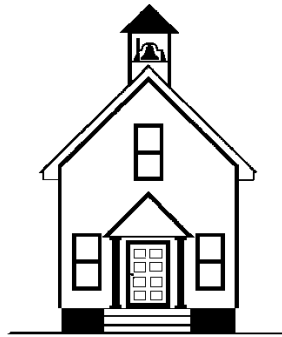


AGREEMENT
BETWEEN
THE HAVERHILL COOPERATIVE
SCHOOL BOARD
AND THE
HAVERHILL COOPERATIVE
EDUCATION ASSOCIATION/N.E.A.-N.H.

July 1, 2009 to June 30, 2012



January 22, 2010

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PREAMBLE

AGREEMENT, made by and between the Haverhill Cooperative School Board, hereinafter called the "Board" and the Haverhill Cooperative Education Association/N.E.A.-N.H., hereinafter called the "Association".

WITNESSETH:

WHEREAS, the parties have negotiated and have reached certain understandings which they desire to confirm in this Agreement,

THEREFORE, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I
RECOGNITION

1.1 The Board recognizes the Haverhill Cooperative Education Association/N.E.A.-N.H. as the exclusive representative of all permanent full-time teachers including the librarian and the guidance counselor, employed by the Haverhill Cooperative School District for the purpose of negotiating with the board with respect to terms and conditions of employment as defined in the Public Employee Labor Relations Act, R.S.A. 273-A, Definitions, XI:

"Terms and conditions of employment" means wages, hours and other conditions of employment other than managerial policy within the exclusive prerogative of the public employer, or confided exclusively to the public employer by statute or regulations adopted pursuant to statute. The phrase "managerial policy within the exclusive prerogative of the public employer" shall be construed to include but shall not be limited to the functions, programs and technology, the public employer's organizational structure, and the selection, direction and number of its personnel, so as to continue public control of governmental functions.

1.2 The Board agrees to meet, confer, and negotiate with representatives of the Association concerning such matters.

1.3 The term teacher shall mean a full-time professional employee of the Haverhill Cooperative School District whose position requires certification by the State Board of Education as a professional engaged in classroom teaching. This term teacher* shall exclude all others employed by the Board including Superintendents, Assistant Superintendents, Principals, Assistant Principals**, Directors, Coordinators, Teacher Consultants, Department Heads**, Business Administrators, or other persons employed by the State Board of Education and all other employees of the Board.

1.4 The Association agrees to represent equally all such teachers in the unit designated above without discrimination and without regard to membership in the Association.

1.5 This recognition shall not preclude the School Board from communicating with, consulting, or dealing with any individual teacher or group of teachers for any educational purpose the School Board shall deem desirable in the discharge of its responsibilities by statute, policy or regulations, nor shall it preclude any teacher from appearing before the School Board in his/her own behalf on matters relating to his/her employment with the District.

1.6 During the term of this agreement, the Board agrees not to negotiate with any teachers' group or Association other than the designated Unit in regard to any matters subject to negotiations under Article I.

*Term teacher when used in the remainder of this agreement shall be as defined in Article I, including librarian and guidance counselor. **Department heads and Assistant Principals shall be considered out of the Bargaining Unit if they spend a minimum of 50% of their time performing administrative duties.

ARTICLE II
NEGOTIATIONS PROCEDURE

2.1 On or before October 15 of the appropriate year, the Association shall present to the Board its request concerning salaries, direct economic benefits, and terms and conditions of employment. On or before October 15, the parties agree to enter into negotiations in a good faith effort to reach agreement concerning terms and conditions of employment as defined in R.S.A. 273-A:1, Definitions, XI:

"Terms and conditions of employment" means wages, hours and other conditions of employment other than managerial policy within the exclusive prerogative of the public employer, or confided exclusively to the public employer by statute or regulation adopted pursuant to statute. The phrase "managerial policy within the exclusive prerogative of the public employer" shall be construed to include but shall not be limited to the functions, programs, and methods of the public employer, including the use of technology, the public employer's organizational structure, and the selection, direction and number of its personnel, so as to continue public control of governmental functions.

2.2 Any agreement reached shall be reduced to writing and signed by the Board and the Association. Any agreement reached which required the expenditure of public funds for its implementation shall not be binding upon the Board, unless and until the necessary appropriations have been approved by the voters of the District. The Board shall make a good faith effort to secure the funds necessary to implement said agreements. If such funds are not forthcoming, the Board and the Association shall resume negotiations regarding salaries and direct economic benefits if affected thereby, in accordance with the provisions of this Agreement.

2.3 If the parties fail to reach agreement on any matter or matters which are subject to negotiations, either party may declare an impasse. All resolutions of impasse will be resolved through R.S.A. 273-A.

2.4 During the Negotiations Procedures to include mediation and/or fact finding, except where it is beyond our control, the bargaining parties mutually agree not to meet during working hours.

ARTICLE III
JURISDICTION AND AUTHORITY OF SCHOOL BOARD

3.1 The Board, subject only to the language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right in accordance with applicable laws and regulations to direct and manage all activities of the School District.

3.2 The parties agree that neither the Board nor the Superintendent may lawfully delegate powers, discretions or authorities which, by law, are vested in them, and this Agreement shall not be construed so as to limit or impair their respective statutory powers, discretions or authorities.

ARTICLE IV
GRIEVANCE PROCEDURE

4.1 A grievance shall mean a complaint by a member of the bargaining unit that there has been a violation or mis-application of the provisions of this agreement.

4.2 The term "day" when used in this Article shall mean school days, except at the end of the school year when they shall be Monday through Friday, excluding holidays.

4.3 A grievance to be considered under this procedure must be initiated in writing, by the employee within ten (10) days of its occurrence, or from the time the teacher should have known of its occurrence. The following matters are excluded from the grievance procedure:

- a. Any matter for which a specific method of review is prescribed and expressly set forth by law, or by any rule or regulation of the State Commissioner of Education.
- b. A complaint by a probationary teacher which is caused by his/her not being re-employed.
- c. A complaint by any certified personnel caused by appointment or lack of appointment, retention or lack of retention for which a continuing contract is not possible or required.
- d. Any matter which, according to law, is beyond the scope of the board's authority or limited to the unilateral action by the board alone.

4.4 Failure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person to proceed to the next step.

4.5 Failure in any step to appeal a grievance to the next step within the specified time limits shall be deemed a waiver of future appeal of the decision, and will be considered acceptance of the decision rendered.

4.6 An aggrieved person may be represented at all stages of the grievance procedure by himself/herself or by counsel of his/her own choosing.

4.7 Both parties shall have the right to request a personal meeting with the other to resolve a grievance. Upon request, said meeting shall be arranged at a mutually acceptable time. If the meeting fails to occur due to lack of attendance by either party, the meeting must occur within ten (10) days of the original meeting date. If the individual grievant fails to make the second (2nd) meeting, then the decision made at that level shall be considered final. If the grievant is not granted a personal meeting at any step, then the grievant is entitled to proceed to the next step.

4.8 Step 1: Any teacher who has a grievance shall first discuss it with his/her immediate supervisor in an attempt to resolve the matter mutually at that level. A decision shall be rendered within five (5) days.

4.9 Step 2: If the teacher is not satisfied with the decision, he/she may appeal the decision to the Principal within five (5) days after the receipt of the decision of the immediate supervisor. The appeal shall be in writing, and specify:

- a. The nature of the grievance;
- b. The injury and the loss which is claimed;
- c. The remedies sought.

The principal shall investigate the matter and communicate the decision in writing to the grievant within five (5) days from receipt of the written grievance.

4.10 Step 3: If the teacher is not satisfied with the decision rendered by the Principal, he/she may appeal to the Superintendent. The appeal shall be made in writing within five (5) days after receipt of the Principal's decision. The Superintendent shall investigate the grievance and render his/her decision in writing within ten (10) days after receipt of the appeal at this level.

4.11 Step 4: If the teacher is not satisfied with the decision rendered by the Superintendent, he/she may within five (5) days of receipt of the Superintendent's reply appeal his/her grievance to the School Board. The Board or a committee thereof shall review the grievance and either party may request a hearing be held with those involved in the grievance prior to the Board making its decision. Such hearing shall be held in executive session and be held no sooner than ten (10) days nor later than twenty (20) days of said request, which time may be extended upon mutual agreement. The School Board shall render its decision in writing within ten (10) days of hearing. If no hearing is held, then the Board shall render its decision within fifteen (15) days of said appeal.

4.12 Step 5: If the decision of the Board does not resolve the grievance and the Association determines that the matter should be arbitrated, the Association shall notify the Superintendent in writing of its demand for arbitration within fifteen (15) days after the deadline for the School Board's decision at step 4. An arbitrator shall be selected, when possible, by mutual agreement of the Superintendent and the Association. If the parties are unable to select an arbitrator by mutual agreement, an arbitrator shall be selected in accordance with the rules of the American Arbitration Association. The arbitrator shall be limited to issues submitted by the parties, and shall consider nothing else. The arbitrator shall neither add to nor subtract from this Agreement. The arbitrator's decision shall be final and binding. Each party shall bear its own fees and costs, but the parties shall share the arbitrator's fees and costs equally.

ARTICLE V
MATERNITY LEAVE OF ABSENCE

5.1 Maternity Leave up to one (1) school year may be granted, without pay or other benefits, to pregnant female teachers for the purpose of child bearing. The teacher shall notify the Superintendent of the pregnancy as soon as it is determined and of her desire to take such Leave with an estimated date of the Leave's commencement. Except in cases of emergency, the teacher shall also give at least thirty (30) days notice prior to the date on which her Leave is to begin. A teacher who is pregnant may continue in active employment until as late into her pregnancy as she desires, provided in the judgment of the Principal she is able to properly perform all required functions and with the written approval of her attending physician.

5.2 Accumulated sick leave may be used for illness or disability relating to pregnancy both before and after the birth. A letter from an attending physician may be requested to document the disability.

5.3 Upon timely written request from the Superintendent, a teacher who is on maternity leave shall, on or before March 1, notify the Superintendent of her intent to return to work.

5.4 If the pregnancy is terminated before full term and birth of the child, the teacher may apply for termination of Leave. The return of the teacher to work prior to the beginning of the following school year or prior to the originally planned date of return to work is at the sole discretion of the Superintendent.

5.5 Except when a competent certified replacement cannot be contracted, child care leave of up to one year, for child rearing or adoption, will be granted without pay to teachers, upon written request for such leave. Notification of the intent to take such leave shall be made in writing to the Superintendent at least ninety (90) days prior to the date on which the leave is to begin, except in cases of emergency. Childcare leave notification shall also include the termination date of such leave. Childcare leave shall commence and end at the beginning of a marking period (quarter).

5.6 At least ninety (90) days before the expiration of the childcare leave, the teacher must notify the Superintendent in writing if the teacher intends to return to work. If the Superintendent does not receive such notice in writing within the 90-day period, the teacher shall lose any right or entitlement to a teaching position in the district. A teacher planning on returning to the district for the following school year must notify the Superintendent in writing by March 15th of his/her intent to return. A person failing to do so shall lose any right or entitlement to a teaching position in the district. At the conclusion of the leave, with timely notice of return, the employee shall be reinstated to their position or to a similar position within the same classification.

5.7 Nothing in this article shall be interpreted to reduce benefits available to an employee under the Family and Medical Leave Act.

ARTICLE VI
PERSONAL DAYS

6.1 Teachers shall be allowed a total of up to three (3) days (non-accumulative) leave per school year without loss of pay to care for urgent or compelling personal business and emergencies for which no other time than in-school time can be used.

6.2 Two (2) days of the three (3) personal days shall be granted without a reason being given to the Building Principal although notification shall be given twenty-four (24) hours prior to taking the day. No day may be taken one day prior to or one day after any vacation period without prior approval by the Superintendent of Schools or his/her designee. Vacation period means school vacation and any day Monday through Friday during the work year that there is no school.

6.3 The determination of what is urgent and compelling personal business and urgencies shall be at the sole discretion of the Building Principal. Notification should be given as soon as possible to the Principal. Personal days may be applied in whole or half-days as determined by the Principal. Except in emergencies, a teacher must have written approval from his/her Principal prior to taking a personal day.

6.4 Verbal approval given in emergency situations must later be stated in writing. The general intent of the urgent and compelling business shall be stated in writing. If necessary, further details will be given verbally to the Principal.

ARTICLE VII

SICK LEAVE

7.1 A teacher shall be allowed up to fifteen (15) days of sick leave per year, accumulative to a maximum total of one hundred twenty-five (125) days.

7.2 Five (5) of the fifteen (15) yearly sick leave days may be used for illness in the immediate family. Immediate family is defined as children, spouse, or parents.

7.3 A doctor's certificate must be submitted, upon request, to the Principal in charge, in the event an illness is beyond five (5) consecutive school days. At the end of the school year, the days shall be five (5) calendar days, excluding weekends. If the employee does not submit a doctor's certificate within five (5) school days of the request, his/her pay will be reduced by the equivalent number of days lost.

7.4 Sick Leave Bank - Additional sick leave may be granted to teachers who have used all their available sick leave at the sole discretion of the School Board, and any decision rendered by the School Board cannot be grieved. The number of additional sick leave days available to be used, at the discretion of the Board, will be equal to one-half (1/2) the total number of teachers in the bargaining unit as of September of the appropriate year. If these additional sick leave days are not used during the year, they will not carry over to the following year.

ARTICLE VIII

BEREAVEMENT LEAVE

8.1 A teacher shall be entitled to three (3) days per occurrence for bereavement leave in the event that an immediate family member dies. Immediate family member shall mean spouse, parent, step-parent, child, step-child, grandparent, grandchild, sibling, mother-in-law, father-in-law, brother-in-law, and sister-in-law. The teacher shall notify the Building Principal that he/she is taking the leave. The Superintendent may extend this leave at his/her discretion.

ARTICLE IX
INSURANCE

9.1 The School District shall offer full-time employees single, two-person or family membership in either Blue Choice HMO or Blue Choice POS.

9.2 The School District and the employee shall pay the following percentages of the premium for single, two-person or family membership in Blue Choice HMO:

School District	82.5%
Employee	17.5%

The School District shall pay the same dollar-amount toward the premium for single, two-person or family membership in Blue Choice POS that the School District pays toward the premium for the same membership in Blue Choice HMO, and the employee shall pay the difference.”

9.3 The School District shall offer employees a Section 125 Flexible Benefits Plan for health insurance deductions.

9.4 The Haverhill Cooperative School Board will pay \$2,000.00 in lieu of health insurance membership yearly to any teacher who qualifies for health insurance, but chooses to provide his or her own health coverage. Teachers opting for this payment must provide the Board with proof of their current alternative health insurance coverage annually by July 1. No such proof of coverage shall be required if the teacher is covered under a health plan held by another employee of this School District. If a teacher requests a waiver of the July 1 deadline, the final decision whether to waive the deadline shall be made by the Superintendent and shall not be subject to the grievance procedure.

9.5 The Haverhill Cooperative School District shall provide a \$15,000 term life insurance policy for each teacher.

9.6 This agreement only includes members of the bargaining unit and the Board reserves the right to make this benefit available to other employees.

ARTICLE X

SALARIES

10.1 It is agreed that the salaries for employees covered by this agreement shall be in accordance with the salary schedule established (Appendix B-D).

10.2 All teachers receiving advanced degrees or qualifying for BA+15, MA, MA+30 or CAGS track during the academic year or summer will be placed on the next (appropriate) track for the following (next) September, provided that notification is submitted the previous December 15 of the appropriate year.

10.3 The salaries for Extra-curricular Activities shall be in accordance with Appendix F. Stipends for Extra-curricular Activities shall be paid in a check separate from regular payroll.

10.4 No newly hired bargaining unit member shall be placed on a step higher than a currently employed bargaining unit member with equal or greater credited experience. Therefore, newly hired bargaining unit members shall be placed on steps in accordance with Appendix E.

ARTICLE XI
EXTRA CURRICULAR

11.1 Teachers may accept assignments to lead extra-curricular student activities sponsored by the Haverhill Cooperative School District. Determination of the job content and duration of the positions offered is the responsibility of the Superintendent.

11.2 The parties understand that acceptance of an extra-curricular assignment by a teacher is voluntary. The assignment will be for the duration of the activity during the school year, except that the School Board shall have the right to terminate any extra-curricular activity at any time and the teacher shall be paid through the termination date.

11.3 A teacher who accepts an extra-curricular assignment shall fulfill the assignment except for exigent circumstances. However, resignation from an extra-curricular assignment after its completion will not affect the employee's individual teaching contract.

11.4 Stipends shall not be paid for Extra-curricular Activities that are not on the list in Appendix F, nor shall such stipends be paid to more than one person for each activity listed in Appendix F, unless the School Board and the Association mutually agree in writing to do so before employees perform the Extra-curricular Activities. However, this does not prohibit multiple employees splitting a single stipend when they agree to do so.

ARTICLE XII
DUES DEDUCTION

12.1 It is agreed by and between the Haverhill Cooperative School District and the Haverhill Cooperative Education Association that upon receipt of written authorization thereof, signed by the teacher, the Board shall deduct an amount to provide payment of dues for membership and assessments of the N.E.A.-N.H. from the regular salary check of such teacher. Deductions shall be in equal amounts for ten (10) pay periods beginning the first pay of November. The amounts so deducted pursuant to such authorization of the teacher shall be promptly remitted directly to the N.E.A.-N.H..

12.2 Should the Haverhill Cooperative School District go to an automated system, the District would have the option of continuing or discontinuing dues deduction under the new system.

ARTICLE XIII
ASSOCIATION RIGHTS

13.1 The Board agrees that all employees shall have full freedom of association and self-organization as stated under R.S.A. 273-A

ARTICLE XIV
GENERAL PROVISIONS

14.1 Copies of this Agreement between the Haverhill Cooperative School District and the Haverhill Cooperative Education Association, N.E.A.-N.H. shall be reproduced within twenty (20) days after this Agreement is signed and will be presented to all teachers now or hereafter employed. The expenses incurred will be shared as follows: The Association agrees to provide the necessary manpower to type, reproduce, and assemble said Agreement and the Board agrees to provide all needed materials and equipment. Further, ten (10) copies of the Agreement will be furnished the Association for its use.

ARTICLE XV
SAVINGS CLAUSE

15.1 If any article or part of this Agreement is held to be invalid by operation of law, by a court of competent jurisdiction to include the Public Employee Labor Relations Board, or if compliance with or enforcement of any article or part should be restrained by said authority, the remainder of the Agreement shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or part.

ARTICLE XVI
RETIREMENT

16.1. A teacher who (1) has completed a minimum of twenty (20) years of full-time teaching, and (2) will have reached the age of fifty-five (55) by his/her retirement from the Haverhill Cooperative School District, shall be eligible for the following retirement stipend.

16.2. An eligible teacher who notifies the superintendent of schools in writing of his/her intention to retire by the December 1 prior to retirement, shall receive a one-time stipend as indicated in the table below. Said stipend shall be paid to the teacher by the August 1 after the teacher's retirement.

Upon completion of 10-14 years of full-time teaching in the District:	\$ 8,000
Upon completion of 15 years of full-time teaching in the District:	\$10,000

ARTICLE XVII
MILEAGE REIMBURSEMENT

17.1 All itinerant teachers and teachers who are required to use personal automobiles to attend School Administrative Unit staff development meetings outside of the Haverhill Cooperative School District shall be reimbursed for such travel at the current IRS rate.

ARTICLE XVIII
LIQUIDATED DAMAGES

18.1 After July 1st of any given school year, should a teacher resign his/her employment with this school district during the term of this Collective Bargaining Agreement, thereby failing to work for the district for the entire school year as required by his/her teaching contract (1) without procuring written permission from the School Board or (2) without giving sixty (60) days written advance notice, the teacher agrees to pay the school district the sum of \$600.00 as reasonable liquidated damages to compensate the district for expenses incurred by reason of the teacher's resignation.

ARTICLE XIX
TEACHER WORKLOAD

19.1 High School and Junior High School Teachers shall be assigned a course load which requires no more than five (5) different class preparations or six (6) periods for any given school day unless specifically agreed to by the individual teacher.

19.2 Except in exigent circumstances each teacher in the Haverhill Cooperative School District shall have two- hundred twenty-five (225) minutes of planning time weekly.

ARTICLE XX
FAIR TREATMENT

20.1 No employee who has been employed for more than three years will be suspended, disciplined or reprimanded except for just cause, however, an employee may not grieve a suspension or other discipline if the employee chooses to proceed with the statutory remedies available under RSA 189:13 or 14, or RSA 189:31 or 32. This provision shall not apply to non-renewals of teachers that are not tenured.

ARTICLE XXI
SABBATICAL LEAVE

21.1 Any member of the bargaining unit may apply for a leave of absence for the purpose of educational improvement, providing such person has been under contract in the Haverhill Cooperative School District a period of not less than seven (7) years and such application is filed with the Superintendent of Schools no later than November 1 of the year preceding the start of the leave.

21.2 Such leave shall be granted for not more than one (1) full school year. Two (2) half years sabbatical may be approved at the discretion of the Superintendent and the approval of the School Board. To be accepted, a proposal must be educationally sound and consistent with the teacher's staff development plan. Selection shall be made upon recommendation of the Superintendent and the approval of the School Board. The person or persons selected will receive benefits and one-half his/her salary for the term of the sabbatical (i.e., full year or one-half year). One alternate may be selected by the School Board for sabbatical leave should a recipient cancel by March 1.

21.3 If permission for a leave is granted, the recipient shall sign an agreement that he/she will return to teach in the Haverhill Cooperative School District for a period of not less than two (2) years. The Agreement shall state in writing that should the teacher leave the employ of the Haverhill Cooperative School District for any reason except death or serious illness during the two (2) year teaching obligation following completion of the sabbatical leave, or should the teacher fail to return at the expiration of the sabbatical leave, the teacher will reimburse the school district in full for any salaries, monies and benefits, including the cost of any benefits paid during the sabbatical leave plus interest from the dates of respective payments at the then current prime rate of interest. The Agreement shall have appended to it a promissory note to be signed by the teacher consistent with these terms.

21.4 A sabbatical leave recipient shall not be eligible for another sabbatical leave for a period of five (5) years from the date of termination of a sabbatical leave.

ARTICLE XXII
SCHOOL CALENDAR, YEAR AND DAY

- 22.1 The Board agrees to review suggestions from the teachers relative to such calendar prior to its final adoption. Snow/emergency days that are lost during the school year will not be made up during February vacation.
- 22.2 The NEA-NH State Convention day may be a professional day granted to those desiring to attend.
- 22.3 The school year in the teachers' contract shall read one hundred ninety (190) days, to consist of one hundred eighty (180) student contact days, five (5) other school days to be utilized and determined by the administration and five (5) snow/emergency days.
- 22.4 There shall be no more than one (1) staff meeting per week. Two (2) of the staff meetings per month shall not exceed sixty (60) minutes and the remainder shall not exceed ninety (90) minutes duration. Said meetings to include staff meetings, grade level meetings, and dual school meetings and the like. Staff may attend other meetings on a voluntary basis.
- 22.5 The school day shall consist of seven and one-half (7-1/2) hours, not including staff meetings.
- 22.6 Teachers may leave school immediately after the buses have departed on the day preceding a holiday or a vacation.

ARTICLE XXIII
TEACHER EVALUATION

23.1 Teachers shall be evaluated according to the approved School Board policy on staff evaluations. The forms and procedures in use at the beginning of the school year will remain in effect throughout the year. Before forms or procedures for evaluation are changed and approved by the Board, the Association will be given opportunity to review.

ARTICLE XXIV
PROFESSIONAL DEVELOPMENT

24.1 The School district shall reimburse each teacher for professional development activity costs(e.g., course tuition; workshop, conference or in-service registration) in accordance with this Article, provided that the activity meets the following criteria: (1) the teacher has a written individual staff development plan which satisfies the requirements set forth in the School Administrative unit No. 23 Master Plan and is approved by the building principal; and (2) the activity is relevant to the goals and objectives outlined in the teacher's individual staff development plan; and (3) the activity is approved in advance by the building principal.

24.2 The School District shall not reimburse teachers for college/university registration fees, travel to and from activities, books or other materials required for the activity, any college or university course in which the teacher receives a grade of less than a "B".

24.3 Course reimbursement shall be paid at the University of New Hampshire in-state rate for up to 6 graduate credits per year for each bargaining unit member. Reimbursement for workshops and conferences shall be at a rate of \$150 per bargaining unit member each year. In no event shall the total amount expended by the District under this Article exceed \$38,000 per year. Reimbursement shall be on a first come first served basis.

24.4 Bargaining unit members shall apply for reimbursement prior to taking a course or workshop, and shall be informed at that time whether sufficient funds remain available to cover the costs. Reimbursement shall be paid to the teacher within 30 days of the teacher's presentation to the Superintendent of (1) documentation that the teacher completed the course, workshop, or conference; (2) in the case of a course, documentation that the teacher completed the course with a grade of "B" or better; and (3) a receipt for the course, workshop, or conference charges incurred.

24.5 If a portion of the \$38,000 under Section 24.3 remains unencumbered after June 1, the unencumbered funds will be used toward reimbursement of course credits in excess of 6 credits, provided that teachers applied for reimbursement for those credits by June 1 and complied with the provisions of this Article.

24.6 If the School District has a need for an employee to get specific training or certification that requires an employee to take more than 6 course credits, and the employee agrees to take more than 6 course credits for that purpose, the School District may pay for more than 6 credits and the excess over 6 credits will not count against the \$38,000 in Section 24.3.

ARTICLE XXV
MISCELLANEOUS

25.1 A specialty teacher's total schedule shall be based on the daily schedule used in the building that the teacher begins his/her work day.

25.2 When a teacher is absent, the administration will attempt to secure a substitute teacher.

ARTICLE XXVI
DURATION OF AGREEMENT

26.1 This Agreement shall be effective July 1, 2009 to June 30, 2012.”

26.2 IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their duly authorized representatives.

Haverhill Cooperative Education
Association NEA/N.H.

Haverhill Cooperative School
Board

Dated _____

Dated _____

APPENDIX A

Salaries

It shall be understood that the School Board shall have the authority to refuse to grant automatic raises if, in their judgment, an increase is not justified on the basis of the teacher's performance.

APPENDIX B

Haverhill Cooperative Salary Schedule 2009-2010

APPENDIX C
HAVERHILL COOPERATIVE
Salary Schedule 2010-2011

APPENDIX-D
HAVERHILL COOPERATIVE
SALARY SCHEDULE 2011-2012

APPENDIX E

Step Placements for First-Year Employees

APPENDIX F

Extra Curricular Activities and Years of Experience Index

MEMORANDUM OF AGREEMENT
HEALTH INSURANCE STUDY COMMITTEE

The School District and the Association hereby agree to create a joint health insurance study committee for the purpose of exploring avenues to control healthcare costs. The committee shall consist of six (6) members, three (3) appointed by the School Board or its designee and three (3) appointed by the Association or its designee. The committee shall make recommendations for controlling healthcare costs to the School Board and the Association. Neither the School Board nor the Association shall be bound by the committee's recommendations. Any changes to current healthcare provisions in the collective bargaining agreement during the term of the Agreement must be mutually agreed upon by the School Board and the Association.

APPENDIX E - STEP PLACEMENTS FOR FIRST-YEAR EMPLOYEES

Prior Years of Credited Experience	Step Placement in 2009-10	Step Placement in 2010-11	Step Placement in 2011-12
0	1	1	1
1	2	2	2
2	3	3	3
3	4	4	4
4	5	5	5
5	6	6	6
6	7	7	7
7	8	8	8
8	9	9	9
9	10	10	10
10	11	11	11
11	12	12	12
12	13	13	13
13	13	14	14
14	14	15	15
15	15	16	16
16	15	16	17
17	16	17	18
18	17	18	19
19	17	18	19
20	18	19	20
21	19	20	21
22	20	21	21
23+	21	21	21

HCEA/NEA NH Representative

Date

HCSB Representative

Date

APPENDIX F

Extra Curricular Activities

ACTIVITY	Base	Base	Base	ACTIVITY	Base	Base	Base
	2009-10	2010-11	2011-12		2009-10	2010-11	2011-12
Athletic Director	\$4,580	\$4,580	\$4,580	MS Girl's Soccer 5-6	\$1,002	\$1,002	\$1,002
Athletic Director-MS	\$2,370	\$2,370	\$2,370	Sr. High Drama	\$1,017	\$1,017	\$1,017
Varsity Boy's Basketball	\$2,547	\$2,547	\$2,547	Sr. High Musical	\$1,114	\$1,114	\$1,114
Varsity Girl's Basketball	\$2,547	\$2,547	\$2,547	MS Musical/Drama	\$742	\$742	\$742
Varsity Boy's Soccer	\$1,990	\$1,990	\$1,990	Sr. High Yearbook	\$1,654	\$1,654	\$1,654
Varsity Girl's Soccer	\$1,990	\$1,990	\$1,990	Instrumental Music	\$445	\$445	\$445
Varsity Golf	\$1,596	\$1,596	\$1,596	Sr. High Choral Music	\$445	\$445	\$445
Varsity Baseball	\$1,840	\$1,840	\$1,840	National Honor Society	\$532	\$532	\$532
Varsity Softball	\$1,840	\$1,840	\$1,840	FBLA	\$659	\$659	\$659
Varsity Track & Field	\$1,641	\$1,641	\$1,641	Sr. High Student Council	\$639	\$639	\$639
Varsity Skiing - Alpine	\$1,641	\$1,641	\$1,641	MS Student Council	\$376	\$376	\$376
Varsity Cheerleading - Basketball	\$1,349	\$1,349	\$1,349	MS TSA	\$372	\$372	\$372
JV Boy's Basketball	\$1,819	\$1,819	\$1,819	MS Yearbook	\$372	\$372	\$372
JV Girl's Basketball	\$1,819	\$1,819	\$1,819	MS Track & Field	\$496	\$496	\$496
JV Boy's Soccer	\$1,214	\$1,214	\$1,214	Math League	\$487	\$487	\$487
JV Girl's Soccer	\$1,214	\$1,214	\$1,214	FHA	\$487	\$487	\$487
JV Baseball	\$1,011	\$1,011	\$1,011	SADD	\$487	\$487	\$487
JV Softball	\$1,011	\$1,011	\$1,011	Youth & Government	\$481	\$481	\$481
MS Boy's Basketball 1	\$1,457	\$1,457	\$1,457	Sr. High Special Olympics	\$481	\$481	\$481
MS Boy's Basketball 2	\$1,457	\$1,457	\$1,457	Sr. High Journalism	\$496	\$496	\$496
MS Girl's Basketball 1	\$1,457	\$1,457	\$1,457	Class Advisors			
MS Girl's Basketball 2	\$1,457	\$1,457	\$1,457	Senior	\$672	\$672	\$672
MS Boy's Soccer 7-8	\$1,003	\$1,003	\$1,003	Senior	\$672	\$672	\$672
MS Girl's Soccer 7-8	\$1,003	\$1,003	\$1,003	Junior	\$546	\$546	\$546
MS Boy's Soccer 5-6	\$1,003	\$1,003	\$1,003	Junior	\$546	\$546	\$546
MS Baseball 1	\$877	\$877	\$877	Sophomore	\$432	\$432	\$432
MS Softball 1	\$877	\$877	\$877	Sophomore	\$432	\$432	\$432
MS Cheerleading	\$675	\$675	\$675	Freshman	\$425	\$425	\$425
Gr. 4/5 Boy's Basketball	\$792	\$792	\$792	Freshman	\$425	\$425	\$425
Gr. 4/5 Girl's Basketball	\$792	\$792	\$792	Sr. High Environmental Club	\$376	\$376	\$376
MS Coed Soccer 4	\$592	\$592	\$592	MS Environmental Club	\$376	\$376	\$376
				Sr. High Academic Quiz Team	\$376	\$376	\$376
				Technology Club - TSA	\$487	\$487	\$487
				BASE TOTAL	\$66,010	\$66,010	\$66,010

YEARS OF EXPERIENCE			INDEX
2009-10	2010-11	2011-12	
0	0	0	1.00
1	1	1	1.03
2	2	2	1.06
3	3	3	1.09
4	4	4	1.12
5	5	5	1.15
6	6	6	1.18
7	7	7	1.21
8	8	8	1.24
9	9	9	1.27
10	10	10	1.30
11	11	11	1.33
12	12	12	1.36
13	13	13	1.39
14	14	14	1.42
15	15	15	1.45
16	16	16	1.48
17	17	17	1.51
18	18	18	1.54
19	19	19	1.57
20	20	20	1.60
21	21	21	1.63
	22	22	1.66
		23	1.69

HCEA/NEA NH Representative Date

HCSB Representative Date

HAVERHILL COOPERATIVE SCHOOL DISTRICT

2009-10 Salary Schedule

Step	BA	BA+15	MA	MA+30	CAGS
1	32,196	33,238	34,726	35,768	36,810
2	33,419	34,461	35,949	36,991	38,033
3	34,643	35,684	37,173	38,215	39,257
4	35,866	36,908	38,396	39,438	40,480
5	37,089	38,131	39,620	40,662	41,703
6	38,313	39,355	40,843	41,885	42,927
7	39,536	40,578	42,067	43,108	44,150
8	40,760	41,802	43,290	44,332	45,374
9	41,983	43,025	44,514	45,555	46,597
10	43,207	44,249	45,737	46,779	47,821
11	44,430	45,472	46,960	48,002	49,044
12	45,654	46,695	48,184	49,226	50,268
13		47,919	49,407	50,449	51,491
14		49,142	50,631	51,673	52,714
15		50,366	51,854	52,896	53,938
16			53,078	54,119	55,161
17			54,301	55,343	56,385
18			55,524	56,566	57,608
19			56,748	57,790	58,832
20			57,971	59,013	60,055
21			59,195	60,237	61,278

HCEA/NEA NH Representative

Date

HCSB Representative

Date

HAVERHILL COOPERATIVE SCHOOL DISTRICT

2010-11 Salary Schedule

Step	BA	BA+15	MA	MA+30	CAGS
1	33,162	34,235	35,768	36,841	37,914
2	34,422	35,495	37,028	38,101	39,174
3	35,682	36,755	38,288	39,361	40,434
4	36,942	38,015	39,548	40,621	41,694
5	38,202	39,275	40,808	41,881	42,955
6	39,462	40,535	42,068	43,142	44,215
7	40,722	41,796	43,329	44,402	45,475
8	41,983	43,056	44,589	45,662	46,735
9	43,243	44,316	45,849	46,922	47,995
10	44,503	45,576	47,109	48,182	49,255
11	45,763	46,836	48,369	49,442	50,515
12	47,023	48,096	49,629	50,702	51,776
13		49,356	50,889	51,963	53,036
14		50,617	52,150	53,223	54,296
15		51,877	53,410	54,483	55,556
16			54,670	55,743	56,816
17			55,930	57,003	58,076
18			57,190	58,263	59,336
19			58,450	59,523	60,597
20			59,710	60,784	61,857
21			60,971	62,044	63,117

HCEA/NEA NH Representative Date

HCSB Representative Date

HAVERHILL COOPERATIVE SCHOOL DISTRICT

2011-12 Salary Schedule

Step	BA	BA+15	MA	MA+30	CAGS
1	34,156	35,262	36,841	37,946	39,051
2	35,454	36,560	38,139	39,244	40,349
3	36,752	37,858	39,437	40,542	41,647
4	38,050	39,156	40,735	41,840	42,945
5	39,348	40,454	42,033	43,138	44,243
6	40,646	41,751	43,331	44,436	45,541
7	41,944	43,049	44,628	45,734	46,839
8	43,242	44,347	45,926	47,032	48,137
9	44,540	45,645	47,224	48,330	49,435
10	45,838	46,943	48,522	49,628	50,733
11	47,136	48,241	49,820	50,926	52,031
12	48,434	49,539	51,118	52,224	53,329
13		50,837	52,416	53,521	54,627
14		52,135	53,714	54,819	55,925
15		53,433	55,012	56,117	57,223
16			56,310	57,415	58,521
17			57,608	58,713	59,819
18			58,906	60,011	61,116
19			60,204	61,309	62,414
20			61,502	62,607	63,712
21			62,800	63,905	65,010

HCEA/NEA NH Representative Date

HCSB Representative Date

HAVERHILL COOPERATIVE SCHOOL DISTRICT

2008-09 Salary Schedule

Step	BA	BA+15	MA	MA+30	CAGS
1	31,258	32,270	33,715	34,726	35,738
2	32,446	33,458	34,903	35,914	36,926
3	33,634	34,645	36,090	37,102	38,113
4	34,822	35,833	37,278	38,290	39,301
5	36,009	37,021	38,466	39,477	40,489
6	37,197	38,209	39,654	40,665	41,677
7	38,385	39,397	40,842	41,853	42,865
8	39,573	40,584	42,029	43,041	44,052
9	40,761	41,772	43,217	44,229	45,240
10	41,949	42,960	44,405	45,417	46,428
11	43,136	44,148	45,593	46,604	47,616
12	44,324	45,336	46,781	47,792	48,804
13		46,523	47,968	48,980	49,991
14		47,711	49,156	50,168	51,179
15		48,899	50,344	51,356	52,367
16			51,532	52,543	53,555
17			52,720	53,731	54,743
18			53,908	54,919	55,931
19			55,095	56,107	57,118
20			56,283	57,295	58,306
21			57,471	58,483	59,494

2008-09 Demographic

Step	BA	BA+15	MA	MA+30	CAGS	Total
1	1					1
2	3	0.5				3.5
3	3		1			4
4	1	2	1			4
5	2		3			5
6	1		2			3
7	1	2		1		4
8	1	2	3.08			6.0789
9	1	3	1			5
10			1			1
11			1		1	2
12	6	2	2			10
13		1				1
14		2			1	3
15		14.2		1		15.2
16			1.05			1.0525
17			1			1
18			1.05			1.0526
19			1			1
20				1		1
21			5	1	4	10
Total	20	28.7	24.184	4	6	82.884

2008-09 Costs

Step	BA	BA+15	MA	MA+30	CAGS	Total
1	31,258	0	0	0	0	31,258
2	97,338	16,729	0	0	0	114,067
3	100,902	0	36,090	0	0	136,992
4	34,822	71,666	37,278	0	0	143,766
5	72,018	0	115,398	0	0	187,416
6	37,197	0	79,308	0	0	116,505
7	38,385	78,794	0	41,853	0	159,032
8	39,573	81,168	129,403	0	0	250,144
9	40,761	125,316	43,217	0	0	209,294
10	0	0	44,405	0	0	44,405
11	0	0	45,593	0	47,616	93,209
12	265,944	90,672	93,562	0	0	450,178
13	0	46,523	0	0	0	46,523
14	0	95,422	0	0	51,179	146,601
15	0	694,366	0	51,356	0	745,722
16	0	0	54,237	0	0	54,237
17	0	0	52,720	0	0	52,720
18	0	0	56,744	0	0	56,744
19	0	0	55,095	0	0	55,095
20	0	0	0	57,295	0	57,295
21	0	0	287,355	58,483	237,976	583,814
Total	758,198	1,300,656	1,130,405	208,987	336,771	3,735,017