final and binding.
5. The Arbitrator's fee shall be shared equally by the parties.
6. The grievance and arbitration provisions set forth herein shall be subject to the provisions of RSA 542.

ARTICLE VII: COMPENSATION

A. Salaries

1. Salaries will be paid in nearly equal bi-weekly payments no later than the first Friday of the school year. When an employee signs a contract he/she shall choose one of the following methods of salary payment:
 - a. 22 bi-weekly paychecks for ten (10) months during the school year (22 approximately equal paychecks).
 - b. 22 bi-weekly paychecks for ten (10) months during the school year and four (4) additional separate checks on the last pay day of the school year (26 approximately equal paychecks).
 - c. 22 bi-weekly paychecks for the (10) months during the school year and two (2) additional checks on the first pay day of July and two (2) additional checks on the first pay day of August (26 approximately equal paychecks).
2. The following are acceptable deductions to be made from paychecks: BEA dues and any financial institution.
3. Salaries for 2022-2025 will be as referred in Appendix A, attached.
4. A teacher will be placed on salary step upon the recommendation of the Superintendent and with the concurrence of the Board. A teacher will be placed on a salary step equal to that of his/her years of applicable work experience as determined by the Superintendent based on agreed upon guidelines. See Appendix B.
5. A teacher may be retained at the same salary level for unsatisfactory performance. If the Superintendent undertakes such recommendation, the reason(s) shall be stated in writing

- and accompany the teacher's contract. Any dispute relating to a teacher being held on step shall be resolved through the contractual grievance procedure beginning Level 2.
6. A teacher will be placed on a salary track equal to that of his/her applicable education as determined by the Superintendent. It shall be the responsibility of the teacher to provide evidence of education in the form of official transcripts from accredited institutions.
 7. A teacher may request to be raised to a new salary track when the teacher has earned the appropriate degree or credits. The request must be to the Superintendent in writing and must be accompanied by proof of eligibility. The teacher will be raised to the new salary track within thirty (30) days of the receipt of teacher's request and proof of eligibility. The teacher will notify the SAU in writing by October 1 of the year prior completion of an anticipated change in track.
 8. For the purpose of salary schedule, covered employees who serve 93 days or more than half of the teacher work year, whichever is greater, shall be given credit for one (1) year of service.
 9. Bargaining unit employees working a full-time equivalency (FTE) of .80 or greater shall be considered full-time for purposes of receiving benefits under this agreement. Salary and benefits for bargaining unit employees working less the .80 FTE shall be determined on a pro-rated basis based upon the employee's FTE. Example: A half-time teacher (0.5 FTE) shall be paid 50% of the salary rate set forth in Appendix A and the District shall pay 50% of its contribution towards health insurance set forth in Article 7, Section E, below.]

B. Retirement Severance

1. The definition of "retiring teacher" for the purposes of this contract shall be a teacher who:
 - a. Has ten (10) or more years of service to the Barrington School District,
 - b. Is eligible to receive retirement benefits from the New Hampshire Retirement System, and actually retires from the New Hampshire Retirement System.
 - c. Has notified the Board of their intent to retire, provided that non-revocable notice of departure is given in writing no later than December 1 of the final school year of employment.
 - d. Has been incapacitated due to a physician-certified disability caused by illness or injury, the December 1 notification requirement will be waived.
2. The Board will pay any retiring teacher \$2,000 plus \$100 for each year of service to the Barrington School District in the last pay period prior to retirement.
 - a. Severance Pay: A teacher leaving the Barrington School District who is eligible to be renewed and has been employed by the Barrington School District for ten (10) years or more will be eligible for severance pay equal to 40% of his/her last per diem pay for accumulated, unused sick days up to a maximum of 125 days. A teacher leaving the Barrington School District who is eligible to be renewed and has been employed by the Barrington School District for twenty (20) years or more will be eligible for severance pay equal to 45% of his/her last per diem pay for accumulated, unused sick days up to a maximum of 125. Payment will be made in July of the succeeding fiscal year, provided that non-revocable notice of departure is given in writing no later than December 1 of the final school year of employment.

C. Stipends: The parties shall create and maintain an annual Stipend Committee comprised of: the Superintendent, Athletic Director, three members appointed by the BEA, Inc. and three members

appointed by the Superintendent. In the event there is not a majority decision of the committee the stipend request will be sent to the School Board for approval.

1. The Stipend Committee will examine the current structure for all stipend positions and adopt such rules as may be necessary to ensure equity between and among the payment categories. Minutes shall be maintained for these meetings.
2. The Committee shall be responsible for examining any requests not limited to new and/or re-activated extra-curricular or co-curricular positions.
3. By October 15th, the District will inform the BEA President of the names of employees receiving stipends under this section and the amounts of the stipends.

Any changes or additions to stipends under this section the district will communicate to the BEA president within 10 business days of the change taking effect.

4. The Stipend Committee will provide recommendations for stipend job descriptions under this section when new stipends are identified. The Superintendent will present the committee's final recommendation for the new stipend positions to the School Board for approval.
5. A minimum of \$26,000 will be allocated annually. Any additional stipends for further expenditures above \$26,000 will require authorization of the School Board for approval.

D. Workshops/College/University Courses: Teachers attending workshops, other non-credit professional activities, or credit courses from accredited institutions shall be compensated for their expenses provided:

1. Approval from the Principal is sought and given prior to attending the workshop/courses.
2. Workshops/Courses must be related to the teacher's Staff Development Plan.
3. A grade of 'B' or above must be attained in a graded course or a grade of 'Pass' in a Pass/Fail course (teachers must elect to receive a grade as opposed to Pass/Fail, if such a choice exists).
4. The District will prepay for approved workshops/courses if the employee provides at least fourteen (14) days notice. If an employee does not provide at least fourteen (14) days notice, the district will reimburse the employee for workshop expenses. The employee is responsible for completing all necessary paperwork associated with professional development and in a timely manner.- In the case of a college/university course if a grade of 'B' or above or 'Pass' in Pass/Fail course is not attained, the teacher will be required to reimburse the District for the District's cost of the course. In either case this reimbursement will be on a mutually agreed schedule. An exception to this policy will be for summer workshops/courses, the financing of which will remain on a reimbursable basis upon the teacher's resumption of duties in September.
5. Teachers must present proof of completion in order to receive compensation.
6. The total compensation for workshops/courses during the contract year (September 1 - August 31) including registration fees and materials shall not exceed an amount of money equal to the in-state tuition cost of eight graduate credits at UNH as of September 1 of the contract year (September 1 - August 31) for which reimbursement is being requested plus \$100. A maximum of \$500 of this money may be used for workshops.

E. Insurance

1. Health Insurance: Covered Employees will be provided the percentage, as stated below, by the District towards the annual health insurance premium for either a single, two-person, or a family membership plan:

School Care
Yellow Plan
with Choice-Fund 95%

For the duration of this contract, neither the carrier nor the plans will be replaced without the mutual agreement of the parties.

Either the School Board or the Association may reopen negotiations on insurance if it deems it desirable to do so to avoid penalties under the Affordable Care Act.

2. Electing to opt-out: Any covered employee may elect to opt-out of the District health insurance plan for twelve consecutive months (September 1 through August 31) and receive an annual lump sum payment of \$3,000 for eligible two-person coverage and \$4,000 for eligible family coverage. This amount will be paid to the employee during December of the contract year. The employee must inform the District in writing before August 15 in order to be eligible for the opt-out provision and provide proof of insurance coverage.
 3. Dental Insurance: Teachers will be allowed 100% of single person coverage and an additional 25% of two-person or family plans under Delta Dental Insurance Company of New Hampshire coverage A and B providing sufficient eligible employees request the benefit. Providing sufficient eligible employees request the benefit, coverage C and D will also be provided. The employee will pay the full cost of the additional coverage, beyond that provided by A and B above. The Board may, at its option, change the insurance carrier or plan as long as the same or equivalent coverage and benefits are provided.
 4. Long Term Disability: The District will provide each covered employee with long-term disability insurance which will pay sixty percent (60%) of the employee's annual salary after all available sick leave has been exhausted or ninety (90) calendar days have elapsed from the onset of the disability, whichever is greater. When applicable sick leave bank days are exhausted, long-term disability benefits will be applied. The maximum monthly benefit will be \$3,000.
 5. Term Life Insurance: The District will provide term life insurance in the amount of \$25,000 for each covered employee.
 6. Annually, a committee formed of two (2) members of each: the Barrington Paraprofessional Association, NEA-NH; the Barrington Education Association, Inc.; District Administration/Directors; and one (1) representative of the Town of Barrington shall meet to review health insurance costs, benefits, and potential savings. Any union or District representative may veto any proposed health insurance changes during the review process.
- F. Worker's Compensation: The District will pay the difference, up to 100%, of the teacher's salary and amount paid under Worker's Compensation.

ARTICLE VIII: LEAVES

A. Sick Leave

1. Teachers will receive fifteen (15) days of paid sick leave per contract year to be used for the sickness of the teacher or the teacher's dependent child or spouse. Such sick leave benefits shall be available as of the first day of school. Unused sick leave may be accumulated to a maximum of one hundred twenty-five days (125).
2. Teachers shall be given a written account of their accumulated sick leave during September of each year.

B. Personal Leave: Teachers may be granted, upon prior notice and approval, up to three (3) days paid personal leave that is non-accumulative. Such leave may be requested for urgent and compelling personal matters or emergencies that cannot be handled except during school hours. Requests for such leave must be submitted in writing to the Principal at least three (3) days in advance of the requested leave whenever possible. Personal leave is discouraged from being used on consecutive school days or to extend a holiday and/or vacation period. In either of these cases, the Principal shall approve such requests if a District approved substitute is available.

C. Child Care Leave: Child Care leave of up to one (1) year, for either natural or adoptive parents, shall be granted without pay to teachers, upon written notice of such leave. Leave granted under this section is unpaid, but teachers may utilize accrued sick leave (i.e. paid) for any period in which they are incapacitated due to childbirth and otherwise eligible to use such leave. Notification of the intent to take such leave shall be made to the Superintendent at least thirty (30) calendar days prior to the date on which the leave is to begin, except in cases of emergency. Child Care leave notification shall also include the expected termination date of such leave. The teacher shall provide written notice, no later than April 30, of his/her intent to return to work for the following school year. Failure to provide such notice in a timely manner shall constitute job abandonment and may result in the teacher's separation from employment. At the conclusion of the leave, the teacher shall be reinstated to the same, or to a comparable, teaching position.

D. Bereavement Leave: Teachers shall be allowed up to three (3) days paid leave per death in the event of a death in the immediate family. The term, "immediate family," shall be defined as "spouse, children, domestic partner, parents, grandparents, grandchildren, mother-in-law, father-in-law, brothers, or sisters." Up to, two (2) additional days shall be allowed per death in the event of a death of a spouse or a child. Additional days may be requested from the teacher's personal leave or accumulated sick leave accounts.

E. Jury Duty Leave: Teachers shall be granted, upon request and notification, a leave for jury duty. During the period, the employee is on jury duty, he/she will be paid the difference between jury duty pay and his/her normal school district pay.

F. Extended Personal Leave: A teacher may be granted a one (1) school year personal leave without pay. A request for such leave should be made to the Superintendent no later than March 1 of the year previous to the intended year of leave. A teacher on extended personal leave shall notify the Superintendent no later than March 1 of his/her intent to return the following year.

G. Sick Leave Bank: Sick Leave Bank. Teachers may voluntarily choose to donate up to three (3) days of sick leave to a Sick Leave Bank. Days donated to the bank may accumulate up to a total of *one hundred eighty (180)* days.

1. Active participation: To be an Active Participant in the sick leave bank for the duration of a school year, an employee must donate at least one day to the sick leave bank before September 15 of that school year. Notwithstanding the foregoing, an employee may remain an Active Participant without donating a sick day before September 15 of that school year if:

- a. the sick leave bank is at its maximum capacity (180) on September 8 of the school year and
 - b. The employee was an active participant during the previous year.
2. The District shall grant leave from the sick leave bank to any Active Participant who has (a) exhausted their own accrued sick leave, (b) not yet begun to receive long-term disability benefits per Article VII, E, 4, (c) received approval from the sick leave bank committee to draw days from the sick leave bank, and (d) not exhausted the number of days granted by the sick leave bank committee. In no event shall a teacher be entitled to draw more than 90 days from the bank.

Active Participants may apply for the use of additional sick days from the bank. The application shall include a statement from a health professional describing the nature of the illness and estimated length of absence. The application for additional sick leave days shall be submitted to the Superintendent.

3. A *sick leave bank* committee made up of two (2) members of the Barrington Education Association, Inc. and the Superintendent of Schools (or his/her designee) shall convene and review the application within ten (10) working days. The application shall note the number of sick days requested and the reason for the request. On unanimous agreement among the committee members, the application may be approved or denied, or additional information may be requested from the applicant. Decisions of the committee shall be final, and not subject to the grievance procedure. Unused days in the bank shall carry over from year to year, while maintaining the *one hundred eighty (180)* day cap on total days established above.

ARTICLE IX: WORKING CONDITIONS

- A. Conference Time: The Board requires teacher conferencing regarding report cards and will provide sufficient time for this purpose.
- B. Duty-Free Lunch: Teachers will be provided, except in the case of an emergency, a twenty-five (25) minute duty-free lunch, with the understanding that students must be supervised at all times.
- C. Prep Period: Teachers will be provided, except in the case of emergency, ninety (90) minutes per normal week to allow for planning. This will include at least two (2) thirty-five (35) minute blocks of time during regular school hours. The time during specialty subjects (e.g., music, art, physical education) will be utilized for planning time.
- D. Teacher being Transferred (reassigned): Teachers being involuntarily transferred or reassigned from their present positions will be notified of any position openings with the Barrington School District that occur during the year following said transfer. Notification will be in person or at their address currently on file with the Superintendent.
- E. School Year: The contracted year for teachers shall consist of a 185-day contract with a minimum of five (5) teacher workshop days.
- F. The School Board will set the calendar each year. The starting date shall be scheduled no sooner than the first day in the Dover School calendar and shall conclude by June 30 of the school year. The Superintendent will collaborate with the BEA President, or designee and will review the initial draft of the school district calendar to get feedback on the proposed calendar prior to draft of the calendar being reviewed by the School Board for approval.
- G. School Day: Teachers will be required to be present in the school building for a maximum of seven and one-half hours (7.5) each day of the contract year. In addition, one 45-minute extension per month to this maximum will be allowed to accommodate staff meetings. The exact times of the school day will be specified annually by the administration. Time may be reduced at the discretion of the Superintendent.

H. Reduction In Force: When the School Board finds it necessary to reduce the number of certified 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 School Board, the following reduction in force procedures shall be implemented. For purposes of these procedures, classifications are defined as follows:

RIF Classifications

Classification	Assignment Areas
Grade K-6	Classroom teachers
Grades 7-8	English, Math, Science, Social Studies, Foreign Language, Industrial Arts/Technical Education, & Health Education
Grades K-8	Special Education, Reading, School Counselors, Nurses, Art, Music, Physical Education, Media/Library

As soon as a reduction in force is seriously contemplated, the Superintendent of Schools shall notify the affected teacher and union of any position being considered for elimination.

The decision to implement the reduction in force shall be made at the sole discretion of the School Board. The School Board may accept any written presentation regarding the reduction in force from teachers, individual teachers, or the union.

Every reasonable effort shall be made to minimize the effects in reduction in force on current teachers by absorbing as many positions as possible through attrition (retirements, resignations, and refusal of contract).

In identifying which teachers to release, the following factors shall be considered: assignment area, certification, academic preparation, professional growth, experience in job classification, job performance as reflected in written evaluations, and disciplinary record within the past five (5) years, all of these factors being equal, then seniority.

Any transfer, assignments, or re-assignments resulting from or involved with a reduction in teachers shall be made at the sole discretion of the Superintendent of Schools. In the event of change of assignment or transfer as a result of a reduction in force, the teacher involved and union shall be notified of such change.

When teaching positions become available, within the classification(s) a teacher was laid off, the laid off teacher shall be reinstated in inverse order to their being laid off if, at the time of their reinstatement, they are certified to teach in the classification. Recall rights shall be listed as follows:

- a. They shall exist for one (1) school year following the school year in which the layoff notice is received, or until a position is refused, whichever comes first.

ARTICLE X: GENERAL PROVISIONS

- A. Copies of the Agreement: An electronic version of the agreement will be available to all covered employees within 30 days. All new teachers will be given a copy of the working agreement on or before the first working day in September. Each building will have a hard copy of the agreement in the main office. An electronic version of the agreement will be available to all covered employees on the District's website following its execution.
- B. Negotiations: On or about June 1 of the year preceding the expiration year of the then current contract, the parties agree to enter into negotiations for a successor agreement concerning wages, hours, and other conditions of employment. During such negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals. The Board and the Association shall make available to each other all pertinent non-confidential records, data, and information of the Barrington School District.
- C. Communication of Issues: Each year, representatives selected by the faculty BEA, not to exceed six (6), may meet with the School Board on an informal basis for the purpose of maintaining open lines of communication between the Board and faculty. This will be scheduled at a mutually agreeable time by the Chairperson of the School Board and the President of the Barrington Education Association, Inc. The Committee members or representatives may attend public Board meetings.
- D. Amendments: Being a mutual Agreement, this instrument may be amended at any time by mutual consent.
- E. Individual Contract: The individual contract shall consist of the SAU #74 Contract of Employment as provided by the Superintendent. In addition, any covered employee who is to receive a stipend according to Article VII D of this contract will have an appropriate stipend Contract.
- F. Duration: This Agreement is effective from July 1, 2022 and will continue in effect until June 30, 2025. The District shall file a copy of this agreement with the New Hampshire Public Employee Labor Relations Board within fourteen (14) days of its signing.
- G. Savings Clause: If any provision of this Agreement is held to be contrary to law, State Board of Education Policy, Rules, Regulations, or contractual agreements, then such provision shall be deemed invalid, but all other provisions shall be deemed valid and continue in full force and effect.

ARTICLE XI: LONGEVITY

- A. The Barrington School District values those who dedicate their career to Barrington Schools. Any individuals that have served consecutively as a teacher within the Barrington School District for 15 years or more will receive an annual longevity rate of \$100.00 for each year of applicable service. The intention is to provide a longevity pay for staff that have stayed with the Barrington School District.

Any extenuating circumstances regarding this longevity pay will be addressed on a case by case basis by the School Board prior to the rehire of any individual.

- B. Covered employees who received longevity pay during the 1999-2000 school year shall continue to receive longevity pay at the annual rate of \$125.00 for each year of applicable service.

Appendix A

Year 22/23	BA	BA+ 15	BA + 30	MA	MA+ 15	MA +30
1	\$39,750.00	\$40,250.00	\$40,500.00	\$42,500.00	\$43,250.00	\$43,750.00
2	\$40,500.00	\$41,000.00	\$41,500.00	\$43,500.00	\$44,250.00	\$44,750.00
3	\$41,500.00	\$42,000.00	\$42,500.00	\$44,500.00	\$45,000.00	\$45,250.00
4	\$42,500.00	\$43,000.00	\$43,500.00	\$45,500.00	\$45,500.00	\$46,500.00
5	\$43,750.00	\$44,000.00	\$45,000.00	\$46,500.00	\$47,250.00	\$48,250.00
6	\$44,500.00	\$45,000.00	\$46,000.00	\$47,500.00	\$48,250.00	\$49,250.00
7	\$45,750.00	\$46,000.00	\$47,000.00	\$49,000.00	\$49,250.00	\$50,250.00
8	\$47,750.00	\$48,000.00	\$50,500.00	\$50,500.00	\$50,750.00	\$51,750.00
9	\$49,500.00	\$50,000.00	\$51,500.00	\$52,500.00	\$52,500.00	\$53,550.00
10	\$51,000.00	\$51,000.00	\$52,000.00	\$53,500.00	\$54,250.00	\$55,500.00
11	\$52,000.00	\$52,000.00	\$53,000.00	\$55,000.00	\$56,250.00	\$57,750.00
12	\$52,500.00	\$53,000.00	\$54,000.00	\$57,000.00	\$58,500.00	\$60,000.00
13	\$53,750.00	\$54,500.00	\$56,000.00	\$59,500.00	\$60,500.00	\$62,250.00
14	\$55,750.00	\$56,250.00	\$57,500.00	\$62,000.00	\$62,750.00	\$65,500.00
15	\$63,000.00	\$63,500.00	\$64,500.00	\$69,250.00	\$70,250.00	\$72,000.00

Year 23/24	BA	BA+ 15	BA+ 30	MA	MA+ 15	MA +30
1	\$40,250.00	\$40,750.00	\$41,000.00	\$43,000.00	\$43,750.00	\$44,250.00
2	\$41,000.00	\$41,750.00	\$42,000.00	\$44,000.00	\$44,750.00	\$45,250.00
3	\$42,000.00	\$42,750.00	\$43,000.00	\$45,000.00	\$45,500.00	\$46,000.00
4	\$43,000.00	\$43,500.00	\$44,000.00	\$46,000.00	\$46,250.00	\$47,000.00
5	\$44,250.00	\$44,500.00	\$45,500.00	\$47,000.00	\$47,750.00	\$48,775.00
6	\$45,250.00	\$45,500.00	\$46,500.00	\$48,000.00	\$48,775.00	\$50,000.00
7	\$46,250.00	\$46,500.00	\$47,500.00	\$49,500.00	\$49,775.00	\$50,775.00
8	\$48,500.00	\$48,500.00	\$51,500.00	\$51,000.00	\$51,500.00	\$52,000.00
9	\$50,000.00	\$50,500.00	\$52,500.00	\$53,250.00	\$53,250.00	\$54,250.00
10	\$51,750.00	\$51,750.00	\$53,000.00	\$54,250.00	\$55,000.00	\$56,250.00
11	\$52,750.00	\$52,780.00	\$54,000.00	\$56,500.00	\$57,000.00	\$58,500.00
12	\$53,250.00	\$53,795.00	\$55,000.00	\$57,500.00	\$59,250.00	\$60,750.00
13	\$54,250.00	\$54,750.00	\$56,500.00	\$60,250.00	\$61,250.00	\$63,000.00
14	\$56,500.00	\$57,000.00	\$58,500.00	\$63,250.00	\$63,750.00	\$66,500.00
15	\$65,250.00	\$66,000.00	\$66,750.00	\$72,000.00	\$72,750.00	\$74,500.00

Year 24/25	BA	BA+ 15	BA+30	MA	MA+IS	MA +30
1	\$40,500.00	\$41,000.00	\$41,500.00	\$43,500.00	\$44,250.00	\$44,750.00
2	\$41,500.00	\$42,000.00	\$42,500.00	\$44,500.00	\$45,250.00	\$45,750.00
3	\$42,250.00	\$43,000.00	\$43,500.00	\$45,500.00	\$46,000.00	\$46,250.00
4	\$43,500.00	\$44,000.00	\$44,500.00	\$46,500.00	\$47,000.00	\$47,500.00
5	\$44,500.00	\$45,000.00	\$46,000.00	\$47,500.00	\$48,250.00	\$49,250.00
6	\$45,500.00	\$46,000.00	\$47,000.00	\$48,000.00	\$49,250.00	\$50,500.00
7	\$46,500.00	\$47,000.00	\$48,000.00	\$50,000.00	\$50,500.00	\$51,250.00
8	\$48,750.00	\$49,000.00	\$52,000.00	\$51,500.00	\$52,000.00	\$52,750.00
9	\$50,250.00	\$51,000.00	\$53,000.00	\$53,500.00	\$53,750.00	\$55,000.00
10	\$52,000.00	\$52,500.00	\$54,000.00	\$54,500.00	\$55,750.00	\$56,750.00
11	\$53,000.00	\$53,500.00	\$55,000.00	\$56,250.00	\$57,500.00	\$59,000.00
12	\$53,750.00	\$54,250.00	\$56,000.00	\$58,500.00	\$59,750.00	\$61,500.00
13	\$54,750.00	\$55,250.00	\$57,000.00	\$61,000.00	\$62,000.00	\$63,500.00
14	\$57,000.00	\$57,500.00	\$59,000.00	\$63,250.00	\$64,250.00	\$67,000.00
15	\$67,500.00	\$68,000.00	\$68,750.00	\$74,000.00	\$75,250.00	\$76,750.00

Teachers with 20+ as of July 1, 2022 (limited for teachers outlined in this agreement) will receive the following increases:

2022/23- \$3000.00
2023/24- \$2,650.00
2024/25- \$2,550.00

If they qualify they will also receive \$125 increase for longevity.

APPENDIX B

Guidelines:

1. Prior teaching experience in a public school earns full credit. If less than full-time one earns partial credit. Credit earned at half-time or above is rounded up to full-year credit.
2. Prior teaching experience in a private school earns half credit, but only if the teaching experience is directly applicable to the teaching assignment we are offering, and the private school is accredited by the NH Department of Education, or some other equally recognized educational organization.
3. Prior full-time experience as paraprofessional in a public school may earn half credit up to step 3. No new hire may earn more than three steps credit for work performed as a paraprofessional.