

Collective Bargaining Agreement
between the
Greenland School Board
and the
Association of Coastal Teachers/Greenland
July 1, 2016
through
June 30, 2021

Greenland School District
48 Post Road
Greenland, NH 03840

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ARTICLE 1

RECOGNITION

- For the purpose of the collective bargaining negotiations, the Greenland School Board (hereinafter referred to as the Board) recognizes the Association of Coastal Teachers/Greenland (hereinafter referred to as the Association) as the exclusive representative of all professional employees of the Greenland School District (hereinafter referred to as the District). 1-1.0
- Professional employees (hereinafter referred to as Teacher) shall include any individual employed by the District, the qualifications for whose position are such as to require him/her to hold an appropriate teaching credential issued by the State Board of Education under its regulations governing the certification of professional school personnel, except Superintendents, Assistant Superintendents, Director of Pupil Services, Curriculum Coordinators, Special Education Coordinators, Building Administrators, Assistant Building Administrators, Directors, Business Administrators, hourly employees, or persons employed by the State Department of Education. 1-1.1
- The Association agrees to represent all such professional employees without discrimination. 1-1.2
- Part time Teachers shall be entitled to benefits in the same ratio as the time the Teacher works compared to a full time Teacher as defined in Article 7. The teaching schedule for part time Teachers will be determined by the Building Administrator in collaboration with the part time Teacher prior to the start of the contractual year. 1-2.0
- Definitions (as used in this Agreement): 1-3.0
- Administration refers to the executive authority and responsibility vested by the Board and the State in the office of the Building Administrator, Assistant Building Administrator, Special Education Coordinator, Curriculum Coordinator, Director of Pupil Services, Special Education Director, Curriculum Director, Technology Director, Assistant Superintendent, Business Administrator, and Superintendent of Schools. 1-3.1
- Agreement refers to the Collective Bargaining Agreement (CBA) as agreed to between the Board and the Association. 1-3.2
- Association means the collective bargaining unit referred to as the Association of Coastal Teachers/Greenland also known as ACT/Greenland. 1-3.3
- Board means the collective individuals legally referred to as the Greenland School Board elected by the residents of the Greenland School District. 1-3.4
- Building Administrator means the responsible administrative head of her/his respective school. 1-3.5
- CPI refers to the Department of Labor's Consumer Price Index (CPI) for all urban consumers for the Boston-Brockton-Nashua area, not seasonably adjusted. 1-3.6
- Contract refers to the individual employment agreement as signed by the Teacher, reference Appendix A. 1-3.7

<u>Day(s)</u> shall refer to calendar day(s), and shall exclude Saturdays, Sundays and legal holidays.	1-3.8
<u>District</u> shall refer to the Greenland School District only.	1-3.9
<u>Employee</u> means a person employed by the Board, as defined in Article 1, Section 1-1.0 of this Agreement.	1-4.0
<u>Faculty Representative</u> means the Association's faculty representative or her/his teacher designee. However, s/he shall be part of the Association as defined in Article 1, Section 1-1.0.	1-4.1
<u>Full day</u> will be defined as seven and one quarter (7.25) hours.	1-4.2
<u>Grievance</u> shall mean a complaint by a Teacher alleging a violation of rights under the CBA.	1-4.3
<u>Non-Teaching Duties</u> shall mean duties not related to the direct supervision or instruction of pupils.	1-4.4
<u>Rolling COLA</u> shall refer to the average of the values of the percent change from 12 months ago for the CPI as reported in the month of September for the prior ten (10) years.	1-4.5
<u>School</u> means any work location or functional division maintained by the Board where instruction is offered to the children enrolled in the District.	1-4.6
<u>School Day(s)</u> shall refer to day(s) when school is officially in session as designated on the District's approved calendar.	1-4.7
<u>Superintendent of Schools</u> shall refer to the executive administrative head responsible for the education of students in the District.	1-4.8
<u>Teacher</u> means an individual employed by the Board, as defined in Article 1, Section 1-1.1 of this Agreement.	1-4.9
<u>Tenured Teacher</u> shall mean any Teacher employed by the Board who is covered by the tenure provisions of RSA 189:14.	1-5.0
Whenever the singular is used in this Agreement, it is to include the plural when applicable.	1-6.0

ARTICLE 2

NEGOTIATION PROCEDURE

- The parties agree to enter into collective negotiations over a successor Agreement in accordance with RSA 273-A Statutes of New Hampshire. 2-1.0
- No later than September 1st, the parties agree to negotiate in accordance with the procedures set forth herein in a good faith effort to reach an agreement concerning salaries, fringe benefits, hours, terms, and conditions of employment. Any Agreement reached shall be in writing and signed by the Board and the Association. 2-2.0
- Any Agreement reached which requires the appropriation of public funds for its implementation shall not be binding on the Board, unless and until the necessary appropriations are made by the District. The Board shall make every reasonable effort to secure the appropriations necessary to implement the Agreement and the Association shall support the Board in such efforts. If such appropriations are not forthcoming, the Board and the Association shall reenter negotiations, in accordance with the provisions of RSA 273-A. 2-2.1
- During such negotiations, the Board and the Association will present relevant data, exchange points of view, make proposals, and counter proposals. The Board will make available to the Association for inspection, all pertinent, non-confidential records, data and information of the District. 2-3.0
- If, by November 15th, the parties fail to reach agreement on any matter or matters, which are the subject of negotiations, either party may declare an impasse. An impasse may also be declared before November 15th, if mutually agreed to by the Board and the Association. In the event of an impasse, the parties will attempt to reach agreement on the selection of a mediator. Failing this, either party may request appointment of a mediator by the Public Employee Labor Relations Board (PELRB). The mediator will meet with the parties or their representatives, or both, either jointly or separately, and will take any other such steps as deemed appropriate in order to persuade the parties to resolve their differences and effect a mutually agreeable Agreement. The mediator will not, however, without the consent of both parties, make findings of fact. 2-4.0
- If the mediator should be unsuccessful in resolving the differences, the parties may progress to fact finding as outlined in RSA 273-A:12. 2-5.0
- The fact finder will, within five (5) days after her/his appointment, meet with the parties or their representative or both, make inquiries and investigations, hold hearings or take other actions as deemed appropriate. Any such hearings will be held in closed sessions. 2-6.0
- The Board and the Association will furnish the fact finder, upon her/his request, all records, papers and information in their possession relating to the matter or matters under investigation by or in issue before the fact finder. 2-6.1
- If the dispute is not resolved prior thereto, the finder of fact shall make findings of fact and recommend terms of settlement regarding the disputed matter or matters submitted. Said recommendations will be advisory only and made within thirty (30) days of her/his appointment. 2-6.2

The Board, Association, or the fact finder may make such findings and recommendations public, if no agreement is reached within ten (10) days of their receipt from the fact finder.

The costs for the mediator and the fact finder, including per diem expenses, if any, and actual and necessary travel, and subsistence expenses will be shared equally by the Board and the Association. 2-7.0

ARTICLE 3

GRIEVANCE PROCEDURE

- A grievance shall mean a complaint by a Teacher alleging a violation of rights under the CBA. 3-1.0
A grievance to be considered under this procedure must be initiated by the Teacher within 10 school days of its occurrence, or within 10 school days of when the Teacher should have known of its occurrence. All grievances, alleged to have occurred during the last two weeks of school, must be initiated by July 15.
- A decision on the grievance shall be rendered within the time limit set forth in this section or the grievance shall be deemed favorable to the grievant. 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 decision rendered at that step. 3-2.0
- Any Teacher who has a grievance shall discuss it first with her/his immediate superior, if applicable, in an attempt to resolve the matter informally at that level. 3-3.0
- If, as a result of the discussion, the matter is not resolved to the satisfaction of the Teacher within ten (10) school days, s/he shall set forth the grievance, including the section of the CBA that is specifically being grieved, in writing to the Building Administrator specifying: (a) the nature of the grievance and date occurred; (b) the nature and extent of the injury, loss or inconvenience; (c) the results of previous discussions; (d) her/his dissatisfaction with decisions previously rendered. The Building Administrator shall communicate her/his decision to the Teacher in writing within ten (10) school days of receipt of the written grievance. 3-4.0
- If the decision of the Building Administrator does not resolve the grievance to the satisfaction of the Teacher, s/he shall so notify the Association within ten (10) school days of receipt of the Building Administrator's decision. If the Association determines that the matter should be reviewed further, it shall, in writing, so advise the Superintendent within ten (10) school days of receipt of the Building Administrator's decision and request a review by the Superintendent. The appeal must be in writing reciting the matter submitted to the Building Administrator as specified above, and the Teacher's dissatisfactions with the decision previously rendered. The Superintendent shall meet with the Teacher to attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days, and the Superintendent shall communicate her/his decision in writing to the Teacher, the Building Administrator and the immediate superior within ten (10) school days. 3-5.0
- If the grievance is not resolved to the Teacher's satisfaction, s/he, no later than ten (10) school days after receipt of the Superintendent's decision, may request a review by the Board. 3-6.0
- If the decision of the Board does not resolve the grievance to the satisfaction of the Teacher, and s/he wishes review by a third party, s/he shall so notify the Association within five (5) school days of receipt of the Board's decision. If the Association determines that the matter should be reviewed further, it shall, in writing, so advise the Board through the Superintendent within ten (10) school days of receipt of the Board's decision. The parties will then initiate a request for arbitration under the procedures set forth herein. 3-7.0

No matter shall be considered a proper subject for arbitration or be subject to the arbitration provision set forth herein, if it pertains to:	3-7.1
{a.} the number of years given for life experience and subsequent placement on the salary track.	
The following procedure will be used to secure the services of an arbitrator:	3-8.0
A request shall be made to the American Arbitration Association to submit a roster of persons qualified to function as arbitrators in the dispute in question.	3-8.1
If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they shall request the American Arbitration Association to submit a second roster of names.	3-8.2
If the parties are unable to determine, within ten (10) school days, of the initial request for arbitration, a mutually satisfactory arbitrator from the second list submitted, the American Arbitration Association may be requested by either party to designate an arbitrator.	3-8.3
Neither the Board nor the Association will be permitted to assert any grounds or evidence before the arbitrator, not previously disclosed to the other party. The findings of the arbitrator shall be final and binding.	3-8.4
The Board, the aggrieved and the Association shall receive copies of the arbitrator's report. This shall be accomplished within thirty (30) calendar days of the completion of the arbitrator's hearing.	3-8.5
A Teacher may be represented at all stages of the grievance procedure by herself/himself or at her/his option, by the Association, or by any representative, selected or approved by the Association and the Teacher.	3-9.0
When a Teacher is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Building Administrator or any higher level, be notified by the Superintendent in writing that the grievance is in process. The Association shall have the right to be present at all hearing sessions held concerning such grievance and shall receive a copy of all decisions rendered.	3-9.1
Neither the Board nor the Association shall discriminate in anyway against any grievant.	3-9.2
The fees and expenses of the arbitrator will be shared by the Board and Association equally.	3-10.0
Documents pertaining to grievance matters shall be maintained in a file separate from the grievant's personnel file. However, such documents may not be forwarded to any prospective employer nor shall any reference be made to any grievance documents. A copy of such documents shall, upon request, be furnished to the Teacher.	3-11.0

ARTICLE 4

MANAGEMENT RIGHTS

The Board is the legal entity endowed with the powers and duties to effectively operate the public schools. 4-1.0

The Board retains, subject to the language of the Agreement, all powers, rights, and authority vested in it by laws, rules, and regulations including but not limited to: the right to make and amend Board policy; manage and control school properties and facilities; select and determine direct personnel; determine, manage, and control the school curriculum; take such action as it deems necessary to maintain efficiency in the operation of the school system; and determine the methods, means, and personnel by which the function of the District will be performed. 4-2.0

It is mutually agreed that all matters of managerial policy within the exclusive prerogative of the Board or confined exclusively to the Board by statute or regulations adopted pursuant to statute shall not be subjects for negotiation purposes and as defined and provided for RSA-273A:1, XI. 4-3.0

ARTICLE 5

ASSOCIATION RIGHTS

- There shall be no reprisal taken against any Teacher due to her/his membership in the Association or participation in its lawful activities, nor shall reprisals be taken against a Teacher as a result of her/his processing of a grievance. 5-1.0
- The Board agrees to make available to the Association, a copy of the Board's agendas and minutes, and when appropriate, a copy of notices and minutes of committee meetings. 5-2.0
- The Association shall have the right to place notices, circulars, and other materials in Teachers' mailboxes or an appropriate place, provided that such materials shall not relate to any local, state, or national political matter of a non-educational nature or any partisan political electioneering matter. 5-3.0
- The Association shall take all reasonable steps to insure that any information, which is placed in Teachers' mailboxes, shall not be slanderous, libelous, or in any way harmful to the school, its professional staff, or any other individual or group, either personally or as a group. Materials, circulars, and notices being placed in Teachers' mailboxes by members of the Association shall be in good taste. 5-3.1
- Copies of all such materials will be given to Building Administrator(s) and the Superintendent, but their approval will not be required. 5-3.2
- No Teacher shall be denied Association representation, if requested by the Teacher, at any conference or meeting with an administrator, evaluator, supervisor, school board member, or other person in like position. 5-4.0
- Except as discussed in this section, no original document may be removed from a Teacher's file. However, photocopies may be made. Permanent removal of a document from a Teacher's file shall be made only by the agreement between the Teacher and the Superintendent. A dated notation shall be placed in the file stating what materials have been removed and/or photocopied. 5-5.0
- No information contained in the files of a Teacher will be released to an outside person or agency without court order or, prior approval of the Teacher, except to verify employment, duration of employment, and confirmation of pay step. 5-6.0
- Upon notice, each Teacher shall have the right to review and reproduce materials in the personnel file, and to have inserted her/his own written comments regarding the material. Written comments must be made within six (6) months of the date on the material that is being referenced. 5-6.1

Dues for the Association of Coastal Teachers/Greenland, NEA/New Hampshire will be deducted from the Teacher's paycheck as authorized by the Teacher in writing. Payments for the local, state, and national dues will be made as deducted from the Teacher's payroll. 5-7.0

Eighteen (18) equal deductions are to be made starting with the second payroll in October. 5-7.1

Signed forms authorizing such deduction for new members will be submitted to the Superintendent's Office annually, but not later than October 8th for Teachers and will serve as an authorization for said deduction. For new Teachers, that begin after the first day of school, signed authorization forms must be submitted not later than fifteen (15) days after commencing employment. 5-7.2

No Teacher shall be terminated without just cause. 5-8.0

ARTICLE 6

TEACHER WORK YEAR

- The Teacher work year will be 188 days. Beginning July 1, 2017, the teacher work year will be 189 days. 6-1.0
- The equivalent of one (1) full day will be dedicated to classroom preparation in August prior to the opening of school. Beginning July 1, 2017, an additional day will be added to make two (2) full days dedicated to classroom preparation. The date(s) and hours for before school classroom preparation will be determined by the Teacher and reported to the Building Administrator. 6-1.1
- The equivalent of four (4) full days will be dedicated to advancing the District's and SAU's initiatives (e.g. Learning Compact, Response to Intervention, Core Curriculum and Professional Learning Communities) to be scheduled at the discretion of the superintendent or his/her designee. 6-2.0
- The equivalent of one (1) full day will be dedicated to grade level planning teams to work on curriculum, PLC, interdisciplinary, and other planning activities. The day to be worked in July or August on a date or hours determined by the teaching team and reported to the building administrator. (*AKA floating day*) 6-2.1
- One (1) of the work days will be used for teachers to conference with parents 6-2.2
- One (1) of the work days will be used for the start of the school year for the Superintendent and/or designee. (*AKA first day of school for teachers*). 6-2.3
- One (1) full day will be defined as seven and one quarter (7.25) hours. 6-3.0
- All other days are scheduled at the discretion of the Superintendent and her/his designee. 6-4.0
- The Board or its designated representative will confer with and consider the suggestions of the Association before the school calendar is adopted. 6-5.0
- In the event school is closed due to inclement weather, the Board agrees to confer with the Association regarding make-up of those days necessary to meet the State minimum requirements. 6-6.0

ARTICLE 7

TIME REQUIREMENTS

The Board agrees that the Teacher shall have a duty-free lunch period daily of not less than thirty (30) continuous minutes. 7-1.0

The Board agrees that the Teacher shall have 2 1/2 hours per week duty free from classroom responsibilities for activities that the Teacher deems necessary for educational purposes, within the building. Every effort will be made to give each teacher a thirty (30) minute planning period daily. 7-2.0

A Teacher shall work a minimum of seven and one quarter (7.25) hours daily with a maximum of five and one half hours (5.5) hours of instruction. 7-3.0

All Teachers are expected to be in the building not less than twenty (20) minutes prior to the start of school and not less than forty (40) minutes after student dismissal. 7-4.0

As part of her/his professional responsibility, a Teacher shall: 7-5.0

- a) Educate all students under her/his supervision in compliance with local and state requirements, policies and procedures;
- b) Assist students with their academic problems before and/or after school;
- c) Attend department and other professional staff meetings;
- d) Make necessary arrangements for parent conferences and participate in extracurricular activities;
- e) Communicate student performance with parents and guardians as outlined in the Staff Handbook using grade level appropriate tools.

No Teacher shall be required to attend more than six (6) meetings per month beyond the school day exclusive of special education placement team meetings. Every attempt shall be made to limit such meetings to one (1) hour in length. It is understood that the six (6) meetings per month do not include the evening programs, open house, expos, and concerts. 7-6.0

All duties shall be split among staff members who are covered under this Agreement, as equitably as practical. 7-7.0

ARTICLE 8

TEACHER EVALUATION

- Subject to the adoption by the Greenland School Board of the recommendations of the SAU #50 Committee on Evaluations which met during the 2012-2013 school year, the parties agree that evaluations will be conducted in the manner outlined in the Plan for Effective Teaching. 8-1.0
- Prior to adoption of any committee recommendations all existing evaluation language will remain unchanged.
- Any subsequent recommendations for change or modifications to this adopted document will be reviewed by the SAU 50 Committee on Evaluations. The committee shall have teacher representation from each school in SAU 50. 8-1.1
- Each Teacher shall be entitled to knowledge of and access to supervisory records and reports of competence, personal character, and efficiency maintained in the personnel file with reference to evaluation of performance. No document to which a Teacher has not been given access shall be utilized against the Teacher nor placed in the personnel file. 8-2.0
- Any complaints, regarding a Teacher made by any parent, student, or other person, which may be used in any manner in evaluating a Teacher, shall be promptly investigated. It shall be the responsibility of the administration to inform the Teacher in question and to obtain this Teacher's input of the situation. The Teacher shall be given an opportunity to respond and/or rebut those complaints. 8-3.0
- A Teacher shall have the right, upon request, to review and make copies of documents within her/his personnel file, to file statements of exception to alleged adverse materials, and to acknowledge receipt of adverse material prior to its insertion into the personnel file. The statement of exception shall be reviewed by the Superintendent, with finding affixed thereto. 8-4.0
- The Teacher's signature shall indicate only that the evaluative summary has been read and shall not be interpreted to indicate agreement with the contents thereof. 8-5.0
- Where deficiencies are noted in an evaluation, Teachers shall be informed, in writing, and will be offered appropriate assistance by the Building Administrator or other designated central office administrator. 8-6.0

ARTICLE 9

TRANSFER, ASSIGNMENT, AND REASSIGNMENT

No later than May 1 of each school year, the Superintendent shall make available to the Association, and post in all school buildings, a list of all the known, open positions, which s/he expects to fill prior to the commencement of school in the succeeding fall. 9-1.0

For the duration of this Agreement, a Teacher who desires a transfer for the ensuing school year must file with the Superintendent, before May 1st, a written request, which shall include documentation of qualifications. 9-2.0

All changes in grade or subject matter will be voluntary whenever possible. All changes will be made for sound educational reasons. 9-3.0

When awarding a position performance, seniority, and qualifications will be given consideration. All jobs will be posted within the Greenland Central School first; internal Greenland Central School candidates will be interviewed before the job will be posted elsewhere. A teacher being involuntarily transferred shall not be placed in a position for which s/he is not certified, except in an emergency.

All transfers and changes in assignment shall be finalized before the summer recess, subject to unanticipated developments (e.g., contract termination, release, or significant changes in pupil population) or mutual agreement/content by the Building Administrator and Teacher. 9-4.0

In order to ensure that pupils are taught by a Teacher working within her/his area of competence, a Teacher will not, generally, be assigned outside the scope of her/his teaching certificates and/or her/his major or minor fields of study. However, a Teacher may be assigned to a field other than her/his primary one when the administration deems it necessary. 9-5.0

ARTICLE 10

REDUCTION IN FORCE

- In the event the Board finds it necessary to reduce the number of Teacher(s) in the District, the Board shall give consideration to those Teachers who, based upon seniority, performance, and qualifications, shall be the best qualified Teacher(s) for the assignment and meet with staffing needs of the district. 10-1.0
- Evaluations being equal, seniority will govern. All terminations shall be in accordance with state laws. 10-1.1
- Any Teacher terminated because of a reduction in staff shall have a letter placed in her/his personnel file stating that said Teacher was not offered a new contract because of a reduction in staff. Such information shall also be contained in any requests for recommendation. 10-1.2
- In the event of a reduction in force, the building administrator will, for a period of two (2) years, attempt to notify the laid off teacher(s), by certified mail, of any open positions within the school. However, the laid off teacher(s) shall send written communication to the building administrator on or before February 1st annually, if the teacher(s) wishes to continue to be notified of open positions. Such teacher(s) shall also promptly notify the administrator of any change of address. 10-2.0
- No new and/or substitute appointments may be made while there is/are reduction in force Teacher(s) from the District available who is/are certified to fill vacancies. 10-3.0

ARTICLE 11

TEACHER’S HANDBOOK AND BOARD POLICIES

The District will post on the District’s website the most current version of the Teacher’s Handbook and Student Handbook. 11-1.0

The Board agrees to furnish the Association, upon request, annually, with at least one (1) copy of the Board's policies in effect, as of July 1st. 11-2.0

Each Teacher acknowledges and agrees to abide by all applicable laws, regulations, and policies governing the conduct of schools, SAU’s, staff, and students. 11-3.0

ARTICLE 12

SICK LEAVE

On the first day of school, annually, each full time Teacher shall be granted fifteen (15) days leave per year for personal illness or illness in the immediate family to an accumulated total of 120 days. 12-1.0

If a Teacher suffers a compensable injury, which is covered by Worker's Compensation under applicable law, then (no expenditure of accumulated sick days will be required, and) the District shall pay the difference between the Worker's Compensation benefit and the Teacher's regular base compensation up until the employee becomes eligible for Long Term Disability Insurance, if applicable. 12-2.0

If a Teacher is not eligible for Long Term Disability for any reason, then this benefit shall cease on the 91st day of injury or illness. In no event shall this benefit be extended beyond 91 days. 12-2.1

By November 1st of each school year, each Teacher shall receive from the Superintendent's Office a report of sick leave stating the number of sick days accumulated as of June 30th of the prior school year. 12-3.0

A sick leave bank has been established effective September 1, 2013, in the School District. Each teacher in the District may donate two (2) days of sick leave per year until the bank reaches its maximum. The bank shall be allowed to accumulate up to a maximum of one hundred and twenty (120) days. Any teacher within the District may borrow up to a maximum total of thirty (30) days a year from the sick bank on the following basis: [1] his/her accumulated sick leave has been exhausted, and [2] s/he has been involved in a major operation or a serious and prolonged illness, and [3] 100% of the day(s) borrowed shall be paid back by the borrowing teacher at a rate of not less than three (3) days per year. Applications for use of the sick leave bank shall be made to an Association designated committee. The committee, comprised of teachers, shall take into consideration the input of the Administration, decide the disposition of applications, and notify the Building Administrator of their decision. Approved applications for sick leave will be administered by the committee. The sick leave bank shall be evaluated by the committee, which will determine needs for subsequent years. 12-4.0

ARTICLE 13

PERSONAL LEAVE OF ABSENCE

Each full-time Teacher shall be entitled to personal leave earned at the rate of two (2) days per year, with a total accumulation not to exceed five (5) days. A Teacher who has accumulated in excess of five (5) days as of June 30, 1989, will retain those days but will not accumulate additional days until such time as the number of days accumulated falls below five (5). 13-1.0

Granting of personal leave days shall be preceded by a minimum of forty-eight (48) hours written notice when possible, otherwise twenty-four (24) hours notice. 13-1.1

Personal leave is not to be taken except for personal business, legal or business matters, household or family matters which require absence during school hours. The request must be in writing and approved by the Building Administrator in advance. 13-1.2

In addition, funeral leave will be granted for death of a member in the Teacher's family: 13-2.0

NOT TO EXCEED FIVE (5) DAYS:

- | | |
|--------------|---------------------|
| A. Parent(s) | F. Sister |
| B. Husband | G. Brother |
| C. Wife | H. Parent(s)-in-law |
| D. Son | I. Domestic partner |
| E. Daughter | |

NOT TO EXCEED THREE (3) DAYS:

- | |
|-------------------|
| A. Brother-in-law |
| B. Sister-in-law |
| C. Grandparent(s) |
| D. Aunt or Uncle |

If a Teacher is requested by the Superintendent or Building Administrator to attend a function on behalf of the Board or school, such time shall not be charged to the Teacher's personal time. 13-3.0

The Board may provide professional days for each Teacher to attend workshops, conferences and other school programs related to classroom teaching and with prior approval of the Superintendent and/or designee. 13-4.0

The Superintendent may make recommendations for the extension of any of the above leaves, and upon approval of the Board, grant such extension, with the understanding such extensions may be with full or partial pay, or without pay entirely, and need not be reimbursed. 13-5.0

By November 1st, the SAU office will notify each Teacher as to the number of accrued personal days accumulated as of June 30th of the previous school year. 13-6.0

Substitute Teachers, as practical, will be provided for all teachers, including special teachers in any situation of a one-half (1/2) or full day or days of absence. 13-7.0

ARTICLE 14

EXTENDED LEAVE OF ABSENCE

- A Teacher shall be granted a leave of absence at the discretion of the Board, for the purpose of child rearing after the birth of, or adoption of, a child upon written notification to the Superintendent. Such leave shall commence following the child's birth, or in the event of adoption, upon accepting the child after legal placement. Written notice of intent to take such leave shall be given at least two (2) months prior to the leave whenever possible. 14-1.0
- An additional school year leave of absence for child rearing may also be granted upon written request by the Teacher to the Superintendent and approved by the Board. This request must be submitted to the Superintendent no later than March 1st of the preceding year. 14-1.1
- Reemployment after the leave will begin at the start of the school year following the expiration of the leave, or at such other time as determined by the Board at its sole discretion. 14-1.2
- All other extended leaves, if not covered by law, shall be based upon the recommendation of the Superintendent, or designee, and approval given by the Board. 14-1.3
- All extensions, renewals or modifications of leaves shall be requested in writing and may be granted, in writing by the Board, upon recommendation of the Superintendent. 14-2.0
- All extended leaves, other than sick leave, that are granted, will be without remuneration. Extended leave due to sickness will be with remuneration to the extent accrued sick leave is available to the Teacher. 14-3.0
- Teachers on leave under the provisions of this article may continue to be covered under the provisions of Article 16, Insurance subject to any insurance carrier's limitations. Such coverage is contingent upon said Teacher's timely payment of premiums. Payment is to be made payable to the Greenland School District Treasurer and remitted to the SAU 50 Office. 14-4.0
- All benefits to which a Teacher was entitled at the time of her/his leave of absence commenced, including unused accumulated sick leave, shall be restored to him/her upon her/his return unless changed or modified in the interim by this Agreement or a successor Agreement, and s/he shall be assigned within the scope of her/his certification. While a Teacher is on leave no additional benefits will accrue to the Teacher. 14-5.0
- An unpaid leave of one (1) year may be granted to a Teacher upon the recommendation of the Superintendent and approved by the Board. All requests for leave must be submitted in writing to the Superintendent prior to March 1st of the year preceding the year of leave. No leave request will be denied without reason provided to the Teacher in writing by the Superintendent. 14-6.0

ARTICLE 15

CONTRACT AND SALARY

A full time Teacher who worked in the District one day more than half of the negotiated teacher school year, will be eligible to receive the full-negotiated salary increase for the succeeding year. A Teacher who did not work one day more than half of the negotiated teacher school year, as a certified teacher, will not receive the negotiated increase. 15-1.0

A Teacher classified as part time must have had worked in excess of 50% of the school days that he/she was contracted for to receive the prorated negotiated increase. 15-1.1

For a new Teacher entering the District, the Teacher will be put on the applicable years of experience step after determining her/his years of experience. No new Teacher entering the District will be compensated at a rate greater than Step 11 for the years 2016-17, 2017-18, 2018-19 and 2019-20 or at a rate greater than Step 10 for 2020-21 with applicable advanced degree stipend, if eligible. 15-1.2

The following formula will be used to determine Teacher salary (as stipulated in appendix A – E): 15-1.3

- a) For a Teacher with 10 or less years of experience in (2016-17, 2017-18, 2018-19, 2019-20) or a Teacher with 9 or less years of experience in (2020-21) the Teacher will move one (1) step on the salary schedule providing the Teacher meets the requirements of 15-1.0 or 15-1.1.

2016-17:	2.6%
2017-18:	1.9%
2018-19:	2.6%
2019-20:	1.9%
2020-21:	2.6%

- b) A teacher with greater than 10 years of experience in (2016-17, 2017-18, 2018-19, 2019-20) or a Teacher with greater than 9 years of experience in (2020-21) will have his/her base salary multiplied by:

2016-17:	3.0%
2017-18:	3.0%
2018-19:	3.0%
2019-20:	3.0%
2020-21:	3.07%

- c) After the adjusted base salary is determined, the stipend for the advanced degree is added. The advanced degree stipends are:

Year	B+30	M	M+15	M+30
2016-2017	3,054	4,854	5,673	6,217
2017-2018	3,146	5,000	5,843	6,404
2018-2019	3,240	5,150	6,018	6,596
2019-2020	3,337	5,304	6,199	6,793
2020-2021	3,437	5,463	6,385	6,997

In order to progress horizontally on the salary schedule, degree credits must have been earned subsequent to the date of receipt of the underlying degree and such credits must have been earned from course work, which is pertinent to the Teacher's professional responsibilities. 15-1.4

For advancement to a higher degree track stipend, a Teacher must notify the Superintendent in writing, prior to the close of business on December 1st of the year prior to when the Teacher would be completing stipend requirements and consequent salary advancement was anticipated. 15-1.5

For salary purposes 15 professional development clock hours, in activities which have received prior approval for professional development credit, and said activities are directly related to the improvement or accomplishment of the teaching assignment, will equal one (1) college credit and may be applicable for advancement on the salary schedule except when taken during school hours. 15-2.0

Clock hours received during normal school hours will apply to recertification but will not be counted toward the accumulation for advancement on the salary schedule. 15-2.1

Professional development credit for advancement on the salary schedule can only be earned while under contract to or on an approved leave of absence from the District. 15-2.2

No more than seven (7) professional growth activities may be accumulated in each degree stipend track. 15-2.3

A Teacher with greater than ten (10) years of teaching experience, with five (5) years of teaching in the Greenland School District, and who received a longevity stipend in the 2015-16 fiscal year; will have a longevity stipend (see stipend listed in section 15-3.2) per teaching year multiplied by each year of teaching added to the Teachers' gross salary. 15-3.0

A Teacher with greater than ten (10) years of teaching experience, and who did not receive a longevity stipend in 2015-16 will need to have greater than ten (10) years of teaching in the Greenland School District before receiving a longevity stipend. The longevity stipend will be calculated for every Greenland teaching year over ten (10) Greenland teaching years multiplied by (see stipend listed in section 15-3.2). (Example: Eleven (11) teaching years in Greenland 11 years – 10 years x \$100 = \$100) 15-3.1

A Teacher, meeting the aforementioned criteria for longevity in Article 15-3.0 or 15-3.1, will have the following sum for each year of teaching added to the Teacher's salary: 15-3.2

2016-17:	\$100
2017-18:	90
2018-19:	80
2019-20:	70
2020-21:	60

A Teacher shall be paid biweekly and may elect to be paid under one (1) of three (3) options. The payment option must be declared before February 1st. Changes may be made after that date only with the approval of the Superintendent for serious, extenuating circumstances (i.e. a spouse loses a job, etc.). 15-4.0

The available salary payment options are as follows:	15-4.1
(1) Annual salary divided by twenty-six (26) installments and paid bi-weekly over twelve (12) months.	15-4.2
(2) Annual salary divided by twenty-six (26) installments and paid over the school year with the checks remaining, representing the balance prior to June 30th. Final checks referred to as “summer checks” will be calculated individually but paid in one check.	15-4.3
(3) Annual salary to be divided into twenty-one (21) installments in order that the final installment can be made prior to June 30th.	15-4.4
Should a Teacher’s contract be terminated prior to the expiration date, the Teacher must repay to the District any excess moneys, if there are any, received for teaching services not yet rendered on a per diem basis.	15-5.0
If negotiations have been completed, individual employment contracts signed by the Superintendent will be issued to those Teachers who are offered a position to return within one (1) week following the first regular meeting of the Board, after the Second Session (voting session).	15-6.0
The original employment contract shall be signed by the Teacher and will be returned to the Superintendent within fifteen (15) days of the date of issuance.	15-7.0
If the signed employment contract is not received by the Superintendent within fifteen (15) days of the date of issuance, it will be presumed that the Teacher is declining employment and that position will be declared vacant.	15-7.1
A Teacher who signs a Contract with the Board and gives written notice on or prior to July 15th of intent to resign will not be released from the Contract until a suitable replacement has been found or forty-five (45) days have expired.	15-7.2
After July 15th, a Teacher who signs a Contract with the Board shall be released from the Contract, only at the discretion of the Board and will be expected to work in her/his professional capacity for the ensuing school year.	15-7.3
The following verified full-time combined public (including District) and/or private school teaching experience shall be counted as years of experience on the salary schedule. Full-time experience is defined as working for more than 94 full days pay in a school year during the period of public and/or private teaching.	15-8.0
A new Teacher must submit verification within thirty (30) days of the beginning of employment in order to receive experience credit. If a Teacher has extenuating circumstances that justifies the failure to submit verification within the allotted time, the Teacher may appeal to the Superintendent. Verification shall be submitted on a form provided by the District.	15-8.1
Public School Teaching Experience:	15-8.2

1. Teaching experience in New Hampshire, including prior District experience;	15-8.3
2. Teaching experience for public school teaching outside of the State of New Hampshire, but within the United States provided that the experience is earned with a minimum of a Bachelor's Degree;	15-8.4
3. Out-of-State experience, which shall include special state/federal schools, state/federal colleges and universities, and state/federal/community/junior colleges of the United States and its possessions and American dependent schools under the Department of Defense/Department of State.	15-8.5
Substitute Teaching Experience:	15-8.6
1. Must meet qualifications of either public school teaching or private school teaching;	15-8.7
2. Must have substituted for more than 94 days in one (1) specific class setting in any given year. Days substituting in more than one (1) class setting in excess of 94 days will not be given credit.	15-8.8
Private School Teaching Experience:	15-8.9
1. Teaching experience in a private school accredited by a District recognized accrediting agency which includes, but is not limited to the following: Middle States Association of Colleges and Secondary Schools; New England Association of Colleges and Secondary Schools; North Central Association of Colleges and Secondary Schools; Northwest Association of Colleges and Secondary Schools; Southern Association of Secondary and Higher Schools; Western Association of Colleges and Secondary Schools; Department of Education of state in which employee taught; Department of Defense/Department of State;	15-9.0
2. Employees must have held a State-issued teaching certificate during the period of private school employment;	15-9.1
3. Teaching experience for private school teaching provided that the experience is earned with a minimum of a Bachelor's Degree during the period of private school employment;	15-9.2
4. The private school must operate a regular session with three (3) or more teachers encompassing more than one grade level;	15-9.3
5. Recognition of private school teaching experience may be phased in over a five (5) year period as follows, at the sole discretion of the Superintendent.	15-9.4
Life Experience:	15-9.5
A Teacher may receive credit for full-time work experience as approved by the Superintendent at her/his sole discretion. Such experience shall be limited to a maximum of eight (8) Years.	15-9.6
Life experience of up to eight (8) years is only applicable to a new Teacher hired after November 1, 2009, and is only pertinent to the starting step on the salary schedule.	15-9.7
Life experience will not be included in any longevity or retirement calculation.	15-9.8

Non-teaching work experience credited by the Superintendent is non-grievable. Life experience 15-9.9 is only given to new hires who do not have prior teaching experience.

ARTICLE 16

INSURANCES

The District shall provide the choice of two (2) health plans (Health Maintenance Organization HMO {AB5 RX 10/20/45, M10/40/70} and {AB 20 RX 10/20/45, M 10/40/70} and a Consumer Driven Health Plan {CDHP 2500/5000}). 16-1.0

Any Teacher hired after May 1, 2016, or not currently on a District health insurance plan, will only be eligible for the Consumer Driven Health Plan (CDHP). 16-1.1

Any or all of the aforementioned health insurance coverages may be changed if similar coverage from another insurance carrier is found. 16-1.2

For any Teacher selecting either a HMO or CDHP the District will contribute the following percentages: 16-1.3

	<u>Plan</u>	<u>Single</u>	<u>Two Person</u>	<u>Family</u>	
2016-21:	HMO (5)	80%	80%	80%	16-1.4
	HMO (20)	85%	85%	85%	
	CDHP	85%	85%	85%	

Affordable Care Act – Excise Tax If any provision in Article 16 is deemed to be subject to an excise tax under the Patient Protection and Affordable Care Act (ACA) or its regulations, either the District or the Association may request in writing that only this article be reopened for renegotiation. If both parties do not reach a consensus within two (2) months, from the date of written request, the default percentage of this Excise Tax will be 50% paid by the employee and 50% paid by the District. 16-1.5

Any Teacher, benefit prorated to percentage worked, electing not to have health insurance, will be given an annual sum of \$2,500, prorated to percentage worked and, if applicable, reduced if the Teacher works less than the contract year. 16-1.6

For a Teacher to receive this health insurance payout incentive, the Teacher must give written proof annually by October 31st that he/she has other health insurance in effect and that health insurance must remain in effect for the duration of the fiscal year. 16-1.7

For any Teacher selecting the Consumer Driven Health Plan; the District will contribute annually into the Teacher's Health Savings Account (HSA) 75% of the maximum deductible amount specific to his/her plan (single, two-person or family). The District will provide a debit card system administered by a third party to allow Teachers' access to these funds. 16-1.8

The District shall provide the choice of two (2) dental plans (Low Option and High Option) to include single, two-person or family coverage to a maximum liability of the actual cost of the premium for the single person Low Option to the District, benefit prorated to percentage worked. The Teacher may elect a two person or family coverage (Low or High Option) but the Teacher must pay the difference in the premium between the Low Option single and the dental plan selected by the Teacher, prorated if applicable. 16-2.0

Any Teacher, benefit prorated to percentage worked, electing not to have dental insurance will have an annual sum of \$50, benefit reduced if Teacher works less than contract year, to be given the equivalent in cash.	16-2.1
The incentive amounts listed in 16-1.6 and 16-2.1 are prorated accordingly to the percentage of time that a Teacher is contracted to work in a given year. This amount is also prorated if a Teacher should not work the entire school year. The incentive in 16-1.6 and 16-2.1 will be paid equally in December and June.	16-3.0
The District shall provide the choice of two (2) life insurance amounts (two times [2x] the Teacher's annual salary or three times [3x] the Teacher's annual salary). The District's maximum liability is limited to the premium cost of two times (2x) the Teacher's annual salary. Life insurance of three (3x) is only offered if limitations of the insurance carrier are met and if the Teacher pays the difference.	16-4.0
The District shall provide Long Term Disability (LTD) insurance coverage to begin eligibility no later than the 91 st day of the disability at a benefit of not less than 60% of the Teacher's monthly salary. The District will pay 100% of the premium.	16-5.0
The District will provide for premium conversion as defined under the Internal Revenue Service Code Section 125. The District will be responsible for the associated costs of creating and administering employee reimbursable accounts.	16-6.0
The reimbursable accounts available to the Teacher may include a Health Care Reimbursable Account and/or Dependent Care Account in accordance with the guidelines and procedures set forth by the Internal Revenue Service.	16-7.0
The District need not provide coverage as stipulated in Article 16-1.0 and 16-2.0, if the Teacher is covered under the same or similar health and/or dental plan. If a Teacher is found to have dual coverage, the Teacher must reimburse the District an amount equal to the premiums paid by the Board during this time.	16-8.0
If a Teacher should leave the District, the Teacher agrees to reimburse the District an amount equal to any benefit(s) that have been extended to the Teacher, but not fully earned.	16-9.0
Benefit amounts may be reduced due to age requirements of insurance carrier. The Teacher will be notified in writing of a reduction of any benefit.	16-10.0
The District will not be held accountable for any plan that is no longer offered by the insurance carrier or when the insurance carrier changes its eligibility requirements for when a plan can be offered.	16-11.0
A Teacher must be eligible, for a particular benefit, under the insurance carrier's guidelines for the Teacher to be able to receive a cash amount for not electing to participate in that benefit.	16-12.0

ARTICLE 17

PROFESSIONAL DEVELOPMENT

- Each Teacher who is employed on a 50% contract or greater will be reimbursed up to a maximum of the equivalent of one (1) University of New Hampshire four credit graduate level course per year at the in-state rate. These funds may be used for courses, conferences, workshops, and/or action research as defined in the District's Professional Development Master Plan. 17-1.0
- The maximum cost to the District for all Teachers shall not exceed \$28,000 (Twenty-eight thousand dollars) annually, beginning in 2007/2008 school year. 17-1.1
- In advance of enrollment, course(s) must have been approved by the Superintendent or her/his designee. A Teacher earning credits and completing courses after June 1st, and/or during the summer, shall be reimbursed in September only if s/he continues in the employment of the District. A Teacher must provide evidence of at least a "B" grade to the Superintendent by September 15th. After September 15th, payment will be made within forty-five (45) days of submission of evidence of at least a "B" grade in the courses taken to the Superintendent. 17-2.0
- Payment of courses will be charged against the Teacher's allocation in the year in which it is paid. 17-2.1
- In order to help avoid delays in obtaining reimbursement after course work has been completed, and in lieu of the official grade report, which may not be received in a timely fashion after course completion, the Board agrees to accept a form signed by the instructor indicating successful completion of the course. The Teacher agrees to provide the Superintendent's Office an official grade report when it is received. 17-3.0
- The Board agrees to provide advance funding to a Teacher for courses, workshops and/or conferences related to teaching duties that have the approval of the Superintendent or her/his designee to a maximum of the equivalent cost of one (1) University of New Hampshire four (4) credit graduate level course at the in-state rate per year. 17-4.0
- In order to receive advance funding, a Teacher agrees to provide appropriate evidence of tuition costs or workshop/conference fees. Any Teacher receiving advance funding will sign a statement of agreement to reimburse the District should the Teacher fail to meet the required "B" grade in courses attended. Such monies to be reimbursed may be withheld from salary should this criteria not be met. 17-4.1
- Teachers must provide a copy of transcript, or grade report, or in the case of conferences and workshop(s), proof of attendance. 17-4.2
- If a course is offered, only on a pass/fail basis, the "B" grade requirement in 17-2.0 and 17-4.1 are not applicable. A Teacher must receive a grade of "pass" for reimbursement. 17-4.3
- Each Teacher shall maintain current certification in the Teacher's subject areas. 17-5.0
- Each Teacher shall receive fifteen (15) professional development clock hours for each one (1) college graduate credit hour, within the Professional Development Guidelines. All professional 17-5.1

development clock hours must follow Professional Development Guidelines and be acceptable to the administration as job related.

Please see Article 15 for guidelines on how professional development clock hours relate to degree stipend enhancement. 17-5.2

ARTICLE 18

RETIREMENT

Teachers who retire at age 55 years old, or older, having taught at least the last twenty (20) years in Greenland, will have a one (1) time retirement incentive of the following amount added to the Teacher's final year's salary: 18-1.0

Retiring in June, 2017	\$12,500
Retiring in June, 2018	\$13,000
Retiring in June, 2019	\$13,500
Retiring in June, 2020	\$14,000
Retiring in June, 2021	\$14,500

The benefit provision as outlined in Article 18-1.0 does not apply to any Teacher discharged for cause or not qualified for a contract in the succeeding year. 18-1.1

A Teacher eligible for payment under Article 18-1.0 may request such payment be made over a period of two (2) years at a rate of fifty percent (50%) of the entitlement the first year and remaining fifty (50%) of the entitlement the second year. 18-2.0

If an eligible Teacher wishes to exercise the two (2) year payment option, the Teacher must provide written notification to the Superintendent of Schools of his/her intent to retire by November 15th prior to the year of the first payment. 18-2.1

The first year payment will be made only after the eligible Teacher has signed and returned a teaching contract for the second payment year, with a signed acknowledgement that he/she may no longer reverse his/her decision to retire the following year and that the retirement letter will be considered a binding contract. Both the first and second year installment shall be made by June 30th of each year. 18-2.3

This two (2) year option may not be exercised by any Teacher for a reason other than retirement, and the Teacher must retire in accordance with the New Hampshire Retirement System regulations. 18-2.3

If a Teacher should not elect the two (2) year option, the retirement stipend, as mentioned in 18-1.0 will be paid on or before June 30th of the calendar year in which the Teacher retires; provided a written notification of pending retirement was received by the Superintendent of Schools no later than November 15th of the fiscal year preceding the last year of employment. 18-3.0

For either the one (1) or two (2) year retirement option, if a Teacher is unable to give such timely notification, the retirement stipend will be paid in the first fiscal year in which an appropriation for the stipend is made. 18-3.1

A part time Teacher, who is eligible to receive a retirement stipend, shall receive a pro-rated amount equivalent to the percentage of time that the Teacher worked. 18-4.0

Notwithstanding any other provision in this Article and Agreement, payment to a Teacher under this section shall be delayed until at least 120 days after the Teacher's retirement in such amount as is necessary to prevent the School District from being assessed by the New Hampshire Retirement System under RSA 100-A:16 III-a, or other similar/successor statutes. 18-5.0

The Board may periodically, at its discretion, offer a retirement incentive package. 18-6.1

ARTICLE 19

NOTICES

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party may do so by certified mail to the following address: 19-1.0

If from the Association to the Greenland School Board: 19-1.1

c/o School Administrative Unit Number Fifty
48 Post Road
Greenland, NH 03840

If from the Greenland School Board to the Association: 19-1.2

At the appropriate address as filed with the Board

ARTICLE 20

MISCELLANEOUS PROVISIONS

- If any provision of the Agreement or any application of this Agreement to any Teacher or group of Teachers shall be found contrary to law, then such provision or application shall not be deemed valid, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect. 20-1.0
- This Agreement is binding upon the Board and Association (including members), and shall be given full force and effect. 20-2.0
- Copies of this Agreement between the Board and the Association shall be printed at the shared expense of the Board and Association within thirty (30) days after the Agreement is signed and presented to all Teachers now employed, hereafter employed, or inspection for those considered for employment by the Board. Five (5) copies of this Agreement shall be furnished to the Board and Association. 20-3.0
- The parties acknowledge that, during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and Association, for the life of this Agreement each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with further respect to any subject or matter that was bargained over during negotiations leading up to this Agreement. 20-4.0
- The School District agrees to endeavor to provide a reasonably safe and reasonably comfortable work environment. However, nothing in this article shall be construed to waive, expand, or alter applicable federal or state laws, including worker's compensation laws and other workplace statutes. 20-4.0

ARTICLE 21

DURATION

This agreement shall become effective as of July 1, 2016, and shall continue in effect until June 30, 2021, subject to either party's right to negotiate a successor Agreement as set forth in Article 2. 21-1.0

This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated. 21-1.1

Any extension shall be mutually agreed upon in writing by the parties to the Agreement, and, unless such extensions are agreed upon, this Agreement shall expire on the date indicated herein. 21-1.2

Where there is conflict between this Agreement and State law, State law will take effect. 21-1.3

The Board and the Association agree to begin negotiations on this Agreement no later than September 1, 2020. 21-2.0

In witness whereof the parties hereto have caused this Agreement to be signed by their respective president and/or chairperson, attested by their respective secretary and/or clerk. 21-3.0

IN WITNESS WHEREOF, The Parties have hereunto set their hands and seals this 21st
day of January, 2016.

GREENLAND SCHOOL BOARD

Angela Toque
for M. Kelly
Paula Bell
John F. Mayer
Samuel Austin

SPeterson
Witness

TEACHER REPRESENTATIVES

Tracey Shemell
Nancy L. Emerson
Marian E.H. Connolly

SPeterson
Witness

SALARY SCHEDULE FOR THE FISCAL YEAR 2016-2017

A.) For a Teacher with ten (10) years or less of experience and in compliance with Article 15-1.0 or 15-1.1:

<u>STEPS</u>	<u>B</u>	<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
1	39,720	42,774	44,574	45,393	45,937
2	41,427	44,481	46,281	47,100	47,644
3	43,135	46,189	47,989	48,808	49,352
4	44,843	47,897	49,697	50,516	51,060
5	46,551	49,605	51,405	52,224	52,768
6	48,259	51,313	53,113	53,932	54,476
7	49,967	53,021	54,821	55,640	56,184
8	51,675	54,729	56,529	57,348	57,892
9	53,383	56,437	58,237	59,056	59,600
10	55,091	58,145	59,945	60,764	61,308
11	56,799	59,853	61,653	62,472	63,016

B.) For a Teacher with greater than ten (10) years of teaching experience and who worked the prior year in the Greenland School District, and in compliance with Article 15-1.0 or 15-1.1:

1. The Teacher's 2015-2016 base salary will be increased by 3.0% for the 2016-2017 base salary.
2. The degree stipends will be as follows:

<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
\$3,054	\$4,854	\$5,673	\$6,217

3. A Teacher with greater than ten (10) years of teaching experience, with five (5) years of teaching in the Greenland School District, and who received a longevity stipend in the 2015-16 fiscal year; will have a longevity stipend of \$100 per teaching year multiplied by each year of teaching added to the Teachers' gross salary.
4. A Teacher with greater than ten (10) years of teaching experience, and who did not receive a longevity stipend in 2015-16 will need to have greater than ten (10) years of teaching in the Greenland School District before receiving a longevity stipend. The longevity stipend will be calculated for every Greenland teaching year over ten (10) Greenland teaching years multiplied by \$100. (Example: Eleven (11) teaching years in Greenland 11 years – 10 years x \$100 = \$100)

SALARY SCHEDULE FOR THE FISCAL YEAR 2017-2018

A.) For a Teacher with ten (10) years or less of experience and in compliance with Article 15-1.0 or 15-1.1:

<u>STEPS</u>	<u>B</u>	<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
1	40,474	43,620	45,474	46,317	46,878
2	42,134	45,279	47,133	47,977	48,537
3	43,793	46,939	48,793	49,636	50,197
4	45,453	48,598	50,452	51,296	51,856
5	47,112	50,258	52,112	52,955	53,515
6	48,771	51,917	53,771	54,615	55,175
7	50,431	53,576	55,430	56,274	56,834
8	52,090	55,236	57,090	57,933	58,494
9	53,750	56,895	58,749	59,593	60,153
10	55,409	58,555	60,409	61,252	61,813
11	57,069	60,214	62,068	62,912	63,472

B.) For a Teacher with greater than ten (10) years of teaching experience and who worked the prior year in the Greenland School District, and in compliance with Article 15-1.0 or 15-1.1:

1. The Teacher's 2016-2017 base salary will be increased by 3.0% for the 2017-2018 base salary.
2. The degree stipends will be as follows:

<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
\$3,146	\$5,000	\$5,843	\$6,404

3. A Teacher with greater than ten (10) years of teaching experience, with five (5) years of teaching in the Greenland School District, and who received a longevity stipend in the 2015-16 fiscal year; will have a longevity stipend of \$90 per teaching year multiplied by each year of teaching added to the Teachers' gross salary.
4. A Teacher with greater than ten (10) years of teaching experience, and who did not receive a longevity stipend in 2015-16 will need to have greater than ten (10) years of teaching in the Greenland School District before receiving a longevity stipend. The longevity stipend will be calculated for every Greenland teaching year over ten (10) Greenland teaching years multiplied by \$90. (Example: Eleven (11) teaching years in Greenland 11 years – 10 years x \$100 = \$100)

SALARY SCHEDULE FOR THE FISCAL YEAR 2018-2019

A.) For a Teacher with ten (10) years or less of experience and in compliance with Article 15-1.0 or 15-1.1:

<u>STEPS</u>	<u>B</u>	<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
1	41,527	44,767	46,676	47,545	48,122
2	43,146	46,386	48,296	49,165	49,742
3	44,766	48,006	49,915	50,784	51,361
4	46,385	49,625	51,535	52,404	52,981
5	48,005	51,245	53,154	54,023	54,600
6	49,624	52,864	54,774	55,643	56,220
7	51,244	54,484	56,393	57,262	57,839
8	52,863	56,103	58,013	58,882	59,459
9	54,483	57,723	59,632	60,501	61,078
10	56,102	59,342	61,252	62,121	62,698
11	57,722	60,962	62,871	63,740	64,318

B.) For a Teacher with greater than ten (10) years of teaching experience and who worked the prior year in the Greenland School District, and in compliance with Article 15-1.0 or 15-1.1:

1. The Teacher's 2017-2018 base salary will be increased by 3.0% for the 2018-2019 base salary.
2. The degree stipends will be as follows:

<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
\$3,240	\$5,150	\$6,018	\$6,596

3. A Teacher with greater than ten (10) years of teaching experience, with five (5) years of teaching in the Greenland School District, and who received a longevity stipend in the 2015-16 fiscal year; will have a longevity stipend of \$80 per teaching year multiplied by each year of teaching added to the Teachers' gross salary.
4. A Teacher with greater than ten (10) years of teaching experience, and who did not receive a longevity stipend in 2015-16 will need to have greater than ten (10) years of teaching in the Greenland School District before receiving a longevity stipend. The longevity stipend will be calculated for every Greenland teaching year over ten (10) Greenland teaching years multiplied by \$80. (Example: Eleven (11) teaching years in Greenland 11 years – 10 years x \$100 = \$100)

SALARY SCHEDULE FOR THE FISCAL YEAR 2019-2020

A.) For a Teacher with ten (10) years or less of experience and in compliance with Article 15-1.0 or 15-1.1:

<u>STEPS</u>	<u>B</u>	<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
1	42,316	45,653	47,620	48,515	49,109
2	43,924	47,261	49,228	50,123	50,717
3	49,763	53,100	55,067	55,962	56,557
4	47,140	50,477	52,444	53,339	53,933
5	48,748	52,085	54,052	54,947	55,541
6	50,355	53,693	55,660	56,555	57,149
7	51,963	55,301	57,268	58,163	58,757
8	53,571	56,909	58,876	59,771	60,365
9	55,179	58,517	60,484	61,379	61,973
10	56,787	60,125	62,092	62,986	63,581
11	58,395	61,733	63,700	64,594	65,189

B.) For a Teacher with greater than ten (10) years of teaching experience and who worked the prior year in the Greenland School District, and in compliance with Article 15-1.0 or 15-1.1:

1. The Teacher's 2018-2019 base salary will be increased by 3.0% for the 2019-2020 base salary.
2. The degree stipends will be as follows:

<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
\$3,337	\$5,304	\$6,199	\$6,793

3. A Teacher with greater than ten (10) years of teaching experience, with five (5) years of teaching in the Greenland School District, and who received a longevity stipend in the 2015-16 fiscal year; will have a longevity stipend of \$70 per teaching year multiplied by each year of teaching added to the Teachers' gross salary.
4. A Teacher with greater than ten (10) years of teaching experience, and who did not receive a longevity stipend in 2015-16 will need to have greater than ten (10) years of teaching in the Greenland School District before receiving a longevity stipend. The longevity stipend will be calculated for every Greenland teaching year over ten (10) Greenland teaching years multiplied by \$70. (Example: Eleven (11) teaching years in Greenland 11 years – 10 years x \$100 = \$100)

SALARY SCHEDULE FOR THE FISCAL YEAR 2020-2021

A.) For a Teacher with nine (9) years or less of experience and in compliance with Article 15-1.0 or 15-1.1:

<u>STEPS</u>	<u>B</u>	<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
1	43,416	46,853	48,879	49,801	50,413
2	44,848	48,286	50,312	51,233	51,846
3	46,281	49,718	51,744	52,666	53,278
4	47,714	51,151	53,177	54,099	54,711
5	49,147	52,584	54,610	55,532	56,144
6	50,579	54,017	56,043	56,964	57,577
7	52,012	55,449	57,475	58,397	59,009
8	53,445	56,882	58,908	59,830	60,442
9	54,878	58,315	60,341	61,263	61,875
10	56,310	59,748	61,773	62,695	63,308

B.) For a Teacher with greater than nine (9) years of teaching experience and who worked the prior year in the Greenland School District, and in compliance with Article 15-1.0 or 15-1.1:

1. The Teacher's 2019-2020 base salary will be increased by 3.07% for the 2020-2021 base salary.
2. The degree stipends will be as follows:

<u>B+30</u>	<u>M</u>	<u>M+15</u>	<u>M+30</u>
\$3,437	\$5,463	\$6,385	\$6,997

3. A Teacher with greater than ten (10) years of teaching experience, with five (5) years of teaching in the Greenland School District, and who received a longevity stipend in the 2015-16 fiscal year; will have a longevity stipend of \$60 per teaching year multiplied by each year of teaching added to the Teachers' gross salary.
4. A Teacher with greater than ten (10) years of teaching experience, and who did not receive a longevity stipend in 2015-16 will need to have greater than ten (10) years of teaching in the Greenland School District before receiving a longevity stipend. The longevity stipend will be calculated for every Greenland teaching year over ten (10) Greenland teaching years multiplied by \$60. (Example: Eleven (11) teaching years in Greenland 11 years – 10 years x \$100 = \$100)

GREENLAND SCHOOL DISTRICT
EMPLOYMENT CONTRACT

1. Preamble. This Employment Contract, hereinafter called the “Contract,” is entered into this 1st day of July, 2016; between the Greenland School Board, hereinafter called the “Board,” and _____, hereinafter called the “Teacher.”
2. Employment and Term. The Board agrees to and does employ the Teacher for 188* days for the period July 1, 2016 through June 30, 2017 inclusive; at the salary of _____ to be paid in accordance with Pay Plan _____ (___), commencing on _____ 2016, with the last installment to be paid in June 30, 2017.
3. Authority and Responsibility. The Teacher agrees to work for the Board for said period and agrees to conform to and carry out all of the laws and all lawful rules and regulations including adopted Board policies which may be enacted relative to the conduct of schools, employees and/or students and to perform such other extracurricular activities as may from time to time be required by her/his supervisor.
4. Certification. The Teacher shall be required to hold for the life of this Contract a valid certificate in the area of education, properly registered and issued by the State of New Hampshire. The Teacher hereby warrants that he/she is qualified by a certificate; license or permit issued by the State of New Hampshire and is a qualified teacher in the subject or subjects, which he/she is employed to teach.
5. Termination. The Board may, without liability, terminate this Contract in accordance with the Revised Statutes Annotated of the State of New Hampshire, Chapter 189, and any amendments thereto. This Contract is void unless the Teacher holds a valid credential to teach in the position for which he/she has been employed and in which he/she is a Teacher.

A Teacher, who fails to sign this Contract in duplicate and return one (1) copy to the Superintendent of Schools within fifteen (15) days from date of issuance, shall be considered to have declined employment.

6. Resignation. A Teacher who signs a Contract with the Board and gives written notice on or before July 15th of intent to resign will not be released from the Contract until a suitable replacement has been found or forty-five (45) days have expired.

After July 15th, a Teacher who signs a Contract with the Board shall be released from the Contract only at the discretion of the Board and will be required to work in her/his professional capacity for the ensuing school year.

7. Terms and Conditions. All of the terms and conditions of the Collective Bargaining Agreement (CBA) dated July 1, 2016 - June 30, 2021, and any amendments thereto, are incorporated herein by reference and made a part of this Contract.
8. Savings Clause. This Contract is subject to all applicable laws, rules, and regulations of the State of New Hampshire. Any portion of this Contract, declared invalid, under the laws of the State of New Hampshire or of the United States of America shall not affect the validity of the remainder of the Contract.

IN WITNESS WHEREOF the parties have executed this Contract on this _____ day of _____, 2016.

*Shall mean school days defined by the New Hampshire State Board of Education Regulations.

BY:

Superintendent of Schools

Teacher

PERCENT WORKED: X

YOY:	X	
BASE SALARY:		\$XX,XXX
DEGREE STIPEND:	X	XX
LONGEVITY: YRS.	X	XX
TOTAL CONTRACT:		\$XX,XXX

GREENLAND SCHOOL DISTRICT
EMPLOYMENT CONTRACT

1. Preamble. This Employment Contract, hereinafter called the “Contract,” is entered into this 1st day of July, 201X; between the Greenland School Board, hereinafter called the “Board,” and _____, hereinafter called the “Teacher.”
 2. Employment and Term. The Board agrees to and does employ the Teacher for 189* days for the period July 1, 201X through June 30, 201X inclusive; at the salary of _____ to be paid in accordance with Pay Plan _____ (___), commencing on _____ 201X, with the last installment to be paid in June 30, 201X.
 3. Authority and Responsibility. The Teacher agrees to work for the Board for said period and agrees to conform to and carry out all of the laws and all lawful rules and regulations including adopted Board policies which may be enacted relative to the conduct of schools, employees and/or students and to perform such other extracurricular activities as may from time to time be required by her/his supervisor.
 4. Certification. The Teacher shall be required to hold for the life of this Contract a valid certificate in the area of education, properly registered and issued by the State of New Hampshire. The Teacher hereby warrants that he/she is qualified by a certificate; license or permit issued by the State of New Hampshire and is a qualified teacher in the subject or subjects, which he/she is employed to teach.
 5. Termination. The Board may, without liability, terminate this Contract in accordance with the Revised Statutes Annotated of the State of New Hampshire, Chapter 189, and any amendments thereto. This Contract is void unless the Teacher holds a valid credential to teach in the position for which he/she has been employed and in which he/she is a Teacher.
- A Teacher, who fails to sign this Contract in duplicate and return one (1) copy to the Superintendent of Schools within fifteen (15) days from date of issuance, shall be considered to have declined employment.
6. Resignation. A Teacher who signs a Contract with the Board and gives written notice on or before July 15th of intent to resign will not be released from the Contract until a suitable replacement has been found or forty-five (45) days have expired.

After July 15th, a Teacher who signs a Contract with the Board shall be released from the Contract only at the discretion of the Board and will be required to work in her/his professional capacity for the ensuing school year.

7. Terms and Conditions. All of the terms and conditions of the Collective Bargaining Agreement (CBA) dated July 1, 2016 - June 30, 2021, and any amendments thereto, are incorporated herein by reference and made a part of this Contract.

8. Savings Clause. This Contract is subject to all applicable laws, rules, and regulations of the State of New Hampshire. Any portion of this Contract, declared invalid, under the laws of the State of New Hampshire or of the United States of America shall not affect the validity of the remainder of the Contract.

IN WITNESS WHEREOF the parties have executed this Contract on this _____ day of _____, 201X.

*Shall mean school days defined by the New Hampshire State Board of Education Regulations.

BY:

Superintendent of Schools

Teacher

PERCENT WORKED: X

YOE:	<u> X </u>	
BASE SALARY:		<u> \$XX,XXX </u>
DEGREE STIPEND:	<u> X </u>	<u> XX </u>
LONGEVITY: YRS.	<u> X </u>	<u> XX </u>
TOTAL CONTRACT:		<u> \$XX,XXX </u>