

Agreement Between

Derry Cooperative School District #1

And The

Derry Education Association

2021-2022



Table of Contents

<u>Article</u>	<u>Page</u>
1. Recognition.....	3
2. Duration.....	3
3. Teacher Rights.....	3
4. Association Rights.....	6
5. Dues Check-Off.....	7
6. Grievance Procedures.....	8
7. Teacher Day.....	10
8. Teacher Year.....	12
9. Leaves of Absence.....	12
10. Board Rights.....	16
11. Teacher Employment.....	16
12. Evaluation of Professional Staff.....	17
13. Savings Clause.....	17
14. Reduction In Force.....	17
15. Travel.....	19
16. Insurance.....	19
17. Teacher Improvement.....	21
18. Co-Curricular.....	21
19. Longevity.....	22
20. Placement on Approved Salary Schedule.....	22
21. Salaries.....	22
22. Middle School Team Leaders and Middle School Coordinators.....	23
23. Early Retirement.....	23
24. Severance Pay.....	24
Signatures.....	25
Appendix A Co-Curricular.....	26
Appendix B Salary Schedule.....	27 & 28

**ARTICLE 1
RECOGNITION**

1 **1-01** The Derry School Board (hereinafter called the “Board”) recognizes the Derry
2 Education Association (hereinafter called the “Association”) as the exclusive
3 representative for purposes of collective bargaining for a unit composed of teachers,
4 guidance counselors, speech therapists, librarians, school nurses, occupational
5 therapists, physical therapists, speech language pathologists, school psychologists,
6 specialists in assessment of intellectual functioning (SAIF), occupational therapy
7 assistants and physical therapy assistants.

8 **1-02** Specifically excluded from the unit are the Superintendent, Assistant
9 Superintendents, Principals, full-time Assistant Principals, Directors, Chief
10 Psychologist, and all nonprofessional employees.

11 **1-03** The words “teacher” or “teachers” shall, as used in this Agreement, be defined
12 as including all members of the bargaining unit. Part-time employees in bargaining
13 unit positions who work at least half-time will receive benefits which are prorated in
14 accordance with the number of days and hours worked.

**ARTICLE 2
DURATION**

15 **2-01** The Agreement shall be effective July 1, 2021, and shall terminate
16 June 30, 2022. The Board or the Association may reopen negotiations on health
17 insurance and salaries if it deems it desirable to do so with respect to Affordable Care
18 Act penalties for discrimination in favor of highly compensated employees.

19 **2-02** Should either party desire to negotiate a successor agreement to take effect
20 following expiration of this Agreement, such party shall notify the other in writing by
21 June 30 prior to expiration of this Agreement. Following such notice, the parties shall
22 begin meeting by August 15 for the purpose of negotiating a successor agreement.

23 **2-03** The parties acknowledge and agree that this Agreement will be “Sanbornized”
24 (i.e. the cost items associated with all years of the Agreement will be submitted to the
25 legislative body for approval at the 2021 Derry School District Meeting).

**ARTICLE 3
TEACHER RIGHTS**

26 **3-01** A teacher shall have the right, when appearing before the Board in open or
27 closed session, to be accompanied by a representative of his/her choice.

28 **3-02** Individual teachers shall have the right to form associations or organizations.
29 He/she shall be free from interference, restraint or coercion by the Board or the
30 Association and its agents in the designation of representatives of his/her own

31 choosing for the purpose of collective bargaining, provided he/she shall have the right
32 to refrain from any or all such activities.

33 **3-03** The teacher will not be required to perform any duty or act which threatens
34 anyone's physical safety or well-being.

35 **3-04** In the event that the Superintendent of Schools finds it necessary to suspend a
36 teacher, the following is the procedure to be followed:

37 **A.** The Superintendent shall communicate by either certified mail or hand delivered
38 letter, to the member of the staff being suspended, the reason or reasons for the
39 suspension and the time it is to take effect.

40 **B.** The Superintendent will continue the teacher on salary during this suspension.

41 **3-05 Review Of Personnel File**

42 **A.** A teacher shall have the right, upon request, to review the contents of his/her
43 personnel file and to make copies of any documents contained therein. The
44 Superintendent, or his/her designee shall be present on inspection of said file. The
45 teacher shall be entitled to have a representative of the Association accompany
46 him/her during such a review. At least once every two years, a teacher shall have the
47 right to indicate those documents and/or other materials in the file which he/she
48 believes to be obsolete or otherwise inappropriate to retain. Such documents shall be
49 reviewed by the Superintendent and the teacher and if they mutually agree that the
50 documents are obsolete or otherwise inappropriate, the documents shall be destroyed.
51

52 **B.** No material derogatory to a teacher's conduct, service, character, or personality,
53 shall be placed in his/her personnel file unless the teacher has the opportunity to
54 review the material. The teacher shall acknowledge that he/she has had the
55 opportunity to review such materials by affixing his/her signature to the copy to be
56 filed with the express understanding that such signature in no way indicates
57 agreement with the contents thereof. At the time the signature is to be affixed, the
58 teacher shall be entitled to have present an association representative. The teacher
59 shall have the right to submit a written answer to such material and his/her answer
60 shall be reviewed by the Superintendent or his/her designee, and attached to the file
61 copy.

62 **C.** Although the District agrees to protect the confidentiality of personal references,
63 academic credentials and other similar documents received prior to a teacher's initial
64 employment, it shall not establish any separate personnel file which is not available
65 for the teacher's inspection. All teacher's files to be subject to the 1974 Rights of
66 Privacy Act.

67 3-06 Any individual contract between the Board and any individual teacher hereto
68 or hereafter executed shall not be inconsistent with the terms and conditions of this
69 Agreement.

70 3-07 A) If a teacher is to be reprimanded or disciplined, said reprimand or
71 disciplinary action will take place in private conference with the teacher's principal
72 or immediate supervisor, except when an extraordinary situation exists and the
73 principal or supervisor deems it necessary to take immediate disciplinary action or
74 directive action. Generally, a reprimand or disciplinary action shall not be taken in
75 the presence of students, parents, or staff members and without prior supporting
76 evidence of the need for said action. (The term discipline does not include the
77 discharge or nonrenewal of a teacher which actions shall be governed by the
78 provisions of RSA-189.)

79 B) No teacher shall be disciplined or reprimanded without just cause. No
80 teacher should be suspended, either with or without pay, except for just cause.
81 Discipline shall ordinarily be progressive but may be imposed at any level depending
82 on the severity of the offense. All information forming the basis for the disciplinary
83 action will be made available to the teacher. For the purpose of this agreement,
84 discipline shall be deemed to exclude teacher nonrenewal or dismissal, which shall
85 be governed under the provisions of RSA-189.

86 3-08 A teacher who has taught in the Derry School District three (3) or more years
87 and who voluntarily transfers from an existing teaching position in one assignment
88 area to a teaching position in another assignment area may, upon request, return to
89 his/her original teaching assignment in the following school year if there is a
90 vacancy in that assignment area. Said request for returning to the original
91 assignment area must be received in the Office of the Superintendent of Schools no
92 later than June 1 of the first year of the new teaching assignment.

93 3-09 The District shall post all vacancies for current and for newly created positions
94 and for all paid committee work and paid grant positions by June 1 or, if the District
95 is notified of vacancies after May 1, within 30 days of notification. The posting
96 shall be at each work site and in the Superintendent's office. The posting period for
97 vacancies shall be for ten (10) work days during the customary work year, and
98 fourteen (14) calendar days during the summer months, provided the vacancy does
99 not occur fifteen (15) days prior to the opening of school.

100 3-10 A. All teachers transferred during the school year or fifteen (15) days (or less)
101 prior to the start of the school year to a new grade or subject area, shall be provided
102 with up to three (3) paid days at the teacher's per diem rate, to deal with on-site work
103 required to prepare/plan for the new assignment.

104 B. The Superintendent may transfer teachers subject to the following. When a
105 transfer to another position is necessary, the Superintendent shall first ask for
106 volunteers to fill this position. The Superintendent shall consider filling the position
107 with volunteers, but the Superintendent is not required to select a volunteer for

108 transfer. If the Superintendent makes an involuntary transfer, the teacher selected
109 will be notified in writing immediately. Upon request, a teacher designated for
110 involuntary transfer will be entitled to a meeting with the Superintendent to discuss
111 the reasons for the involuntary transfer.

112 C)¹ Changes in work location are not transfers. The administration may change
113 a teacher's work location whenever it determines the change is in the best interests
114 of the School District. If an employee's work location is changed during the school
115 year, the employee will be given three days to prepare and plan for the new
116 assignment and wrap up the old assignment.

117 **3-11** Teachers may utilize district email and other electronic media in the
118 performance of their professional, Association and professional development
119 responsibilities, subject to school board policies.

ARTICLE 4 ASSOCIATION RIGHTS

120 **4-01** The Association and its representative may use school buildings at reasonable
121 hours for Association meetings and activities, subject to board policy at the time of
122 the request.

123 **4-02** The Association may post notices of Association activities and letters of
124 Association concerns in each school building in the areas designated as teacher
125 areas. Such notice shall be shown to the building principal or designee prior to
126 posting.

127 **4-03** Copies of any agenda for a School Board Meeting shall be sent to the President
128 of the Association when such agenda is sent to members of the Board. Email
129 transmission of the agenda is acceptable.

130 **4-04** Copies of minutes of any public School Board Meeting shall be sent to the
131 President of the Association. Email transmission of the minutes is acceptable.

132 **4-05** The Association will have the right to designate representatives in each school
133 building.

134 **4-06** The Association may use teacher mailboxes for communications to teachers.
135 A copy of communications not personally addressed, will be given to the building
136 principal and Superintendent at the time of distribution to the teachers.

137 **4-07** The Association and its representatives shall have the right to use school
138 facilities and equipment at reasonable times when such equipment is otherwise not in
139 use, subject to the approval of the building principal or designee. It is understood

¹ This proposal is for a clarification and is made without prejudice to the School District's position that it already may change teacher's work location notwithstanding Section 3-10 because Section 3-10 applies only to changes in grade or subject area assignments.

140 that school supplies (paper, glue, paint and the like) if used, will be paid for by the
141 Association. The Association shall notify the Superintendent by July 1 of the dates
142 of Association business for the upcoming year that require the presence of the entire
143 Association and/or building representatives; however, the School District shall not
144 be obligated to schedule around the Association's dates.

145 **4-08** The cost of typing and printing of the Agreement shall be divided equally
146 between the Association and the Board and copies shall be distributed to all
147 members of the Association within thirty (30) days after the Agreement is signed.
148 The number of copies to be mutually agreed upon by the President of the
149 Association and the Superintendent of Schools.

150 **4-09** The Superintendent shall place on the agenda of a regular Board Meeting any
151 matter requested by the Association provided that such matter has been brought to
152 his/her attention twenty-four (24) hours before the formulation of the agenda.

153 **4-10** If the Board meets while school is in session, the President or his/her designee
154 will be notified whenever possible in advance and allowed to attend with the School
155 Board paying for the President or his/her designee. At the beginning of every school
156 year, the association shall be credited with four (4) days to be used by teachers who
157 are officers or agents of the Association. In addition, up to fourteen (14) teachers
158 each year may attend the NEA-NH delegate assembly for one day. The
159 Superintendent will be notified no less than five (5) calendar days prior to the
160 commencement of such leave.

161 **4-11** A teacher engaged during the school day in negotiating on behalf of the
162 Association with any representative of the Board, participating in any professional
163 grievance, negotiation, including arbitration or appearing before a state agency on
164 behalf of the Association, shall be released from regular duties without loss of salary
165 (matters pertaining to this Agreement only).

166 **4-12** The rights and/or privileges of representation granted to the Association under
167 "State of New Hampshire Rules and Regulations Public Employee Labor Relations
168 Board" will not be denied.

169 **4-13** Copies of proposed school calendars shall be sent to the President of the
170 Association when they are sent to members of the Board. The President of the
171 Association will be given the opportunity to provide input to the Superintendent
172 before the calendar is finalized. Email transmission of the proposed calendars is
173 acceptable.

ARTICLE 5 DUES CHECK-OFF

174 **5-01** The District shall, for the duration of this Agreement, deduct
175 DEA/NHEA/NEA dues regularly and periodically, and such other deductions,

176 including disability insurance, each month from the paycheck of each employee who
177 individually and voluntarily authorizes said deductions in writing. Said
178 authorization must be received in the Superintendent's Office thirty (30) calendar
179 days prior to beginning such deductions.

ARTICLE 6 GRIEVANCE PROCEDURE

180 6-01 Grievance

181 A. "Grievance" shall mean a complaint by a teacher, a group of teachers,
182 and/or the Association that there had been to him/her an alleged violation,
183 misinterpretation or inequitable application of any provision of this Agreement
184 except that the term "grievance" shall not apply to: (1) any matter for which
185 specific method of review is prescribed by law; or (2) any rule or regulation of the
186 State Commissioner of Education; or (3) any by-law of the Board of Education
187 pertaining to its internal organization; or (4) any matter which according to law is
188 either beyond the scope of Board authority or limited to unilateral action by the
189 Board alone; (5) a complaint of a teacher which arises by reason of his/her not
190 being re-employed; or (6) a complaint by any teacher occasioned by appointment
191 to, or lack of appointment to, retention in or lack of retention in any position for
192 which "tenure" is either not possible or not required. A grievance to be considered
193 under this procedure must be initiated by the employee within fifteen (15) workdays
194 of its occurrence.

195 6-02 A Restriction

196 A grievance to be considered under this procedure during the months of
197 June, July and August must be initiated by the employee within fifteen (15)
198 calendar days of its occurrence.

199 6-03 Procedure

200 A. Failure at any step of this procedure to communicate a decision or a
201 grievance within the specified time limits shall permit the aggrieved employee
202 and/or the Association to proceed to the next step. Failure at any step of this
203 procedure to appeal a grievance to the next step within the specified time limits
204 shall be deemed to be acceptance of the decision rendered at this step.

205 B. It is understood that the employee shall during and notwithstanding the
206 pendency of any grievance, continue to observe all assignments and applicable rules
207 and regulations of the Board until such grievance and any effect thereof shall have
208 been fully determined.

209 **INFORMAL PROCEDURE:** Any employee who has a grievance shall discuss it
210 first with his/her principal or director as applicable in an attempt to resolve the
211 matter informally at that level.

212 **FORMAL PROCEDURE:**

213 Step 1: If, as a result of the discussion, the matter is not resolved to the satisfaction
214 of the employee and/or the Association within five (5) work days, he/she shall set
215 forth his/her grievance in writing to the Principal specifying:

- 216 1. The nature of the grievance and the date occurred.
- 217 2. The nature and extent of the violation, misinterpretation or inequitable
218 application.
- 219 3. The results of previous discussions.
- 220 4. His/her dissatisfaction with decision previously rendered.
- 221 5. The remedy sought.

222 Step II: The Principal may communicate his/her decision to the employee and/or
223 the Association in writing within five (5) work-days of receipt of the written
224 grievance.

225 Step III: The employee and/or the Association no later than five (5) work days after
226 receipt of the principal's decision or, if none, no later than five (5) work days after
227 the deadline for the principal to issue his written decision, may appeal to the
228 Superintendent of Schools or his/her designee. The appeal to the Superintendent or
229 his/her designee must be made in writing reciting the matter submitted to the
230 Principal, as specified above, and the employee and/or Association's dissatisfaction
231 with the decision previously rendered. The Superintendent or his/her designee may
232 meet with the employee and/or the Association to attempt to resolve the matter as
233 quickly as possible. Any such meeting shall occur within a period not to exceed ten
234 (10) work days after receipt of the appeal to Step III. The Superintendent or his/her
235 designee may communicate his/her decision in writing to the employee and/or the
236 Association and to the principal within twenty (20) work days after receipt of the
237 appeal to Step III.

238 Step IV: If the grievance is not resolved to the employee's satisfaction, he/she no
239 later than five (5) work days after receipt of the Superintendent's written decision
240 or, if none, no later than five (5) work days after the deadline for the Superintendent
241 to issue his written decision, may request a review by the School Board. The
242 request shall be in writing through the Superintendent of Schools, who shall attach
243 all related papers and forward this request to the School Board. The Board or a
244 committee thereof shall review the grievance and may hold a hearing with the
245 employee. The Board may render in writing a decision within thirty (30) calendar
246 days of the receipt of the grievance. If the Board does not resolve the grievance to
247 the satisfaction of the employee-grievant and he/she wishes a review by a third
248 party, he/she shall so notify the Association within ten (10) work days of receipt of
249 the Board's decision or, if none, within ten (10) work days of the deadline for the
250 Board's written decision. If the Association determines that the matter should be
251 reviewed further, it shall also advise the Board through the Superintendent within
252 twenty (20) work days of receipt of the Board's decision or, if none, within twenty
253 (20) work days of the deadline for the Board's written decision. The Executive
254 Board of the Association will request the American Arbitration Association to
255 submit a panel of arbitrators for mutual selection by the parties.

256 1. The arbitrator shall limit himself/herself to issues submitted to him/her
257 and shall consider nothing else. He/she can add nothing to, nor subtract from the
258 Agreement between the parties. The decision of the arbitrator shall be binding upon
259 both parties. Provided however, either party may appeal such decision pursuant to
260 NH RSA Chapter 542:8.

261
262
263 2. Right of Teachers to Representation

264 A: Any aggrieved person may be represented at all stages of the
265 grievance procedure by himself/herself, or at his/her option by a representative
266 selected, or at his/her option by a representative selected or approved by the
267 Association.

268 B: If a teacher, who has presented a grievance on his/her own behalf
269 wishes to carry such a grievance to arbitration, the Superintendent shall review the
270 facts of the case with the Association upon receipt of such request for arbitration by
271 the teacher. The Association thereupon will give copies of decisions and appeals
272 made at each prior step of the grievance procedure.

273 3. Costs

274 A: Each party will bear the total cost incurred by themselves.

275 B: The fees and expenses of the arbitration will be shared equally by
276 the two parties.

277 C: Any individual teacher of the District shall be assured freedom of
278 restraint, interference, coercion, discrimination, or reprisal in
279 presenting his/her appeal.

280 D: The Association shall have the right to have representatives present
281 at all levels of the grievance process.

282 E: Grievances arising out of decisions made by the Superintendent
283 and/or the Board may be submitted by the Association at Step III.

ARTICLE 7
TEACHER DAY

284 **7-01** Starting with the 2010-11 school year, the student instructional day shall be
285 20 minutes longer than it was in the 2009-10 school year.

286 **7-02 A)** The teacher day at the elementary schools shall be six (6) hours forty (40)
287 minutes or until completion of professional responsibilities, whichever is longer.
288 The teacher day at the middle schools shall be six (6) hours fifty-five (55) minutes
289 or until completion of professional responsibilities, whichever is longer. The
290 teacher day shall begin at least 5 minutes before the tardy bell and shall end at least
291 5 minutes after the dismissal bell. For example, if the teacher day begins 5 minutes
292 before the tardy bell, it shall end 15 after the dismissal bell or upon completion of
293 professional responsibilities, whichever is later; if the teacher day begins 10
294 minutes before the tardy bell, it shall end 10 minutes after the dismissal bell or upon
295 completion of professional responsibilities, whichever is later. The administration
296 at each school will give the Association an opportunity for input on the details for

297 implementation of the extended student instructional day before the administration
298 implements it.

299 B) Teachers' professional responsibilities include meetings, field trips and
300 open houses. However, except in emergencies, the administration will make every
301 reasonable effort:

302
303 (1) To limit the number of staff, faculty, department, grade-level team, and
304 committee meetings that the administration requires the teacher to attend outside the
305 timeframe described in Section 7-02(A) to an average of 3 per month, no more than
306 20 per year; The administration shall distribute a schedule of meeting dates at the
307 beginning of the school year, including the topic of each meeting. With 7 days
308 prior notice, a meeting date may be changed; and

309
310 (2) To limit the duration of meetings that the administration requires the
311 teacher to attend outside the timeframe described in Section 7-02(A) to 60 minutes
312 after the teacher day;¹ and

313
314 (3) Within the aforementioned meetings outlined in B(1), the following
315 shall be an option: Up to four extended meetings (over one hour) may be
316 scheduled. Extended meetings shall be more than on hour, but not more than two
317 hours in duration. Each extended meeting shall count as two of the 20 total
318 meetings per B(1); and

319
320 (4) To limit the number of administratively assigned field trips from which
321 the teacher will be scheduled to return more than 60 minutes after the dismissal bell
322 to one per year. Field trips on multiple days to the same location (e.g., Browne
323 Center) shall be deemed to be a single field trip for purposes of this provision;

324
325 C) The School District shall pay a stipend of \$70 per employee per night who
326 participates in an overnight school activity for which the employee does not receive
327 some other stipend.

328 **7-03** Teachers assigned to morning or afternoon bus duty shall be on duty at times
329 determined by their building principal.

330
331 **7-04 A)** Elementary school teachers shall be granted at least four 45-minute
332 periods of time per five-day week as preparation time for classroom related
333 activities. Middle school teachers shall be granted at least five 45-minute periods of
334 time per five-day week as preparation time for classroom related activities.

335 B) All teachers shall have approximately twenty-five (25) minutes per day
336 for lunch. The Administration will take reasonable steps to minimize interruptions
337 during teachers' lunches.

338
339 **7-05** Supplemental Services personnel assigned to specific schools shall follow the
340 regular teachers' attendance and assignment schedule. Supplemental Services

1. Section 7-02(B)(1) does not limit student meetings, parent meetings, special education team meetings, 504 meetings, and other meetings not listed in that section. Section 7-02(B)(1) and (2) do not change past practices regarding open houses and other non-meetings.

341 personnel not assigned to a specific school shall be on the elementary schedule.
342

343 **7-06** When a teacher is going to be absent, that teacher shall contact a designee of
344 the administration, who shall have the responsibility of securing an appropriate
345 substitute. Every reasonable effort shall be made to provide substitutes for the
346 classroom teacher, resource room teacher, and specialist. Only in an emergency
347 circumstance shall a teacher be required to substitute for an absent teacher. A
348 teacher so required to substitute for an absent teacher will be paid, in addition to
349 his/her regular salary, a stipend in the amount of \$30 per class period that the
350 teacher is required to substitute. A teacher may volunteer to substitute for an absent
351 teacher during individual planning time, but not during team planning time.
352

353 **7-07** Teachers will not be required to turn in progress/report cards on the work day
354 immediately following a vacation and/or holiday.
355

ARTICLE 8 TEACHER YEAR

356 The work year for teachers shall not exceed 186 work days. At least one workshop
357 day before the students' first day of school shall be a meeting-free, uninterrupted
358 preparation day.² One day shall be set aside for parent-teacher conferences, and
359 teachers shall be free of other duties involving student contact during that day.

ARTICLE 9 LEAVES OF ABSENCE

360 **9-01** Sabbatical Leave

361 A teacher with seven (7) years consecutive service to the Derry School system
362 may be eligible for a Sabbatical Leave.

363 Upon the recommendation of the Superintendent of Schools, the Board may
364 permit members of the professional staff to take Sabbatical Leave for the purpose of
365 "professional improvement" and benefit to the Derry School District. It is agreed
366 that "professional improvement" shall mean: approved full-time graduate study in
367 an accredited college, university or other recognized educational institution, or
368 externship, or travel which will materially and significantly improve the teacher's
369 ability and capacity to teach.

370 Applications for Sabbatical Leave must be in the Superintendent's office no
371 later than the 5th day of January for the following September. The application shall
372 be in the form of a detailed summary of the project to be undertaken during the
373 Sabbatical Leave.

374 The compensation for the staff member on Sabbatical Leave shall be full
375 salary for one semester or one-half salary for two semesters.

² The additional (186th) work day shall be scheduled at the start of the school year

376 Payment of salary to a staff member on Sabbatical Leave shall be made in
377 accordance with the provisions of the Board for payment of salary to other members
378 of the professional staff. The staff member will be required to furnish proof to the
379 Superintendent as to the status of his/her Sabbatical Leave project upon the
380 Superintendent's request.

381 A maximum of three professional employees may be granted Sabbatical Leave
382 each year.

383 As a condition to receiving final approval for Sabbatical Leave, a staff member
384 must file with the Superintendent the provided contract agreement which stipulates
385 that he/she will return to the Derry School District for a period of two (2) years after
386 the expiration of said leave or repay the District within twenty-four (24) months of
387 the date that his/her Sabbatical Leave terminated, the full amount received as salary
388 during the Sabbatical Leave. His/her position, upon returning to the Derry
389 Cooperative School District, shall be one that best serves the School District as
390 determined by the Superintendent.

391 The term of Sabbatical leave shall entitle an employee to a normal salary
392 schedule increment at the beginning of the next fall.

393 The regular sick leave policy shall apply to employees returning to the School
394 district. Accumulated sick leave still continues.

395 The person on Sabbatical Leave shall be eligible for teacher fringe benefits
396 then in effect.

397 The Board will make an allowance for the cost of courses taken during the
398 Sabbatical equal to the "Incentive Pay for Educational Courses" then in effect.

399 **9-02 Personal Leave:**

400 Each teacher may have three (3) days with pay per year noncumulative, for
401 the purpose of attending to personal business or household matters which require
402 the absence of the teacher during school hours and which cannot otherwise be
403 scheduled provided however, earned leave may not be taken on the day(s) before or
404 the day(s) following a vacation or holiday period, excepting that the Superintendent
405 may make exceptions in cases of emergency after the teacher states the reason for
406 the leave.

407 Written intention to take such leave shall be filed with the Superintendent, or
408 his/her designee at least one week in advance. Exceptions will be made when the
409 requirement for one week advance notice would be a hardship or an impossibility.
410 In order that it might be determined whether the leave falls within the definition
411 above, the applicant must state the reason for the leave if the leave is for the day(s)
412 before or following a vacation or holiday period, or if so requested by the principal

413 in the event that the abuse of such personal leave is suspected. The Board upon the
414 recommendation of the Superintendent may grant additional days.

415 **9-03** A parental leave without pay or other benefits of up to one (1) school year
416 may be granted to either male or female teachers with at least one year's service
417 with the District for the purpose of caring for their newborn infant(s) or newly
418 adopted infant(s).

419 An application for such leave must be made in writing to the Superintendent
420 at least four (4) months in advance of the expected date of delivery or adoption (or
421 in the case of adoption, as much notice as possible), be supported by a doctor's
422 certificate and include the requested date of commencement and termination of the
423 leave.

424 The leave shall commence and terminate on the date(s) requested by the
425 teacher as approved by the Superintendent, provided however, no such leave shall
426 be approved to terminate later than the last day of a marking period.

427 The leave shall be without pay or benefits, excepting that a teacher disabled as
428 a result of pregnancy or childbirth shall be entitled to use all or any portion of her
429 sick leave.

430 A teacher returning from parental leave will be assigned to a position within
431 the teacher's level of competence and certification.

432 A teacher on such leave for a full school year must notify the Superintendent,
433 in writing, prior to March 1 of that school year of his/her intention to return to work
434 upon the termination of the leave. In cases where both husband and wife are
435 teachers in the District, only one of them may be granted parental leave at one and
436 the same time.

437 **9-04 Military Leave**

438 Military Leave of Absence shall be granted by the Board in accordance with
439 existing State and Federal Statutes. An employee called to serve not more than a
440 fourteen (14) day annual training tour of duty with the National Guard or Armed
441 Forces Reserves, will be paid the difference between his/her Pay for such
442 government services and the amount of earnings lost by him/her for reason of such
443 service, based on the employee's regular daily rate.

444 **9-05 Jury Duty Leave**

445 An employee called as a juror will be paid the difference between the fee
446 he/she receives for such service and the amount of earnings lost by him/her for
447 reason of such service based on the employee's regular daily rate. Satisfactory
448 evidence must be submitted to the employee's immediate supervisor.

449 **9-06 Bereavement Leave**

450 In the event of death in the employee's immediate family as defined below,
451 the employee on request shall be excused with pay for any of five(5) working days:
452 spouse or domestic partner, child(ren), step-child(ren), parent, step-parent, sibling.

453 In the event of death in the employee's immediate family as defined below,
454 the employee on request shall be excused with pay for any of three(3) working
455 days: grandparent, grandchild(ren), father-in-law, mother-in-law.

456 In the event of death in the employee's immediate family as defined below,
457 the employee on request shall be excused with pay for any of one(1) working day:
458 sister-in-law, brother-in-law, aunt, uncle.

459 In the event of a death listed above, or others, the superintendent may grant
460 leave or additional leave.

461 **9-07 Sick Leave**

462 Teachers will be entitled to fifteen (15) days sick leave with pay each year
463 for personal illness. Sick leave days may be accumulated from year-to-year with a
464 maximum of one hundred twenty (120) days. Once a teacher has accumulated the
465 maximum 120 days of sick leave, that teacher still shall be entitled to receive 15
466 sick days each year, but any of those 15 sick days not used during that year will not
467 carry over to the next year. A teacher may use up to 15 days of sick leave under
468 this section each year for the illness of a spouse, child, parent or domestic partner
469 who resides in the teacher's home. A teacher may use up to 5 days of sick leave
470 under this section each year for the illness of a child or parent who does not reside
471 in the teacher's home. In the event that a teacher requests a leave day on the day
472 before or after a vacation or holiday, which is denied, and the teacher subsequently
473 calls in sick on the denied leave day, the teacher may be required to provide proof
474 that the sick day was taken due to personal illness of the teacher or the teacher's
475 spouse, child, parent or domestic partner.

476 **9-08 Sick Bank**

477 The Board agrees to establish a sick leave bank for employees covered by
478 this Agreement. The sick bank shall apply to a disability or illness (excluding
479 work connected accident) which causes an employee to be unable to perform
480 his/her contractual obligation for five(5) contract days or more. Each employee
481 covered by this agreement agrees to donate one (1) day from the fifteen (15) days
482 set forth in Section 9-07 to be deposited in said "Bank" unless the Bank already is
483 at a level of 250 days or more. If at any time, the bank reaches the level of thirty
484 (30) days, every teacher shall be required to donate (1) sick leave day to the bank.
485 To become eligible to request extended benefits from this sick bank, an employee
486 must: have exhausted all but two (2) of his/her accrued sick leave under Section 9-
487 07; present satisfactory medical evidence of disability or illness (excluding work
488 connected accident) which causes the employee to be unable to perform his/her
489 contractual obligation for five (5) contract days or more; and get approval of the
490 Superintendent or his/her designee. An employee may draw up to thirty(30) days
491 from said "sick bank" in any one (1) year. Days in the sick bank that are not used
492 during one school year will remain in the sick bank and will be carried over to the
493 next school year. Supervision of this bank shall be conducted by the Director of

494 Human Resources and three(3) members of the Association. This section of the
495 Article shall not be grievable.

496 **9-09 Perfect Attendance**

497 A teacher having perfect attendance for either the first or the second
498 semester will receive \$150. A teacher having perfect attendance for both semesters
499 will receive a total of \$400. Perfect attendance is defined as attendance for the
500 number of days set forth in Article 8 with the following exceptions: (1) less than
501 the number of days set forth in Article 8 if approved by the School board (Example:
502 snow day that does not require a make-up); (2) personal days will be counted as
503 absences unless they are utilized for religious holidays; and (3) approved
504 professional and bereavement days will not be deducted from perfect attendance.

505 **9-10 General Leave**

506 Leaves for any and all other reasons paid or not paid shall be granted at
507 the discretion of the Board. When the Board considers a teacher's request for such
508 leave, the Board will give the teacher an opportunity to be present in non-public
509 session to address the reasons for his/her request.

510
511 **9-11** A teacher's misuse of leave shall be cause for the teacher to be disciplined.

**ARTICLE 10
BOARD RIGHTS**

512 **10-01** As to every matter not covered by the Agreement and except as expressly
513 or directly modified by clear language of a specific provision this Agreement, the
514 Board retains exclusively to itself all rights and powers that it has now or may
515 hereafter be granted by law and shall exercise the same without such exercise being
516 made the subject of a grievance or arbitration.

517 **10-02** Notwithstanding any other provisions in this Agreement, the Board has
518 sole jurisdiction, authority and discretion to contract with individuals, companies or
519 agencies to provide services that otherwise would be provided by persons employed
520 in this bargaining unit if the Superintendent determines that he cannot fill the
521 position at the applicable salary with a qualified applicant. The Board will not
522 contract-out for teacher, librarian or guidance counselor services.

**ARTICLE 11
TEACHER EMPLOYMENT**

523 **11-01** The Board agrees to hire for every position a person who is certified for
524 that position, if certification is required by the State of New Hampshire. This
525 provision shall not apply in the instance where the Superintendent has made every
526 reasonable effort to hire a certified person and one cannot be found.

ARTICLE 12
EVALUATION OF PROFESSIONAL STAFF

527 **12-01** The Derry Cooperative School Board and the Derry Education
528 Association intends to maintain the best qualified staff to provide quality education
529 for students.

530 A. Evaluations shall take place with the full knowledge of the teacher.

531 B. Except when otherwise covered by law, the evaluation process should
532 provide the teacher with awareness of professional teaching deficiencies or other
533 deficiencies that may relate to other important aspects of the job should they exist.
534 Further, the evaluation process should provide for suggestions to improve upon the
535 deficiencies if noted by the evaluator.

536 C. The person evaluating the teacher shall discuss the evaluation with
537 the teacher within fifteen (15) school days of the evaluation unless the absence of
538 the evaluator or the teacher makes this impossible. Teachers shall be evaluated only
539 by persons who are certified as administrators, have completed one or more courses
540 in supervision, or have evaluated teachers in Derry in the past.

541 D. Teachers shall be given the opportunity following the observation and
542 prior to the final written evaluation to present any further information he/she deems
543 the evaluator may need.

544 E. Each teacher shall have the right to attach a rebuttal to the evaluation
545 and this rebuttal shall be placed in the file with the evaluation. Any rebuttal must
546 be submitted within five (5) school days upon the receipt of the evaluation.

547 F. Nothing contained herein shall prohibit the informal day-to-day
548 observation of a teacher by an administrator in a variety of work settings. No
549 teacher shall be required to sign a blank or incomplete evaluation form. The
550 teacher's signature shall indicate only that the report has been read by the Teacher
551 and shall not be interpreted to indicate agreement with the contents Thereof.

ARTICLE 13
SAVINGS CLAUSE

552 **13-01** If any Article or part of this Agreement is held to be invalid by operation
553 of law or by a tribunal of competent jurisdiction, or if compliance with our
554 enforcement of an Article or part should be restrained by such tribunal, the
555 remainder of the Agreement shall not be effected thereby and the parties shall enter
556 into immediate negotiations for the purpose of arriving at a mutually satisfactory
557 replacement for such Article or part.

ARTICLE 14
REDUCTION IN FORCE

558 **14-01** When it is determined by the Board to reduce the number of staff, the
559 following procedure shall be utilized:

560 A: As soon as a reduction in force is being considered by the Board, the
561 Executive Board of the Association shall be notified in writing, specifying the

562 nature of the proposed reduction. A meeting shall take place between the
563 Association representatives and representatives of the Board prior to any action.

564 **B:** Reductions shall be accomplished first by attrition, resignations
565 and/or retirements in the designated RIF assignment areas affected by the
566 reductions.

567 **C:** If more reductions are necessary, then part-time staff shall be laid
568 off if they are in the designated RIF assignment areas affected by the reduction.

569 **D:** If further reductions are necessary, then nontenured staff shall be
570 laid off if they are in the designated RIF assignment areas affected by the reduction.

571 **E:** If further layoffs are necessary, only then shall staff on continuing
572 contracts in the designated RIF assignment areas be affected. A continuing contract
573 staff member is one who qualifies for notice, reasons, a School Board hearing under
574 the provisions of RSA 189:14-a. Continuing contract staff shall be laid off within
575 their current assignment area based upon certification, highly qualified status (if
576 applicable), academic preparation, professional development, and seniority.

577	<u>Groupings</u>	<u>Assignment Areas</u>
578	Grades K-5	Elementary classroom (including elementary PACE)
579	Grades 6-8	English, (including middle school PACE language arts), math
580		(including middle school PACE math), science, social studies,
581		foreign language, life skills/home economics, industrial
582		arts/technical ed.

583
584 **Grades K-8:** Special education, reading specialist, guidance counselors, nurses,
585 art, music, physical education, media/library, computer/study skills,
586 psychologist, occupational therapist, physical therapist, occupational
587 therapy assistant, physical therapy assistant, speech therapist, speech-
588 language pathologist, ESOL, SAIF, Title 1math, Title 1 reading
589 specialist.

590 Within groupings, a teacher shall have one year of seniority in an Assignment area
591 for each year that the teacher has taught in that assignment area, provided that the
592 teacher holds certification from the New Hampshire Board of Education in that
593 assignment area if certification from the New Hampshire Board of Education is
594 available for that assignment area. A teacher who has taught for at least one (1)
595 year in the last ten (10) years in an assignment area in another grouping, and who is
596 certified in that assignment area if certification from the New Hampshire Board of
597 Education is available for that assignment area, shall have full seniority rights in
598 that assignment area of that grouping if he/she is affected by a RIF in his/her current
599 teaching assignment.

600 When seniority is equal, the greater seniority shall be determined by degrees and
601 then credit earned by the teachers. If a tie in seniority exists, it shall be resolved by
602 lottery. A committee of three Association representatives and the Superintendent of
603 Schools will review the list of teachers affected by RIF action to verify its
604 conformance to the language of this article.

605 **F:** Recall of staff members shall be in the reverse order of the layoff
606 for any open position within their assignment area at the time of layoff, except that
607 a staff member shall have no recall rights to a position for which the
608 Superintendent, in his or her sole discretion, determines the staff member is not
609 highly qualified pursuant to the E.S.E.A.

610 1. A staff member shall hold the right to recall to a position to which
611 he/she was assigned at the time of the layoff for 24 months following the reduction
612 in staff, subject to subsection 2.

613 2. A staff member on recall shall have the right to refuse recall without
614 losing his/her recall status during the first 12 month period following the reduction
615 in staff.

616 3. A staff member shall be responsible for notifying the Superintendent,
617 in writing, of any changes in address. Recall notice shall be mailed via certified or
618 registered mail with return receipt requested.

619 4. A staff member shall have up to fourteen (14) calendar days to
620 respond to any recall notice, or the vacancy shall be filled

621 5. No new employees shall be hired for any vacancy while laid off
622 personnel with recall rights to that assignment area are eligible to fill the vacancy.

623 6. A laid off staff member shall retain previous seniority and other
624 accrued benefits, such as accumulated sick leave, for as long as his/her recall rights
625 exist.

626 **G:** A computerized master list of teachers by seniority in their current
627 assignment areas shall be made available on or before October 1 each year. A
628 master list shall be made available to the Association following individual teacher
629 notification of their personal seniority status.

ARTICLE 15 TRAVEL

630 **15-01** Any teacher traveling between schools performing their assigned duties
631 during the hours school is in session shall be reimbursed at the IRS rate.

ARTICLE 16 INSURANCE

16-01 Health Insurance:

632 **A:** Each year, on or before July 1, each teacher shall elect health
633 insurance for the next school year under one of the following options:
634

635
636 (1) A plan offered through the District with prescription coverage
637 RX10/20/45: Blue Choice, Blue Choice New England, Access Blue
638 20, Access Blue 15/40IPDED, or the substantial equivalent; or

639
640 (2) a plan not offered by the District.

641 **B:** For teachers who elect a plan offered by the District, the District shall
642 pay the following percentages of the premium for a single, two-member, or family
643 plan, whichever is selected by the teacher.
644

- 645 • For Blue Choice, Blue Choice New England, and AB20:
646 District 80% Teacher 20%
- 647 • For AB15/40IPDED:
648 District 90% Teacher 10%

649
650 **C:** For teachers who elect a plan not offered through the District, the
651 teacher must provide proof of coverage under such plan each year and the District
652 shall not pay any portion of the premium for that plan. Each year on or before July
653 1, a teacher who previously had elected a plan not offered through the District may
654 replace that plan with a plan offered through the District. Each year that a teacher
655 elects a plan not offered through the District and is not subsidized (e.g. under the
656 Patient Protection and Affordable Care Act), he/she shall receive a bonus. The
657 amount of the bonus shall be \$1000 minus any penalty imposed upon the School
658 District because the employee receives an insurance subsidy (e.g. under the Patient
659 Protection and Affordable Care Act); however, in no event shall the District hold
660 the teacher liable for more than the amount of the bonus. The bonus shall be paid
661 during the school year.

662 **16-02** Life Insurance: The Board agrees to provide Term Life and AD & D at a
663 sum equivalent to the Teacher's annual salary.

664 **16-03** **Dental Insurance:** The District agrees to pay the full cost of single, or
665 90% for two person, or 90% for family coverage for Northeast Delta Dental with
666 the following coverage:

- 667 A. 100%
- 668 B. 80%
- 669 C. 50%
- 670 D. 50%

671 No deductible

672 \$2,000 per/person contract year maximum.

673 **16-04** The School District will establish an Internal Revenue Section 125
674 Flexible Benefit plan that allows bargaining unit members to pay health care, child
675 care and insurance on a pre-tax basis. For the period of July 1, 2017 through
676 June 29, 2019, the maximum annual health FSA contributions shall be \$2500.
677 Beginning June 30, 2019, the maximum annual health FSA contributions shall
678 revert to \$1000.

**ARTICLE 17
TEACHER IMPROVEMENT**

679 **17-01** A teacher shall, upon presentation of his/her transcript and a bursar's
680 receipt, be reimbursed in a lump sum for the cost of tuition for courses taken during
681 each year of this agreement, as follows:

682 **A.** Individual course reimbursement cannot exceed the following amount
683 per teacher per year: **\$2,600**

684 **B.** The reimbursement will be made for up to nine credits per school
685 year for teachers enrolled in an advanced degree program, and /or up to six credits
686 per school year for teachers who are not in a degree program.

687 **C.** The courses are of content related to the curriculum or course of
688 study taught by the teacher.

689 **D.** The courses are approved in advance by the principal and the
690 Superintendent.

691 **E.** The teacher has received a grade of B or better, or "pass" in a
692 pass/fail course.

693 **F.** Teachers who leave the system will reimburse the District for all
694 payments received by the teacher in the last year that the teacher taught in the
695 District. Such payments will be made within one (1) year from the last day that the
696 teacher taught in the District, if so requested by the School Board.

697 **G.** The total reimbursement to all teachers shall not exceed the following
698 amounts each year: **\$84,000**

699 **H.** The teacher shall present his/her transcript and the bursar's receipt to
700 the Superintendent on or before June 1 of the school year in which reimbursement
701 is requested.

702 **I.** In the event that funds in the course reimbursement pool under Section
703 17-01 (G) remain unencumbered after June 1, teachers may request additional
704 course reimbursement by June 15 in accordance with the provisions in Section
705 17-01. The unencumbered funds in the course reimbursement pool shall be divided
706 among these additional requests on a pro-rata basis by June 30.

**ARTICLE 18
CO-CURRICULAR**

707 **18-01** The District shall have funds assigned to co-curricular activities that
708 equal the totals reflected in Appendix "A". Each year by June 1, notice of all
709 middle school co-curricular positions shall be posted for the following school year.
710 The District will provide the Association with a list of positions and associated
711 stipends for each elementary school by October 15.

712
713 **18-02** If a Middle School co-curricular activity listed in Appendix A is
714 not offered, the funds for the stipend for that activity may be reallocated to a stipend
715 for another activity as approved by the principal.

**ARTICLE 19
LONGEVITY**

716 **19-01** The District agrees to provide a teacher a longevity bonus of \$700 after
717 (11) years of service; \$2400 after 15 years of service, and \$3000 after (20) years of
718 service within the Derry School District. The longevity bonus will be paid in a lump
719 sum check. Individual contracts will reflect the longevity that will be earned during
720 that contract year and paid in the following July.

**ARTICLE 20
PLACEMENT ON APPROVED SALARY SCHEDULE**

721 **20-01** The Superintendent shall be directed to place all members of the
722 professional staff on the proper step of the salary schedule, effective at the time of
723 the appointment. Generally no new employee shall be placed on a step of the salary
724 schedule which is higher than those steps for current employees with equivalent
725 experience. However, exceptions will be allowed if the Superintendent determines
726 that there is an unavailability of qualified candidates or that a candidate should
727 receive credit for special experience outside the field of education. The
728 Superintendent shall notify the president of the Association, or his/her designee, in
729 writing within (30) thirty days of hiring new teachers of the steps on the salary
730 schedule upon which those new teachers initially are placed.

731 **20-02** Any teacher who taught more than 120 consecutive days as a contracted
732 teacher the previous year shall be entitled to receive credit for one (1) full year of
733 teacher experience. Teachers who received credit for one (1) full year of teacher
734 experience in 2020-2021 shall move up one step on the salary schedule in 2021-
735 2022, subject to Section 20-03.

736
737 **20-03** Upon recommendation of the Superintendent and majority vote of the
738 Board, a teacher may be held at step because of unsatisfactory job performance.

739 **20-04** Once under contract, no new evidence of previous teaching experience
740 will be accepted for the purpose of salary schedule placement.

741 **20-05** Salary track changes will be made on the following dates: **September 1**
742 **& February 1** . The teacher must notify the Office of the Superintendent if said
743 changes are to be made.

**ARTICLE 21
SALARIES**

744 **21-01** Minimum salaries for all positions are contained in the Appendices
745 which are part of this Agreement.

746 21-02 The Board may, at its discretion, increase the salary of any individual
747 teacher.

748 21-03 Salaries of Nurses, COTA's and PTA's

749 A. Full-time salaries: Full-time school nurses who work under school year
750 contracts for the number of days set forth in Article 8 and who hold Bachelor's or
751 higher degrees shall be paid on the salary schedule in Appendix B. Full-time school
752 nurses who work under school year contracts for the number of days set forth in
753 Article 8 and who do not hold bachelor's or higher degrees shall be paid 85 percent
754 of the salaries in the bachelor's track of the salary schedule in Appendix B. Full-
755 time certified occupational therapy assistants and physical therapy assistants who
756 work under school year contracts for the number of days set forth in Article 8 shall
757 be paid 80 percent of salaries in the bachelor's track of the salary schedule in
758 Appendix B. Full-time school nurses, COTA's and physical therapy assistants shall
759 move up one step on the salary schedule in Appendix B each year of this
760 Agreement, contingent on satisfactory performance.

761 B. Part-time salaries: Salaries of part-time school nurses, COTA's and physical
762 therapy assistants shall be determined by prorating the salaries under
763 Section 21-03(A) in accordance with the number of days and hours worked.

764

765 21-04 Benefits of Nurses, COTA's and PTA's:

766 A. Full-time benefits: Insurance and other fringe benefits of full-time school
767 nurses, COTA's and physical therapy assistants who work under school year
768 contracts for the number of days set forth in Article 8 shall be the same as provided
769 in this agreement for classroom teachers, regardless of the degrees held by the
770 school nurses, COTAs and physical therapy assistants.

771 B. Part-time benefits: The insurance and other fringe benefits of part-time
772 school nurses, COTAs and physical therapy assistants shall be prorated in
773 accordance with the number of days and hours worked.

ARTICLE 22

MIDDLE SCHOOL TEAM LEADERS AND MIDDLE SCHOOL TEAM COORDINATORS

774 22-01 The District agrees to pay the following amounts for Middle School Team
775 Leaders and Middle School Team Coordinators: **\$3,500**

ARTICLE 23 RETIREMENT

776 23-01 Minimum Experience Required: Employees with at least twenty(20) years
777 of service in the Derry Cooperative School District, who are at least fifty-five (55)
778 years of age and who are eligible for early or normal retirement under NH
779 Retirement System shall be eligible for the following retirement incentive program.

780 **23-02** Notice of Intent: Notice of one's intention to retire under this plan must be
781 submitted in writing to the Superintendent of Schools no later than **October 1** of the
782 last full year of full-time employment. If the 2022 School District meeting
783 approves a successor collective bargaining agreement that includes the 2022-2023
784 school year, an employee who gave notice to retire by October 1, 2021, may rescind
785 that notice on or before April 1, 2022.

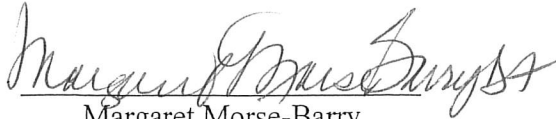
786 **23-03** A single lump sum payment in the amount of 45% x last salary will be made
787 in July or August following the date of retirement.

ARTICLE 24 SEVERENCE PAY

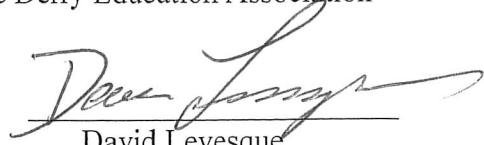
788 **24-01** Upon retirement or voluntary resignation after twenty (20) or more years
789 of service as a teacher in the Derry School District, a teacher shall be paid \$40/day
790 for any accumulated sick days.

In Witness whereof the parties have executed this agreement on this April 13, 2021.

Derry Cooperative School Board & The Derry Education Association

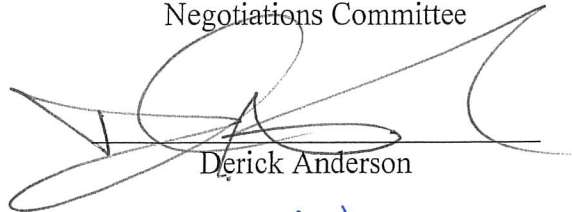


Margaret Morse-Barry
President, DEA

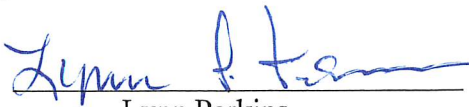


David Levesque
Negotiations Chairperson, DEA

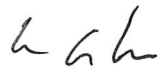
Derry Cooperative School Board
Negotiations Committee



Derick Anderson



Lynn Perkins



Erika Cohen
Chairman, Derry School Board



MaryAnn Connors-Krikorian Ed.D.
Superintendent of Schools

APPENDIX B

2020-2021 SALARY SCHEDULE

Step	BACH	BACH+15	BACH+30	MASTERS	MAST +15	MAST + 30	DOCTOR
1	\$38,785	\$40,124	\$41,511	\$44,382	\$45,917	\$47,507	\$50,796
2	\$40,124	\$41,511	\$42,946	\$45,917	\$47,507	\$49,151	\$52,557
3	\$41,511	\$42,946	\$44,432	\$47,507	\$49,151	\$50,854	\$54,379
4	\$42,946	\$44,432	\$45,968	\$49,151	\$50,854	\$52,617	\$56,263
5	\$44,432	\$45,968	\$47,560	\$50,854	\$52,617	\$54,439	\$58,216
6	\$45,968	\$47,560	\$49,207	\$52,617	\$54,439	\$56,327	\$60,235
7	\$47,560	\$49,207	\$50,912	\$54,439	\$56,327	\$58,281	\$62,326
8	\$49,207	\$50,912	\$52,676	\$56,327	\$58,281	\$60,304	\$64,490
9	\$50,912	\$52,676	\$54,501	\$58,281	\$60,304	\$62,396	\$66,729
10	\$52,676	\$54,501	\$56,392	\$60,304	\$62,396	\$64,563	\$69,047
11	\$54,501	\$56,392	\$58,347	\$62,396	\$64,563	\$66,805	\$71,446
12	\$56,392	\$58,347	\$60,372	\$64,563	\$66,805	\$69,125	\$73,929
13	\$58,347	\$60,372	\$62,467	\$66,805	\$69,125	\$71,527	\$76,498
14	\$60,372	\$62,467	\$64,636	\$69,125	\$71,527	\$74,012	\$79,158
15	\$62,180	\$64,275	\$66,443	\$70,933	\$73,335	\$75,820	\$80,966
	\$62,430	\$64,525	\$66,693	\$71,183	\$73,585	\$76,070	\$81,216
	\$62,930	\$65,025	\$67,193	\$71,683	\$74,085	\$76,570	\$81,716

A teacher in his/her second or subsequent year on the top step of the salary schedule will receive \$250 of salary in addition to the salary in the 2020-2021 schedule and, if any, the \$500 additional salary received in 2019-2020.

APPENDIX B

2021-2022 SALARY SCHEDULE

Step	BACH	BACH+15	BACH+30	MASTERS	MAST +15	MAST + 30	DOCTOR
1	\$38,785	\$40,124	\$41,511	\$44,382	\$45,917	\$47,507	\$50,796
2	\$40,124	\$41,511	\$42,946	\$45,917	\$47,507	\$49,151	\$52,557
3	\$41,511	\$42,946	\$44,432	\$47,507	\$49,151	\$50,854	\$54,379
4	\$42,946	\$44,432	\$45,968	\$49,151	\$50,854	\$52,617	\$56,263
5	\$44,432	\$45,968	\$47,560	\$50,854	\$52,617	\$54,439	\$58,216
6	\$45,968	\$47,560	\$49,207	\$52,617	\$54,439	\$56,327	\$60,235
7	\$47,560	\$49,207	\$50,912	\$54,439	\$56,327	\$58,281	\$62,326
8	\$49,207	\$50,912	\$52,676	\$56,327	\$58,281	\$60,304	\$64,490
9	\$50,912	\$52,676	\$54,501	\$58,281	\$60,304	\$62,396	\$66,729
10	\$52,676	\$54,501	\$56,392	\$60,304	\$62,396	\$64,563	\$69,047
11	\$54,501	\$56,392	\$58,347	\$62,396	\$64,563	\$66,805	\$71,446
12	\$56,392	\$58,347	\$60,372	\$64,563	\$66,805	\$69,125	\$73,929
13	\$58,347	\$60,372	\$62,467	\$66,805	\$69,125	\$71,527	\$76,498
14	\$60,372	\$62,467	\$64,636	\$69,125	\$71,527	\$74,012	\$79,158
15	\$63,559	\$65,675	\$67,865	\$72,400	\$74,826	\$77,336	\$82,533

