

CAMPTON SCHOOL BOARD
AND
ASSOCIATION OF CAMPTON EDUCATORS

2023 - 2024
2024 - 2025
2025 - 2026
2026 - 2027

TABLE OF CONTENTS

ARTICLE		PAGE
I	Recognition	2
II	Negotiating Procedures	2
III	Association Rights	3
IV	Dues Deduction	3-4
V	Teacher Rights	4
VI	Teacher Employment	4-7
VII	Fair Treatment	7-9
VIII	Leaves of Absence	9-11
IX	Grievance Procedure	11-12
X	Miscellaneous Provisions	13-15
XI	Insurance Benefits and Provisions	15-17
XII	Rates of Pay	17
XIII	Reduction In Force	17-18
XIV	Duration	18
XV	Longevity Compensation	18
Appendix A	Salary Schedule	19
Appendix B	Extra Curricular Compensation	20
	Side Bar for O.T. Services	21
	Signature Page	22

**AGREEMENT BETWEEN THE CAMPTON SCHOOL
BOARD AND THE ASSOCIATION OF CAMPTON
EDUCATORS**

ARTICLE I - RECOGNITION

The Campton School Board recognizes the Association of Campton Educators, NEA-New Hampshire for purposes of collective negotiations pursuant to RSA 273-A as the exclusive representative of all teachers of the Campton School District, certified by the New Hampshire Public Employees Labor Relations Board.

- A. Definitions:** The following list of terms will be used frequently in this agreement and when they are used they will refer to the definitions described below unless otherwise stipulated:
1. The term 'school' means any work location.
 2. The term 'teacher' means a person whose employment is governed by this contract.
 3. The term 'Association' means the Association of Campton Educators, NEA-New Hampshire or any of its agents.
 4. The term 'Board' means the Campton School Board or any of its agents.
 5. The term 'District' means the Campton School District.
 6. The term 'Administration' means the Administrators of the Campton School District and/or SAU 48.
 7. Whenever the singular is used in this agreement, it is to include the plural.
 8. Whenever the term 'he' or 'him' is used in this agreement, it is to include 'she' or 'her'.

ARTICLE II - NEGOTIATING PROCEDURES

The following procedures shall govern negotiations between the parties:

- A. Meetings:** The parties shall meet upon the written request of either party.
- B. Directing Results:** The Association will make its requests for meeting directly to the Superintendent (or his designated representative), who shall promptly transmit the same to the Board. The Board will make its request for meetings to the President of the Association by means of a communication from the Superintendent's office. The parties shall fix a mutually convenient meeting date such date to be within a reasonable time after the date of the request for meeting.
- C. Exchange of Facts, Views:** Facts, opinions, proposals and counterproposals shall be exchanged freely and in good faith during the meeting or meetings (and between meetings, if advisable) in an effort to reach mutual understanding and agreement.
- D. Agreement:** Whenever proposals made by either party with respect to salaries, hours, and working conditions are tentatively approved by the Board and the Association, such proposals shall be reduced to writing and will become part of the Agreement when the total package has been approved by both parties.
- E. Miscellaneous:** The Board will not negotiate with any groups of certified teachers other than the Association.

ARTICLE III - ASSOCIATION RIGHTS

- A.** The Board agrees that all teachers shall have full freedom of association and self-organization and shall be free from restraint, coercion, interference, discrimination or reprisals by the Board by reason of membership in the Association or participation in any of its activities or the exercise of individual rights under RSA 273-A.
- B.** The Association and its representatives, upon request and with permission of the principal, shall have the right to use school buildings at all reasonable hours for meetings.
- C.** The Association and its representatives shall have the right to use school facilities, computers and equipment for duplications and printing before 8:00 a.m. and after 3:00 p.m.
- D.** The Association and its representatives shall have the right to post notices of activities and matters of concern on the bulletin board in the teacher's workroom. The Association may use teacher mailboxes for communications to members.
- E.** The Association shall be given an opportunity at faculty meetings to present reports and announcements. Placement on the agenda must be made at least one week in advance of the scheduled meeting. The Administration will notify the Association of such meetings at least one week in advance unless there are extenuating circumstances.
- F.** The Association shall be given sufficient time on the agenda of the local District orientation program for new teachers to explain Association activities. Request for placement on the agenda must be received by the Administration at least one week in advance of the scheduled meeting. The Administration will notify the Association of such meetings at least one week in advance.
- G.** A teacher engaged during the school day in negotiating on behalf of the Association with any representative of the Board, participating in any professional grievance negotiation, including arbitration or appearing before a state agency on behalf of the Association, shall be released from regular duties without loss of salary or benefits.
- H.** The rights granted to the Association in this agreement will not be granted to any other teachers' group or organization which purports to represent any teacher or group of teachers covered by this Agreement.

ARTICLE IV - DUES DEDUCTION

- A.** It is agreed by and between the Board and the Association that upon receipt of written authorization, signed by the teacher, the Board shall deduct an amount to provide payment of dues for membership and assessments in the Association from the regular salary check of such teacher. Deductions shall be in equal amounts for twenty (20) pay periods beginning September 1. The amounts so deducted shall be remitted to the NEA-New Hampshire by the Association.

- B. The Association is the exclusive representative of the bargaining unit and may act for, negotiate agreements, enforce the terms of such agreements covering all employees without discrimination and without regard to employee organization membership. The Association may require a non-member to pay for the reasonable costs and fees, including arbitrator fees and related attorney fees, for grieving or arbitrating a matter arising under this agreement brought at the non-member's request. The exclusive representative may require non-members to pay anticipated costs and fees prior to a grievance or arbitration hearing. Failure to pay costs and fees shall relieve the exclusive representative of further responsibility to the non-member regarding the matter. The Association shall hold the Board harmless for any and all liability of any kind for the collection of costs or fees in connection with such representation of non-members by the Association.
- C. If so indicated, the authorization referred to in 'A' above shall be continuous from year to year.

ARTICLE V - TEACHER RIGHTS

- A. The District recognizes the teachers' full right of citizenship and no religious or political activities of any teacher, or the lack thereof, shall be grounds for any discipline or discrimination unless these activities are contrary to current Board policy or current RSA interpretations.
- B. A teacher called to appear for legal proceedings before any judicial or quasi-judicial body, including but not limited to: jury duty, arbitration, negotiation, mediation or fact-finding proceedings, membership in the Professional Standards Board or Council on Teacher Education shall not lose compensation for the performance of such obligation.
- C. No teacher shall be required to appear before the Board or its agents concerning any matter which could adversely affect the continuation of that teacher in his/her office, position or employment or the salary or any increments pertaining thereto, unless he or she has been given prior written notice of the reason for such a meeting or interview at least twenty-four (24) hours in advance and shall be entitled to have a representative of the Association present for advice and representation.
- D. The Board shall not deny nor restrict any right due a teacher under the laws of New Hampshire and United States or other applicable laws, decision, and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE VI - TEACHER EMPLOYMENT

- A. **Certification:** The Board agrees to hire only those teachers who are certifiable by the New Hampshire State Department of Education for every regular teaching assignment, except this provision shall not apply in the instance where, in the opinion of the Superintendent, availability of personnel is critical and an appropriate waiver is granted.
- B. **Work Day Duration:** The teachers' normal work day will be a 7 hour and 10 minute duration beginning 15 minutes before school begins.

- C. Duties/Planning:** Teachers will not be required to cover lunch, recess, bus or other duties. Teachers may volunteer for duties. Assignments will make provisions to include a thirty (30) minute duty-free lunch period for each teacher. Teachers will deliver children to their next assignment. Each teacher shall have a daily uninterrupted planning period of at least thirty (30) minutes.
- D. Leaving Building:** Teachers may leave the building during their unscheduled time provided they notify the building administrator prior to their leaving.
- E. Period of Service:** For purposes of this Agreement, the period of service shall not be more than one hundred eighty (180) instructional days, and five (5) in-service days:
1. One will be an in-service classroom preparation day scheduled prior to the start of the instructional year;
 2. One will be scheduled as two half days for the purpose of parent/teacher conferences to be scheduled in the Campton School Calendar;
 3. One half day for classroom closure on the last instructional day of the school year;
 4. Two and one half days shall be scheduled at the discretion of the Administration.

The tentative school calendar for the upcoming school year will be shared with ACE for review and input prior to final approval of the Board.

- F. Substitutes:** The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call before 6:00 a.m. to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the Administration to arrange for a substitute teacher. The use of regular teachers as substitute teachers shall be only in emergencies.
- G. Notice of Vacancies:** Notice of each teacher vacancy, and notice of a list of all Appendix B vacancies, that the District is filling will be posted on the official bulletin board in the school and e-mailed to all teachers as soon as the Administration is aware of the existence of such vacancies. Such notices shall contain the date of posting, description of the position, requirements of the position, name of the person to which the application is to be returned and date by which the application is to be returned. Teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the Campton Elementary School Principal no later than April 1st. A form to effectuate this procedure will be available in the Campton Elementary School Office.
- H. Requirements:** The Board agrees, with all things being equal, to give teachers in the District first priority when filling vacancies within the District.
- I. Transfers and Reassignments:** The Administration will consult with the teacher prior to making any transfer or reassignment but the Board retains the right to make the final decision.
- J. Discrimination:** The Board and the Association agree that there shall be no discrimination and that all practices, procedures, and policies of the District shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer or discipline of teachers or in the application or administration of this agreement

on the basis of race, creed, color, religion, national origin, sex, domicile, marital status, age, handicap, or association membership.

K. Professional Development:

1. Upon Administrative approval, the District shall reimburse each teacher at the rate of Plymouth State University graduate courses up to a maximum of eight (8) credits per year for:
 - a. Each credit he or she may acquire beyond the Bachelor's degree at an accredited college or university with at least a C, 75% or pass if a pass/fail course as demonstrated by submission of a transcript; and/or
 - b. For registration, meals and mileage in connection with completion of other professional development activities which should consist of online, workshop, conference, seminar, webinar, and other specialized training. Lodging and transportation may only be reimbursed for professional development activities with a duration of two days or longer; and/or
 - c. Textbooks or materials purchased in connection with a. and b. herein; and/or
 - d. 20% of individual professional development allocation may be used towards the purchase of technology. Similar use of professional development allocation may be repeated for purchasing updated technology once every five (5) years. Technology that is received at a workshop belongs to the attendee. Purchase(s) of technology may not be made after notification of retirement or receipt of notice of non-renewal.
2. Reimbursement for professional development activities outlined in Article VI, K, 1, shall be made by the District with a check issued on the District's monthly manifest following submission of proper documentation of the course, activity or purchase to Administration utilizing the system provided by the District.
3. Prepayment for expenses in connection with professional development may be made by the District following advanced approval by Administration. Upon approval, prepayment shall be made directly to the provider. Proof of completion of course or professional development activity will follow the requirements set forth above. Documentation will be submitted by the teacher within ten (10) days of receipt. In the event of non-compliance, the teacher must reimburse the District for the amount advanced by withholding such amount from the teacher's salary in equal installments for the remainder of the fiscal year until paid in full.
4. For purposes of advancement on the salary schedule, each forty-five (45) workshop clock hours will equal one (1) credit to a maximum of five (5) credits every three (3) years within each teacher's recertification cycle.

L. Placement: Teachers who have satisfactorily completed academic courses and who wish to use such additional credits for advancement on the salary schedule shall notify the Superintendent by November 1st of the previous contract year.

M. Optional Extension of the School Year: By mutual agreement of the Administration and the teachers involved, proposals from teachers must be approved by the Principal and Superintendent in order to be funded. Teachers will be paid at a rate equal to their per diem salary. The Board shall appropriate revenue for this purpose on an annual basis subject to their discretion.

- N. Copy of Agreement:** The Board will provide a new teacher offered a position in the District a copy of this professional agreement in its entirety with the teacher's contract and each teacher shall receive a copy of successive agreements within 30 days of signing or as soon as possible thereafter.

ARTICLE VII - FAIR TREATMENT

- A. Notification of Deficiencies:** The Board in recognition of the concept of progressive improvement, shall promptly notify a teacher in writing of any alleged deficiencies, indicate expected correction, and indicate a reasonable period for correction.
- B. Right to Representation:** Any teacher shall be entitled to have present a representative of the Association when meeting with the Board, its agents, or the Administration for the following purposes: 1) discussing working conditions; or 2) being interviewed and/or investigated and/or disciplined in connection with an infraction of rules or delinquency in professional performance. When a request for such representation is made, no further action shall be taken with respect to the teacher until such representative of the Association is present.
- C. Just Cause:** A teacher shall not be discharged, non-renewed (1), suspended, disciplined, reprimanded, adversely evaluated, reduced in rank or compensation, or deprived of any professional advantage without just cause. A teacher is entitled to a hearing before the Board. All information forming the basis for disciplinary action will be made available to the teacher, and if the teacher so desires, to the Association.

(1) ALL EMPLOYEES HIRED BEFORE 7/1/93 SHALL BE ENTITLED TO JUST CAUSE FOR NON-RENEWAL. THOSE HIRED AFTER 7/1/93 SHALL BE ENTITLED TO JUST CAUSE FOR NON-RENEWAL AFTER TWO (2) YEARS IN THE CAMPTON SCHOOL DISTRICT. THOSE HIRED AFTER 7/1/2011 SHALL BE ENTITLED TO JUST CAUSE FOR NON-RENEWAL AFTER THREE (3) YEARS IN THE CAMPTON SCHOOL DISTRICT.

D. Removal of Teacher:

1. In accordance with RSA 189:31, :32, the Superintendent, for cause, may remove a teacher with pay, pending action by the Board. Such Board action shall occur within thirty (30) days of the date of the removal.
2. Because such action could only follow the most grave situation, the Superintendent shall file written charges with the Board and shall forward copies of the charges to the removed teacher.
3. The Board shall schedule a full and fair hearing to act upon the charges. If the teacher is dissatisfied with the Board's decision, he/she may utilize the procedures set forth under the grievance procedure contained herein, or may utilize other appropriate legal channels.

E. Evaluation:

1. Teachers not being nominated or reelected shall be notified in writing before April 15. (RSA 189:14A)
2. Formal evaluations shall be at the rate of at least one (1) every other year. In the alternate year, the principal shall meet with the teacher to review the staff development goals and three year plan. A first, second, or third year teacher will be evaluated at least once a year. A teacher shall be given a copy of any class visit or evaluation report prepared by his/her evaluator. No such report shall be submitted to the Superintendent's office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. If a teacher feels an evaluation report is unfair, he/she may write comments which will be attached to the report.
3. It is the responsibility of both parties to agree to a time for a post observation conference. At the end of each observation a conference will be conducted between evaluator and teacher as soon as possible after the observation. A teacher's signature on an evaluation report does not necessarily denote agreement with the report.
4. Teachers may request an additional evaluation during the contract year.

F. Assistance Procedure: Assistance shall be provided to teachers upon recognition of professional difficulties. For the purpose of this article, the term 'professional difficulties' shall apply to deficiencies relating to job performance. The Administration will develop a program of assistance to fit the needs of the individual teacher.

G. Review of Personnel Files:

1. Teachers shall have the right upon 24 hours notice to review the contents of their personnel files and to duplicate (at a fee of \$.25 per copy) documents contained therein. A teacher shall be entitled to have a representative of the Association present during such review. The superintendent or designee will be present.
2. No material derogatory to a teacher's conduct, service, character or personality shall be placed in the personnel file unless the teacher has had an opportunity to review such material and has been given a copy of such. The teacher shall acknowledge having had the opportunity to review such material by signing 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 this answer shall be reviewed by the Superintendent, or designee, and attached to all copies.
3. Final evaluation of a teacher shall be concluded upon termination of employment. No documents or other material shall be placed in the personnel file of a teacher reflecting activities of the teacher after termination.

4. Although the District agrees to protect the confidentiality of personal references, academic credentials and other similar documents received prior to the teacher's initial employment, it shall not establish any separate personnel file which is not available for the teacher's inspection unless the teacher previously waived his/her right to inspect the designated material.
 5. In the event that the Board removes any material from a teacher's file, a dated notation stating what has been removed and the reason for such removal shall be placed in the file.
- H. **Complaints:** Any complaint regarding a teacher made to any member of the Administration by a parent, student or other person which may be used in evaluating a teacher shall be promptly investigated. The teacher involved will be advised within seven (7) days. The teacher shall be given an opportunity to respond and meet with the complainant, unless otherwise prohibited by law, in order that he/she may rebut the complaint. If the complainant refuses to participate in this procedure, unless allowed by law to refuse to meet with the teacher, 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 a teacher's file.

ARTICLE VIII - LEAVES OF ABSENCE

- A. **Sick Leave:** For absences caused by illness or physical disability, each teacher, upon initial employment, shall be granted fifteen (15) days of paid leave per year, with a permissible accumulation of one hundred twenty (120) days. Upon retirement under the provisions of the New Hampshire State Retirement Plan, the payment of fifty percent (50%) of unused sick leave will be made at the teacher's current pay level. Upon completion of ten (10) years services in District a teacher leaving the District, but not qualifying for retirement under the New Hampshire State Retirement Plan, will be paid for twenty-five percent (25%) of unused sick leave up to a maximum of 100 accumulated sick days at teacher's current rate of pay. Notification of intended retirement or departure from the District should be made prior to the submission of the budget for the District Meeting. In the event timely notification is not received, the payment will be made in the fiscal year budgeted. Teachers will be given a written accounting of accumulated sick leave at the beginning of each school year.
- B. **Sick Leave Bank Days:** A teacher may apply for sick leave from the Sick Leave Bank based on the following conditions:
1. Present sick leave accumulation is exhausted.
 2. The application will have medical documentation.
 3. To participate in the Sick Leave Bank, each teacher shall contribute at least one sick leave day each year unless the Sick Leave Bank is at the maximum days of

accrual. Contributions of sick leave days to the Sick Leave Bank are irrevocable. If the Sick Leave Bank is at the maximum days of accrual, only new participants shall be required to contribute to the Sick Leave Bank.

4. Voluntary contributions of sick leave may be made at any time.
 5. The committee consisting of the ACE Executive Board will review all applications and make the final decision(s) as to the granting of Sick Leave Bank days and shall inform the Administration of all approved applications.
 6. The committee will establish the number of days any one teacher is entitled to.
 7. The Sick Leave Bank days can accrue to a maximum of seventy-five (75) days and unused Sick Leave Bank days shall roll over from year to year.
- C. Professional Days:** Each teacher shall be entitled to five (5) days per year, noncumulative, to be used toward professional development. Prior approval of the Principal is required and a written professional day summary of the activities must be filed with the Superintendent of Schools within (1) week.
- D. Personal Days:** Each teacher shall be entitled to three (3) days per year, noncumulative; however, the Principal must receive advance notice whenever possible.
- E. Bereavement Days:** Each teacher shall be entitled to five (5) days per year, noncumulative. In extenuating circumstances, the Board may grant additional leave under this article VIII.E.
- F. Jury Duty:** A teacher called as a juror will be paid the difference between the fee such teacher receives for such service and the amount of earning lost by such teacher by reason of such service, based on the teacher's regular daily rate. Satisfactory evidence (court issued pay stub) must be submitted to the teacher's immediate supervisor.
- G. Child Care Leave:** A teacher who has more than one year teaching experience in the District shall be eligible to use accumulated sick leave immediately prior to or directly after birth or adoption. Requests for extended leave must be accompanied by documentation supplied by the attending physician. The teacher shall notify the Superintendent of Schools ninety (90) days prior to actual date of leave. Return from this leave shall coincide with the expiration date indicated on the teacher's leave request as approved by the Board.
- H. Extended Child Care:** Extended child care leave of up to one (1) year, for either natural or adoptive parents shall be granted without pay, to teachers who have at least a fourth contract in the District, upon written request for such leave, and with Board approval. Notification of the intent to take such leave shall be made to the Superintendent at least ninety (90) 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. At the conclusion of the leave, the teacher shall return to the same or similar position.

- I. **Military:** Military leave of absence to the limit of two (2) weeks per year per teacher shall be granted by the Board in accordance with the State and Federal Statutes: Should the leave request occur during the 185 day contract, the Board will reimburse the teacher the difference between military pay and current salary.
- J. **Sabbatical Leave:**
1. Teachers who have been employed for seven (7) consecutive years by the Board shall be granted at the discretion of the Board, a sabbatical leave for professional improvement for up to one (1) year. It is agreed that professional improvement is limited to attending a college, university, or other educational institution. The teacher shall sign a contract agreeing to teach at the Campton School for a two year period following the end of the sabbatical leave.
 2. Request for sabbatical leave must be received by the Superintendent in writing prior to January 1 of the year preceding the requested leave year, in such form as may be mutually agreed by the Association and the Superintendent. Action must be taken on all such requests no later than ninety (90) days from the date of the request.
 3. During said sabbatical leave, the teacher shall be considered to be in the employ of the Board and shall receive one-half (1/2) his/her current salary and benefits under Article XI C. A teacher granted one semester sabbatical shall receive full salary and benefits. There shall be a limit of two (2) such sabbaticals per year, one at a time and subject to Board approval.
 4. Exceptions will be at the discretion of the Board for the benefit of the District. Exceptions are not to establish precedent.

ARTICLE IX - GRIEVANCE PROCEDURE

A. Definitions:

1. A 'grievance' shall mean a complaint by a teacher, group of teachers, or the Association that there has been a violation, misinterpretation, or inequitable application of any of the provisions of this contract.
2. A 'grievant' is the person, persons, or the Association making the complaint.
3. The term 'days' when used in this Article shall, except where otherwise indicated mean school days except the end of the school year when they shall be Monday through Friday, excluding holidays.
4. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step.
5. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the last decision rendered.

B. Initiation and Processing:

- 1. Informal Step:** Any teacher who claims to be aggrieved shall first discuss the problem with the lowest appropriate supervisors within thirty (30) days of the treatment, act, or the initiating of a condition which is the basis of the claim, with the objective of resolving the matter informally. The decision shall be provided to the grievant. The grievant may appeal a decision in writing to each higher authority in turn. The informal, verbal sequence shall start at the lowest appropriate level: immediate supervisor or Principal. The written sequence shall start with the Principal and proceed, if necessary, to the Superintendent and Board.
- 2. Step 1:** If no informal resolution has been reached within the ten (10) day period, the grievant may initiate a formal grievance by submitting the matter to the Principal within ten (10) school days of the expiration of the aforementioned ten (10) day period. The written grievance shall specify: 1) the nature of the grievance; 2) the provisions of the contract violated; and 3) the relief sought. The Principal shall meet with the grievant to discuss the grievance within ten (10) days of receipt of the written grievance. The Principal shall render a decision in writing within ten (10) days of the date of the meeting.
- 3. Step 2:** If no resolution is reached at Step 1 or if the Principal fails to render a decision within the designated time period, the grievant may appeal the Principal's decision by filing the written grievance and the Principal's decision, if any, with the Superintendent within ten (10) days of the receipt of the Principal's decision. The Superintendent shall meet with the grievant to discuss the grievance within ten (10) days of receipt of the written grievance. The Superintendent shall render a decision in writing within ten (10) days of the date of the meeting.
- 4. Step 3:** If no resolution is reached at Step 2 or if the Superintendent fails to render a decision within the designated time period, the grievant may appeal the Superintendent's decision by filing the written grievance, the Principal's decision, and the Superintendent's decision, if any, with the School Board through the Superintendent within ten (10) days of the receipt of the Superintendent's decision. The School Board shall meet with the grievant to discuss the grievance within twenty-five (25) days of receipt of the written grievance. The School Board shall render a decision in writing within twenty-five (25) days of the date of the meeting.
- 5. Step 4:** If no resolution is reached at Step 3 or if the School Board fails to render a decision within the designated time period, the Association may appeal the School Board's decision by filing a notice to initiate binding arbitration with the Superintendent within ten (10) days of the receipt of the School Board's decision. The parties shall then initiate a request for arbitration pursuant to the rules of the American Arbitration Association. The arbitrator so mutually selected will confer with representatives of the Board and the Association and hold a hearing promptly and will issue a decision on a timely basis. The arbitrator shall limit himself or herself to the issues submitted to him or her and shall consider nothing else. He or she can add nothing to, nor subtract anything from this agreement, the teachers' contract, or policy of the Board. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions of the issues submitted.

ARTICLE X - MISCELLANEOUS PROVISIONS

- A. Any individual contract between the Board and an individual teacher heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, it shall be considered invalid and this Agreement, during its duration, shall be controlling.
- B. The Board agrees that, upon receipt of written authorization signed by the teacher, the Board shall deduct a specified amount to be paid either to: 1) a credit union, or 2) a tax-sheltered annuity.
- C. Board Prerogative: The Board reserves the right to withhold salary increments, or a portion thereof, providing there has been adequate documentation concerning the said teacher's classroom performance, that the teacher has been consulted and that the teacher has a right to a hearing.
- D. The District will provide one (1) hour per day of clerical assistance in the preparation of materials for students of grades K-8. Such duties would include making copies of educational materials, laminating materials for classroom use and other related non-teaching activities.
- E. Teachers who are concerned with the class size and/or academic growth of their assigned class may complete the Teacher/Administrator Request for Support Services form. The teacher's input will be received and considered by the building Principal, who will then complete the form with his/her comments. Both parties shall be present when the request is dated and signed. Within three days the request will then be forwarded to the Superintendent of Schools for review prior to presentation to the Board. There shall be an opportunity for the teacher to meet with both the Superintendent and the Board to express concerns. Every attempt will be made to accommodate the needs of the teacher and the students.
- F. **Safety and Health:**
 - 1. The District shall be responsible for providing and maintaining a workplace free from hazards that are causing, or are likely to cause, accident, injury, or illness to teachers.
 - 2. The District's occupational safety and health practices shall comply with all relevant federal, state and local requirements.
 - 3. The District and the Association agree to cooperate in a continuing effort to eliminate and/or reduce the possibility of accidents, injuries, and health hazards in all areas under the District's control.

G. VETERAN TEACHER BENEFITS

1. **Veteran Teacher Salary Schedule:** Any teacher who is at least fifty-three (53) years of age and has taught in the District the equivalent of at least fifteen (15) consecutive full-time years preceding a July 1st placement on the Veteran Teacher Salary Schedule shall be eligible for placement on the Veteran Teacher Salary Schedule. Application shall be made no later than December 1st of the year prior to the anticipated placement on the Veteran Teacher Salary Schedule. The Board and the ACE Executive Board shall collectively determine each year those teachers who are eligible to apply for the Veteran Teacher Salary Schedule by applying the stated criteria. Placement on the Veteran Teacher Salary Schedule shall be for two (2) years. Those teachers who are placed on the Veteran Teacher Salary Schedule in the 2023-2024 school year and subsequent years shall not be eligible for re-employment with the District as a full-time bargaining unit member after being paid for two complete years on the Veteran Teacher Salary Schedule.
 - a. Teachers who work eighty (80%) percent or more of a full-time schedule shall be eligible for placement on the Veteran Teacher Salary Schedule. In addition, a teacher must be at least fifty-three (53) years of age by the last day of the school year in which they apply for placement and have at least fifteen (15) years of full-time service in the District by June 30th of the year prior to being placed on the Veteran Teacher Salary Schedule.
 - b. Years of service to the District will be determined by the equivalent number of full-time years worked (example – two years of half-time equals one full-time year). If there is a tie in years of service, the earlier date of formal election within the District shall be the determining factor.
 - c. Eligible teachers shall apply by December 1st of the school year preceding initial placement on the Veteran Teacher Salary Schedule. Each qualifying teacher shall have twenty (20) calendar days from the date of notification that they have been selected for the Veteran Teacher Salary Schedule to accept placement on the schedule. Notification shall be considered received on the date of actual receipt or three (3) days after notification is placed in the U.S. mail, whichever is sooner. If a teacher declines placement on the Veteran Teacher Salary Schedule, the teacher who declines will be eligible to apply the following year.
 - d. If a teacher who has accepted placement on the Veteran Teacher Salary Schedule decides to withdraw for any reason during the year prior to the start of veteran teacher status, the slot shall not be filled.
 - e. Each applicant accepted for placement on the Veteran Teacher Salary Schedule will receive a veteran salary equal to the teacher's salary in each of the two years of placement on the Veteran Teacher Salary Schedule, plus an additional amount equal to fifty-two (52%) percent of such teacher's salary in the next to last year of employment, paid out as 26% in the next to last year of employment and 26% paid out in the last year of employment.

2. **Sick Leave Buyback:** Any teacher who is at least fifty-five (55) years of age and has taught in the District the equivalent of at least fifteen (15) consecutive full-time years preceding a July 1st placement on the Veteran Teacher Salary Schedule shall be paid one hundred (100%) percent of unused sick leave up to a maximum of ninety-five (95) days of accumulated sick leave at the teacher's current rate of pay paid with the final salary payment of the teacher's last year of placement on the Veteran Teacher Salary Schedule. Application must be made no later than December 1st of the year prior to the anticipated placement on the Veteran Teacher Salary Schedule.

3. **Medical Package** - Upon retirement, the District will pay 85% of individual coverage for any health plan currently offered by the District pursuant to this Agreement. The retiree shall pay the difference if two person or family coverage is elected. This coverage shall continue until the teacher is eligible for Medicare or Medcomp and the Board will continue payment on the same basis toward Medicare or Medcomp. All new teachers hired with contracts beginning on or subsequent to July 1, 2020 shall not receive payment towards Medicare or Medcomp after the date they become eligible for Medicare or Medcomp.

4. **Definitions:**
 - a. AGE = Teacher's age in years on June 30th of the last full year of placement on the Veteran Teacher Salary Schedule.
 - b. YEARS OF CREDIT = A teacher's number of contracts executed for active teaching. The count of consecutive years of employment will not be impacted by personal leaves, sabbaticals, or staff reductions. Personal leaves, sabbaticals and staff reductions will not, however, count as years of credit.

5. A maximum of two teachers per year who have met with the above requirements will be eligible to receive these veteran teacher salary adjustments.

In the event that more than two apply in a given year, the plan shall be limited to the most senior applicants. Seniority shall be determined by years of service with the District, as determined by the official Teacher Seniority list that has been confirmed by both the Superintendent and the Association each year.

ARTICLE XI - INSURANCE BENEFITS AND PROVISIONS

- A. The Board shall make payment of insurance premiums for each teacher to assure coverage for the full twelve (12) month period, commencing July 1 and concluding June 30. However, new teachers will be covered as of the first day of September.

- B. In the event that any teacher, absent because of illness or injury, has exhausted sick leave accrual, the fringe benefit contained here shall continue throughout the balance of the contract year as defined in Section A.

- C. Teachers may take health insurance from plan 1. or plan 2. listed below:
1. The District shall pay 90% of the premium for the appropriate one person, two person or family plan.
Access Blue New England HMO - AB5Rx10/20/45
 2. The District shall pay 100% of the premium for the appropriate one person, two person or family plan. Access Blue New England HMO - ABSOS20/40/1KDEDRX10/20/45

The District will, through a third party administrator, provide payment for the deductible of the ABSOS20/40/1KDEDRx10/20/45 plan at 100%. Following submission of all required documentation to the third party administrator, the District agrees to reimburse, within 30 days, the cost of any and all deductibles incurred by the teacher as a result of services provided under this plan.

As of July 1, 2011, teachers who do not wish to participate in the health insurance program and showing proof of coverage by alternative insurance, for the employee and others for whom the employee expects to claim a personal exemption deduction, from a source that provides minimal essential coverage (other than in the individual market), will qualify for a payment equal to 50% of the single person ABSOS20/40/1KDEDRX10/20/45 premium. The maximum payment for a teacher opting not to take the health care benefits will be capped at \$5,000.00. These funds will be prorated for equal distribution into each paycheck according to the salary payment schedule determined by the teacher. Payment to new teachers selecting this option will be prorated to the rate comparable to their coverage beginning the first day of employment.

By mutual agreement, the Campton School Board and the Association of Campton Educators may reopen negotiations during this contract period to address the impact on this agreement of any changes in the Affordable Care Act that may impose an excise tax on any health insurance plan offered by this agreement.

- D. Effective 7/1/93 the District shall provide and pay for a single subscription dental plan for all teachers. The plan will provide for 100% preventative coverage, 80% restorative coverage, and 50% major treatment coverage. The selection of the Insurer shall be at the discretion of the Board. The teacher may choose to apply the dollar equivalent of the single subscription dental plan toward a two-person or family plan.
- E. Upon the death of a teacher, insurance coverage outlined in Section C shall be provided and paid for by the Board to the teacher's survivors for the remainder of the contract year.
- F. BC/BS Retired Teacher: Upon retirement on or after age 55 with 15 years of Campton Service, a teacher hired before 9/30/93 shall receive 4% of the cost of the District health plan for each year of Campton service. The District health plan shall mean the plan in which the teacher was enrolled during the final year of service to the District.

Such coverage shall be for single person and the retiree shall pay the difference if two person or family coverage is elected. Such coverage shall continue until the teacher is eligible for Medicare or Medcomp. and the Board will continue payment on the same basis toward Medicare and Medcomp.

- G. Member contributions to health premiums can be pre-tax dollars. In addition to pre-tax deductions authorized by section 125 of the Federal Income Tax Guideline, the Board will provide pre-tax deduction for:
1. Dependent care
 2. Medical expenses not covered by insurance
 3. Dental expenses not covered by insurance
 4. Eye-care not covered by insurance

A Healthcare Flexible Spending Account will be provided for these expenditures.

ARTICLE XII - RATES OF PAY

- A. The Compensation Plan and its application are set forth in Appendix A, attached hereto. The salary of teachers covered by this Agreement shall be prorated at one hundred eighty-fifth of appropriate salary step for the number of designated days of employment between August 1 of any year and June 30 of any year.
- B. Extracurricular compensation is set forth in Appendix B, attached hereto. Credit for placement will be recognized only for service to the District.

ARTICLE XIII - REDUCTION IN FORCE

When the Campton School Board finds it necessary to reduce the number of certified full-time and/or part-time positions for reasons of declining enrollments, budget reduction, change in or consolidation of Board-authorized programs, or for any other reason determined necessary by the Board the following reduction in force procedure will be implemented.

A. Notice

1. If the Board determines it necessary to decrease the number of teachers or eliminate any position, the Board may lay off the necessary number of teachers based upon the following factors: seniority, total years of certified teaching experience in New Hampshire public schools, total years of certified experience in public schools, and multiple certifications. All factors being equal, then seniority shall be applied in the inverse order of the seniority list specified in Article XIII A.2. herein. A teacher being laid off who is certified and qualified for another subject area or position may displace a teacher in the other area or position with less seniority. No teacher may be prevented from securing other employment during the period the teacher is laid off under this article. When teaching positions become available laid off teachers shall be reinstated in the inverse order of their being laid off provided that they are certified and qualified to teach the available positions.

2. The Board shall prepare a seniority list which indicates the dates of employment of all members of the bargaining unit. Such list will be posted annually in the building. In the event of a tie in seniority between two or more teachers, seniority shall be based upon the date of election by the Board.
3. A recalled teacher's credit for such previous years of service shall not be lost as a result of layoff and such recall rights shall remain in effect for two (2) years following the school year in which the layoff notice was effectuated.

ARTICLE XIV - DURATION

The provisions of this Agreement will be effective as of July 1, 2023, except as otherwise provided herein, and will continue and remain in full force and effect until June 30, 2027. Salary and compensation agreements are in effect from July 1, 2023 through June 30, 2027, and thereafter shall renew itself automatically for successive terms of one year or until a successor Agreement has been ratified.

ARTICLE XV - LONGEVITY COMPENSATION

Longevity will be compensated at a rate of \$100 per year of service after completion of ten (10) full school years, for teachers hired after July 1, 1999. (One full year will be considered to be at least 160 contract days, except in extenuating circumstances as reviewed by the Board.)

The sum will be listed as a separate item and will be added to the contract each year after the tenth year. Teachers may elect to receive a lump sum payment of the longevity stipend prior to the first regular paycheck, or prorated according to the method selected by the teacher for their normal pay. Such election should be made at the time of signing the annual contract.

The stipend of part-time teachers will be prorated according to the individual schedule of contracted days per week for each year considered under this appendix.

All teachers hired before 7/1/93 shall be eligible for longevity at the completion of their full third year of employment.

All teachers hired after 7/1/93 and before 7/1/99 will be eligible for longevity at the completion of their fifth full year of employment.

Longevity Compensation will be capped at \$2,800 beginning with the 2023-2024 contract year.

APPENDIX A

2023-2024 SALARY SCHEDULE-Year 1 - 3.5% + Step
 2024-2025 SALARY SCHEDULE-Year 2 - 3.0% + Step
 2025-2026 SALARY SCHEDULE-Year 3 - 3.0% + Step
 2026-2027 SALARY SCHEDULE-Year 4 - 3.0% + Step

2023-2024									
Step	B	B+9	B+18	B+27	B+35/M	B+45/M+9	B+54/M+18	B+63/M+27	B+72/M+36
1	\$ 46,048	\$ 47,292	\$ 48,570	\$ 49,883	\$ 51,229	\$ 52,611	\$ 54,034	\$ 55,494	\$ 56,993
2	\$ 48,120	\$ 49,422	\$ 50,755	\$ 52,127	\$ 53,534	\$ 54,981	\$ 56,466	\$ 57,987	\$ 59,555
3	\$ 50,287	\$ 51,649	\$ 53,041	\$ 54,471	\$ 55,945	\$ 57,454	\$ 59,007	\$ 60,598	\$ 62,236
4	\$ 52,551	\$ 53,969	\$ 55,425	\$ 56,923	\$ 58,462	\$ 60,040	\$ 61,661	\$ 63,325	\$ 65,037
5	\$ 54,917	\$ 56,400	\$ 57,921	\$ 59,486	\$ 61,094	\$ 62,743	\$ 64,436	\$ 66,176	\$ 67,963
6	\$ 57,388	\$ 58,936	\$ 60,529	\$ 62,163	\$ 63,860	\$ 65,565	\$ 67,338	\$ 69,155	\$ 71,023
7	\$ 59,969	\$ 61,590	\$ 63,251	\$ 64,960	\$ 66,715	\$ 68,514	\$ 70,368	\$ 72,266	\$ 74,218
8	\$ 62,668	\$ 64,361	\$ 66,100	\$ 67,882	\$ 69,718	\$ 71,598	\$ 73,533	\$ 75,517	\$ 77,558
9	\$ 65,488	\$ 67,258	\$ 69,071	\$ 70,937	\$ 72,854	\$ 74,820	\$ 76,843	\$ 78,916	\$ 81,047
10	\$ 68,434	\$ 70,285	\$ 72,182	\$ 74,130	\$ 76,131	\$ 78,188	\$ 80,299	\$ 82,467	\$ 84,694
2024-2025									
Step	B	B+9	B+18	B+27	B+35/M	B+45/M+9	B+54/M+18	B+63/M+27	B+72/M+36
1	\$ 47,430	\$ 48,711	\$ 50,028	\$ 51,379	\$ 52,766	\$ 54,189	\$ 55,655	\$ 57,158	\$ 58,703
2	\$ 49,564	\$ 50,905	\$ 52,278	\$ 53,691	\$ 54,140	\$ 56,631	\$ 58,160	\$ 59,727	\$ 61,342
3	\$ 51,795	\$ 53,198	\$ 54,632	\$ 56,105	\$ 57,623	\$ 59,178	\$ 60,778	\$ 62,416	\$ 64,103
4	\$ 54,128	\$ 55,588	\$ 57,088	\$ 58,631	\$ 60,216	\$ 61,842	\$ 63,511	\$ 65,225	\$ 66,988
5	\$ 56,565	\$ 58,092	\$ 59,658	\$ 61,270	\$ 62,927	\$ 64,625	\$ 66,369	\$ 68,161	\$ 70,002
6	\$ 59,109	\$ 60,704	\$ 62,345	\$ 64,028	\$ 65,775	\$ 67,532	\$ 69,358	\$ 71,229	\$ 73,153
7	\$ 61,768	\$ 63,437	\$ 65,148	\$ 66,908	\$ 68,717	\$ 70,569	\$ 72,479	\$ 74,434	\$ 76,444
8	\$ 64,548	\$ 66,292	\$ 68,083	\$ 69,918	\$ 71,809	\$ 73,746	\$ 75,739	\$ 77,782	\$ 79,884
9	\$ 67,452	\$ 69,276	\$ 71,143	\$ 73,065	\$ 75,039	\$ 77,065	\$ 79,148	\$ 81,283	\$ 83,478
10	\$ 70,487	\$ 72,393	\$ 74,347	\$ 76,354	\$ 78,415	\$ 80,534	\$ 82,708	\$ 84,941	\$ 87,235
2025-2026									
Step	B	B+9	B+18	B+27	B+35/M	B+45/M+9	B+54/M+18	B+63/M+27	B+72/M+36
1	\$ 48,853	\$ 50,172	\$ 51,528	\$ 52,921	\$ 54,349	\$ 55,815	\$ 57,325	\$ 58,873	\$ 60,464
2	\$ 51,051	\$ 52,432	\$ 53,846	\$ 55,301	\$ 56,795	\$ 58,330	\$ 59,905	\$ 61,518	\$ 63,182
3	\$ 53,349	\$ 54,794	\$ 56,271	\$ 57,788	\$ 59,352	\$ 60,953	\$ 62,601	\$ 64,289	\$ 66,026
4	\$ 55,751	\$ 57,256	\$ 58,801	\$ 60,390	\$ 62,022	\$ 63,697	\$ 65,416	\$ 67,182	\$ 68,998
5	\$ 58,262	\$ 59,835	\$ 61,448	\$ 63,108	\$ 64,815	\$ 66,564	\$ 68,360	\$ 70,206	\$ 72,102
6	\$ 60,883	\$ 62,525	\$ 64,215	\$ 65,949	\$ 67,749	\$ 69,558	\$ 71,439	\$ 73,366	\$ 75,348
7	\$ 63,621	\$ 65,341	\$ 67,103	\$ 68,916	\$ 70,778	\$ 72,686	\$ 74,653	\$ 76,667	\$ 78,738
8	\$ 66,485	\$ 68,281	\$ 70,126	\$ 72,015	\$ 73,963	\$ 75,959	\$ 78,011	\$ 80,116	\$ 82,281
9	\$ 69,476	\$ 71,354	\$ 73,277	\$ 75,257	\$ 77,290	\$ 79,377	\$ 81,522	\$ 83,722	\$ 85,982
10	\$ 72,602	\$ 74,565	\$ 76,578	\$ 78,644	\$ 80,768	\$ 82,950	\$ 85,190	\$ 87,489	\$ 89,852
2026-2027									
Step	B	B+9	B+18	B+27	B+35/M	B+45/M+9	B+54/M+18	B+63/M+27	B+72/M+36
1	\$ 50,318	\$ 51,678	\$ 53,074	\$ 54,508	\$ 55,980	\$ 57,490	\$ 59,045	\$ 60,639	\$ 62,278
2	\$ 52,582	\$ 54,005	\$ 55,462	\$ 56,960	\$ 58,498	\$ 60,080	\$ 61,702	\$ 63,364	\$ 65,077
3	\$ 54,949	\$ 56,438	\$ 57,959	\$ 59,522	\$ 61,132	\$ 62,781	\$ 64,479	\$ 66,217	\$ 68,007
4	\$ 57,424	\$ 58,973	\$ 60,565	\$ 62,201	\$ 63,883	\$ 65,608	\$ 67,379	\$ 69,197	\$ 71,068
5	\$ 60,009	\$ 61,630	\$ 63,291	\$ 65,002	\$ 66,759	\$ 68,561	\$ 70,411	\$ 72,312	\$ 74,265
6	\$ 62,709	\$ 64,401	\$ 66,142	\$ 67,927	\$ 69,781	\$ 71,645	\$ 73,582	\$ 75,567	\$ 77,608
7	\$ 65,530	\$ 67,301	\$ 69,116	\$ 70,983	\$ 72,901	\$ 74,867	\$ 76,893	\$ 78,967	\$ 81,100
8	\$ 68,479	\$ 70,330	\$ 72,230	\$ 74,176	\$ 76,182	\$ 78,237	\$ 80,351	\$ 82,519	\$ 84,749
9	\$ 71,560	\$ 73,495	\$ 75,475	\$ 77,515	\$ 79,609	\$ 81,758	\$ 83,968	\$ 86,233	\$ 88,562
10	\$ 74,780	\$ 76,802	\$ 78,875	\$ 81,004	\$ 83,191	\$ 85,438	\$ 87,745	\$ 90,114	\$ 92,547

**APPENDIX B
EXTRACURRICULAR COMPENSATION**

Category Compensation

- A. (3.0%) of Base Salary
- B. (2.50%) of Base Salary
- C. (2.25%) of Base Salary

- * Base salary is defined as B (for Bachelor's) Step 1 on the current year of the Association's Salary Schedule.
- * 0.5% Increments shall be added with each year's experience in the District to a maximum of 10 years (5%).

Extracurricular Category:

- A.
 - 1. Baseball Coach
 - 2. Boys' Basketball Coach (7 & 8)
 - 3. Field Hockey Coach
 - 4. Girls' Basketball Coach (7 & 8)
 - 5. Softball Coach
 - 6. Soccer Coach (7 & 8)
 - 7. Class Advisor (8th Grade) (up to 2)

- B.
 - 1. Drama Club Advisor
 - 2. Computer Club Advisor
 - 3. Student Council Advisor
 - 4. Math Team Advisor
 - 5. School Leadership Council Team Representative:
(K-2, 3-5, 6-8, Unified Arts, SpEd)
 - 6. Boys' Basketball Coach (5 & 6)
 - 7. Girls' Basketball Coach (5 & 6)
 - 8. Technology Student Association Advisor
 - 9. Soccer Coach (5 & 6)

- C.
 - 1. Assistant Field Hockey Coach
 - 2. Assistant Flag Football Coach
 - 3. Assistant Softball Coach
 - 4. Assistant Baseball Coach
 - 5. Intramural Flag Football Coach
 - 6. Intramural Volleyball Coach
 - 7. Before-School Homework Advisor
 - 8. Technology Student Association Advisor Assistants (up to two)
 - 9. Yearbook Advisor

The following committee members shall receive an annual stipend of \$500.00 paid with the final payment of the year if committee meetings take place after the contracted day:

- 1. Safety Committee – Each Teacher Representative
- 2. Wellness Committee – Each Teacher Representative
- 3. Joint Loss Committee – Each Teacher Representative
- 4. Curriculum Development Committee – Each Teacher Representative

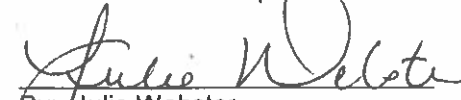
Side Bar for O.T. Services

The Campton School Board and the Association of Campton Educators agree that for the term of this contract, Occupational Therapy Services may be outsourced. The position will remain in the bargaining unit.

Signature Page


This contract has been executed by the Parties in duplicate as of the last date entered below:

Association of Campton Educators


By: Julie Webster
Its: President

Date: 5/8/23

Campton School Board


By: Danny Desrosiers
Its: Chairperson

Date: 5/9/23