2015 - 2017

PROFESSIONAL AGREEMENT

LAFAYETTE REGIONAL SCHOOL DISTRICT

Between the Lafayette Education Association
and The Lafayette Board of Education

Agreed to on
October 31, 2014

THE LAFAYETTE EDUCATION ASSOCIATION

by _____
Beverly Frenkiewich, President

and

THE LAFAYETTE BOARD OF EDUCATION

by _____
Luther Kinney, Board Chairperson

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ARTICLE I

OBJECTIVES

The Lafayette Board of Education ("Board") and the Lafayette Education Association will strive to arrive at an agreement that defines a compensation package that will attract and retain qualified, competent and experienced teachers, as well as reflecting an appropriate concern for the interest of the district's taxpayers.

The parties also agree that professional growth and excellence in education are to be encouraged.

ARTICLE II

POLICY

A. It is recognized that the Board has the authority on all issues within its jurisdiction, and nothing in this policy shall be interpreted as in any way limiting that authority, except as stated herein. This procedure in no way denies any teacher the right to further appeal.

B. A policy of hiring talented, qualified teachers with degrees will be followed, insofar as is possible, in order to enhance the productivity of the educational staff.

C. It is the policy of the Lafayette Regional School District not to discriminate on the basis of race, sex, color, religion, handicap, national origin, or sexual preference in the personnel practices, educational programs and activities which it operates, in accordance with Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, and section 504 of the Rehabilitation Act of 1973. Any inquiries concerning these statutes should be directed to the Office of the Superintendent of Schools, School Administrative Unit #35, 260 Cottage Street ~ Suite C, Littleton, NH 03561.

   Sexual harassment of any employee or student by any other employee or student, or by anyone with whom a student or employee may interact, in order to fulfill job or school responsibilities is, not only illegal as a form of sex discrimination as defined by Title VII of the 1964 Civil Rights Act and Title IX of the Educational Amendments of 1972, but also is a violation of this School Administrative Unit's policy and will not be tolerated.

ARTICLE III

GENERAL PROVISIONS

A. All professional personnel will be provided with a copy of this Agreement and all revisions or addenda.

B. This section is for the purpose of defining full and part time teachers only, and not to define the job description or responsibilities of professional teachers, which are understood to include substantial duties and responsibilities not listed herein.

1. The work day of a full time teacher is 1/2 hour before opening of school to 1/2 hour after close of school, meaning 7:30 AM - 3:00 PM = 7.5 hours per day or 37.5 hours per week.

2. Every effort will be made to ensure that all full-time teachers have one continuous 30 minute duty-free planning period per day, exclusive of lunch and recess times, at a time to be determined by the principal.

3. All members of the bargaining unit who work less than sixty percent (60%) of the work week shall not be entitled to benefits other than salary in this contract. No exception will be made without prior written agreement between the Board and Association.

4. Benefits of part time members of the bargaining unit will be paid on a pro-rata basis with payment of benefits being the same ratio as the hours worked are to the full time work week.

5. Subject to Board approval and provided the district would incur no additional cost, full time teachers who do not live in the Lafayette Regional School District may have their children attend Lafayette Regional School tuition free. Board approval would be necessary yearly.

6. When professional staff is required to change rooms, notice must be given prior to the last day of school unless unusual or unforeseen circumstances arise.

C. The contract year is defined as 188 days. These days will be used as follows: 180 student contact days; One (1) work day prior to the beginning of school, half of which may be used for room preparation; Three (3) curriculum development/professional improvement days that will be planned with professional staff collaboration with LEIP goals being the focus; One (1) principal scheduled day; and the remaining days to be scheduled by the teacher with advance approval on any non student contact day for staff development directed toward an individual's established goals arrived at through the usual goal setting process.

In the event that collaboration does not result in agreement over the use of a day, the Superintendent will attempt to facilitate a collaborative agreement. In the event the facilitation effort fails, the Superintendent or designee shall have final authority to determine the use of the day.

D. This Agreement may be altered, changed, added to, deleted from, or otherwise modified only through the mutual consent of the Board and Association in writing and a signed amendment to this Agreement.

ARTICLE IV

RECOGNITION

The Lafayette Regional School District recognizes the Lafayette Education Association/NEA New Hampshire as stated in RSA 273-A.

ARTICLE V

GRIEVANCE PROCEDURE

A. If any professional employee has reason to claim that there has been a violation or inequitable application of any of the provisions of this Agreement, the claimant will first discuss the matter with the immediate supervisor, within 15 school days of the incident, with the objective of resolving the matter informally. If the claim is not resolved or no decision is forthcoming from the supervisor within five school days, the claimant must reduce the claim to writing and file it with the building principal and the Association within ten school days of the first discussion above; otherwise, the claim will be considered dropped.

B. The principal will meet with the claimant, accompanied, if desired, by a representative designated by the Association, within 5 school days of receiving the written claim to resolve it. If the claim continues unresolved, or if no written decision is forthcoming from the principal within 15 school days after discussion, the claim may be submitted to the Superintendent of Schools within 20 school days after discussion; otherwise, the claim will be considered dropped.

C. The Superintendent will meet with the principal, claimant, and representative of the Association in a further effort to resolve the claim, within 5 school days of receiving claim. If the claim continues unresolved, or if no written decision is forthcoming from the Superintendent within 15 school days after the discussion the claimant may request directly, or through the Association, that the claim be brought before the School Board; otherwise, it will be considered dropped.

D. The Board will meet, within 15 school days of receipt of the unresolved claim, with the Superintendent, the grievant, the principal, an Association representative and with any witness deemed helpful by either party of the claim. This meeting will not be open to the public.

E. If the claim is not resolved, the claimant or Association may submit the grievance to binding arbitration, as administrated by the American Arbitration Association. The decision of the arbitrator shall be final and binding on the parties. Any arbitration decision rendered under Article V is subject to review under provisions of RSA:542.

ARTICLE VI

TEACHER EVALUATION

A. The purpose of evaluation is to assess the areas of strength and weakness of a teacher and to judge the competency of that teacher.

B. Teachers shall have the reasonable expectation of continued employment provided their services are competent, efficient, and satisfactory. Never the less, this may be superceded by Article X.

All teachers shall be advised as to the evaluation procedures of the District. In the event that a teacher is found to be unsatisfactory in any particular area, he/she shall be advised of the unsatisfactory area requiring change or improvement, etc., and shall be expected to remedy such deficiencies in his/her performance with the help of the School Administration, within a reasonable time and an opportunity provided for the teacher to do so.

Teachers will be observed in the classroom situation at the discretion of the administration. Each teacher will be observed annually at least the minimum number of times in the current Lafayette School District policy, which shall be available at the beginning of the school year.

A conference will be held between the teacher and the observer. The teacher will be given a written copy of the observation/evaluation. At the conclusion of the conference, the teacher will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the expressed understanding that such signature in no way indicates agreement with the content thereof. The teacher shall have the right to review the contents of his/her evaluation file with administration present at a mutually agreed upon time.

C. Nothing in this Article shall prohibit the District from disciplining or discharging a teacher for:

1) Incompetence
2) Neglect of Duty
3) Insubordination
4) Unprofessional conduct

ARTICLE VII

COURSE ELIGIBILITY AND PAYMENT

Eligibility:

The Principal shall decide if the extra credits to be earned by a teacher will be beneficial to the School District, and he or she will determine the eligibility of the teacher for prepayment or reimbursement. Application shall be made and approved prior to the enrollment in any course or program.

Payment:

A. The Lafayette Regional School District will prepay tuition and other related college fees for approved courses for all full-time professional personnel up to a maximum of twelve (12) credits per contract year per teacher at the then-current State University system rate. All current personnel must submit requests by February 1, after which the School District shall not be obligated to pay for any further tuition and related fees.

B. Upon completion of a prepaid college course the teacher will send a copy of the transcript to the Principal. Should a teacher fail to complete the course or fail to complete the course with a passing grade, then the teacher will reimburse the Lafayette Regional School District for all prepaid monies directly related to the course in question.

ARTICLE VIII

STAFF DEVELOPMENT

Staff Development requirements will not exceed State Certification regulations.

ARTICLE IX

LEAVE POLICY

A. Sick Leave

1. On the first working day of the contract year, the District shall make available to full-time teachers in their first 3 consecutive years of service, fifteen (15) days for use as paid sick leave. Current teachers and teachers who have completed 3 consecutive years of service shall have twenty (20) days made available for use as paid sick leave. Sick leave may accumulate to a maximum of 95 days per full-time teacher. Sick leave may be taken for illness or death in the family. Part-time teachers (as defined in Article III, Section D) with a regular schedule are entitled to this benefit on a prorated basis.

2. After five consecutive school days of illness, validation of cause of illness may be required by the Board of Education through the Superintendent of Schools. Such validation must be forthcoming as directed, or the benefits will not be received.

3. The sick leave policy will be effective beginning with the first contracted day. A report of accumulated sick leave will be made available to each employee in September of each new school year.

4. When a teacher must leave school because of illness while in charge of pupils, that day will be considered 1/2 or 1 full day of sick leave at the discretion of the principal.

5. If a teacher should exceed his or her number of sick leave days as stipulated above, he or she shall receive per day the difference between 1/200 of his or her salary and the pay of a substitute, subject to approval of the Board of Education and the Superintendent on a case by case basis.

6. Accumulated sick leave within School Administrative Unit #35 is transferable into the Lafayette Regional School District, but will not exceed the maximum number of sick days allowed by the Lafayette Regional School District.

B. Childbearing Leave

Any benefits necessary to bring Article IX paragraph B into compliance with Federal or State law will be negotiated if and when a request is made for leave with the understanding that existing benefits will not be reduced.

1. Childbearing shall be treated as any other illness or disability under this contract.

2. The employee will provide notice in anticipation of childbearing leave to the Principal sixty (60) days prior to such leave, except in case of emergency. The Principal shall notify the School Board who shall take action on the request at its next meeting following the receipt of a request.

3. A professional employee on childbearing leave may claim sick leave benefits for a period of actual physical disability occurring while on such childbearing leave, attested to by an attending physician. This includes physical disability indirectly relating to pregnancy, childbirth, or post-natal care which shall be considered forms of leave. Such sick leave benefits will be limited to the amount of sick leave actually accumulated by the employee. In cases where the illness or disability is in dispute, the Board and teacher shall, by mutual agreement, acquire a second medical opinion verifying the disability or the period of the same, provided that no medical request may be asked for any disability that involves less than five days.

4. A teacher who is pregnant may remain at work as long as she desires, provided she secures a written approval from her attending physician certifying to the teacher's good health. The Board reserves the right to request such certificates at such intervals as it may determine. Further, if the Superintendent, after consulting with the teacher's Principal, is concerned that the teacher is unable to adequately perform her duties, he may require doctor's certification that the teacher is physically fit to work.

5. In order to preserve the continuity of instruction, it is understood that childbearing leave terminates at a mutually agreed upon date, subject to the recommendation of the Superintendent and approval of the Board.

6. All personnel benefits accumulated prior to the commencement of the leave, and not used during the leave, will be retained unless the teacher does not renew her employment.

7. A teacher returning from leave shall be assigned a position within the scope of his/her certification. The return of a teacher from childbearing leave shall be contingent upon the condition that the program of studies in her certification exists, or that another vacancy in her certification exists. In the event that these conditions do not prevail, the teachers shall have the full rights and privileges under the Reduction in Force Clause (Article X).

8. If the pregnancy is terminated prior to the start of the leave, the leave shall be canceled upon notice from the teacher. This notice must be accompanied by a certificate of good health from the teacher's personal physician.

9. All childbearing leaves shall be subject to the following conditions:

   a. If the leave lasts less than ninety (90) school days, the teacher shall be awarded one salary step placement for the subsequent year, if the teacher returns to the school system.

   b. If the leave lasts less than ninety (90) school days, the teacher shall continue current medical insurance coverage during the leave, provided that the employee is not covered by the same, equivalent, or better insurance by another employing agency, subject to approval by the medical insurance carrier. If the leave lasts ninety (90) days or more, the district, in addition to the coverage in this paragraph above, will provide 50% of the usual medical insurance benefit for the leave period from 90 up to a maximum of 183 days. Any teacher taking a leave that last 90 days or more must sign an agreement to return to teach at Lafayette Regional School, or to reimburse the District for the cost of the medical insurance benefit of the leave period from 90 to 183 says (except in the case of disability).

C. Child Rearing Leave

1. Child rearing leave shall be granted without pay to teachers for the purpose of caring for dependent children at home.

2. The employee will provide notice in anticipation of childrearing leave to the Principal sixty (60) days prior to such leave, except in the case of emergency. The Principal shall notify the ol Board who shall take action on the request at its next meeting following the receipt of a request.

3. In order to preserve the continuity of instruction, it is understood that childrearing leave terminates at a mutually agreed upon date, subject to the recommendation of the Superintendent and approval of the Board.

4. All personnel benefits accumulated prior to the commencement of the leave, and not used during the leave, will be retained unless the teacher does not renew her employment.

5. A teacher returning from leave shall be assigned a position within the scope of his/her certification. The return of a teacher from childrearing leave shall be contingent upon the condition that the program of studies in his/her certification exists, or that another vacancy in his/her certification exists. In the event that these conditions do not prevail, the teachers shall have the full rights and privileges under the Reduction in Force Clause (Article X).

6. All childrearing leaves shall be subject to the following conditions:

   a. If the leave lasts less than ninety (90) school days, the teacher shall be awarded one salary step placement for the subsequent year, if the teacher returns to the school system.

   b. If the leave lasts less than ninety (90) school days, the teacher shall continue current medical insurance coverage during the leave, provided that the employee is not covered by the same, equivalent, or better insurance by another employing agency, subject to approval by the medical insurance carrier. If the leave lasts ninety (90) days or more, the district, in addition to the coverage above, will provide 50% of the usual medical insurance benefit for the leave period from 90 up to a maximum of 183 day. Any teacher taking a leave that lasts 90 days or more must sign an agreement to return to teach at Lafayette Regional School, or to reimburse the District for the cost of the medical insurance benefit of the leave period from 90 to 183 days (except in the case of disability).

D. Family Leave

Family and medical leave shall be provided in full conformance with pertinent statutes, including the 1993 Federal Family Medical Leave Act with the understanding that any existing benefits will not be reduced.

E. Emergency Leave

1. Each full-time member of the bargaining unit is entitled to three (3) days per year of emergency leave. The number of emergency days for part-time personnel will be pro-rated. Emergency leave shall be non-accumulative.

2. This leave must be used for death, serious illness, or extreme emergency. However, this leave is not automatic. The Principal will be charged with the responsibility of determining the validity of the request.

F. Personal Leave

All teachers will be given three (3) personal days per school year. These days must be requested at least four (4) school days prior to the leave with no explanation requirements.

G. Professional Leave

The cost of professional leave may be included by the Board of Education in the school budget. Professional leave may be granted by the building principal, with the approval of the Superintendent, for opportunities for professional growth. Requests for professional leave must be submitted to the building principal 14 days prior to requested leave date. The New Hampshire Education Association Convention day will be a no-school day.

1. Reimbursement -- Approved professional leave days will not exceed the following limitations: Meals -- $40 per day. Receipted bill required, no liquor allowed.

Mileage -- Current IRS mileage rate as it exists July 1 of each year, for all travel in personal vehicles. Over 150 mile radius -- the reimbursement rate and mode of travel is subject to recommendation by the Principal and Superintendent and approval of the Board of Education.

Lodging -- Prior approval of lodging is required. Receipts are also required.

Other expenses -- (Registration fees, dues, etc.) Receipts are required. Allowable if a necessary prerequisite of conference.

2. All requests for Leave Forms, showing requested expenses, will be prepared by the participant for the approval of the building principal, who will submit them to the Superintendent of Schools for final approval.

3. Request for Reimbursement Forms -- with receipted bills, will be submitted after a professional leave activity. The report will be submitted to the principal prior to any reimbursement.

H. Sabbatical Leave

1. A teacher who has 7 years of service with the district may apply for a sabbatical leave of up to one school year. The teacher must submit a written request to the principal by December 1, of the year before the leave would begin. Sabbatical requests must include a detailed plan for the sabbatical and must outline the benefits the sabbatical will offer to both the students of the district and to the professional improvement of the individual.

2. The application will be reviewed by a committee consisting of the building administrator, a school board member, and a member of the teaching staff. The teacher member of the committee will be selected by the LREA. This committee will review and recommend approval or denial of the sabbatical request to the full school board. The school board will notify the applicant of a decision by March 1. If a sabbatical application is denied by the board, the reasons for the denial will be written and forwarded to the applicant.

3. The following salary and benefits will be granted to a teacher on sabbatical leave:

   a. The district will pay the teacher 50% to 75% of his/her salary for that contract year at the discretion of the school board.

   b. The district will pay for 50% to 75% of the usual medical and dental insurance benefit at the discretion of the school board.

   c. Accumulated sick leave shall not be lost; nor shall any sick leave be accrued during the sabbatical leave.

   d. Course reimbursement shall be limited to six (6) credits per year, at the then current State University system rate.

   e. Credit for professional service shall be given while a person is on leave; thus a person who has just completed Step 6 may be placed on Step 8 of the salary schedule upon his/her return. Article XI, Section D applies to this item.

4. A person taking a sabbatical leave must sign an agreement to return to teach in the Lafayette School District for 3 years upon completion of a 1 year sabbatical, or 2 years upon completion of a less than 1 year sabbatical. In the event of failure to meet his/her obligations, except in case of death or disability, the teacher will reimburse the District for all expenses of the sabbatical leave.

I. Career Leave

1. A teacher who has five (5) consecutive years of service with the district may apply for a career leave of up to one school year, without pay. The teacher must submit a written request to the principal by February 1 of the year before the leave would begin. The administrator will then present the application to the full board for approval or denial. The Board will notify the applicant of a decision by April 1.

2. There will be no benefits provided to the teacher by the school district while on career leave. Teachers may, at their own expense, elect to continue as part of the district medical and dental plan.

3. Item B-7 in Article nine applies to career leave.

ARTICLE X

REDUCTION IN FORCE

The Lafayette Regional School District has the right to decrease the number of members in the bargaining unit, or to reduce the number of hours worked by a member of the bargaining unit, because of a decrease in enrollment, the discontinuance or the reduction of a program. Whenever this shall occur, the Superintendent shall, prior to the date specified in New Hampshire law, notify members of the bargaining unit within equal certification of the intent of failure to renominate and the Board and the Superintendent shall initially attempt to determine the number of possible resignations and retirements within equal certification in the bargaining unit in a good faith effort to avoid potentially unnecessary layoffs. If further reduction in force is necessary, the Board and Superintendent shall use the following criteria to determine which employee(s) will be reduced: their qualifications, experience, performance, and ability. If all these factors are relatively equal in the judgment of the Superintendent, or his/her designee, the employee(s) with the least seniority shall be laid off first from that bargaining unit.

A list of teachers by seniority within areas of certification will be provided to the President of the Lafayette Education Association upon his or her request.

ARTICLE XI

SALARY AND PLACEMENT POLICY

A. A single salary schedule for all classroom teachers is adopted.

B. Continuous teaching experience outside this District may be applicable and granted on the recommendation of the Superintendent and at the discretion of the Board of Education.

C. The salaries listed on the attached schedule are minimum for training and experience and may be exceeded only on initial contract on the recommendation of the Superintendent and at the discretion of the Board.

D. No teacher is to be given a schedule increment without definite recommendation from his/her supervisors (i.e. Principal and Superintendent of Schools).

E. If a teacher receives an unsatisfactory evaluation, the Board may elect to have the teacher remain on his/her present salary and/or step.

ARTICLE XII

CO-CURRICULAR ACTIVITIES

Compensation for co-curricular activities is to be stated on the individual contract, insofar as possible.

ARTICLE XIII

INSURANCE

A .Medical Insurance

1. The district will make available the Matthew Thornton MT 20 plan for current teachers at 87%/13% and 80%/20% for any new hires after July 1, 2013. Any current district employee would be exempt for the 80%/20% split in the first year of this agreement. In year two of the contract the premium is 86% for the district, 14% for the teacher.

2. The LREA may elect to change health insurance providers provided such change does not increase costs to the District.

3. Full-time staff members will be covered under single, two-person, or family plans depending on their eligibility and election.

4. Any current full-time professional staff member with ten or more years of service to the District who, involuntarily, is reduced to a part-time position shall retain full-time health benefits.

5. Each staff member desiring health care coverage must make written application and complete the required forms.

B. Dental Insurance

1. The School District will make available for all full-time staff members (as defined in Article III, Section D) dental insurance coverage. The district will pay for 100% of the cost for single person coverage for benefits not to exceed: A 100%, B 70%, C 50% with a $1,500 per person per year maximum. Teachers may choose to enroll in a two people or family plan by electing to have the required premium placed into their IRS Section 125 account.

2. Each staff member who is eligible for dental insurance must make written application and fill out the appropriate forms to be covered.

C. Life Insurance

1. The Lafayette Regional School District will provide for all full-time teachers (as defined in Article III, Section D) the premium payment for a convertible group term life insurance policy in the amount of 1.5 times the base salary.

2. A part-time teacher shall have the amount of coverage prorated.

3. Conditions

a. Said part-time teacher desires coverage.

b. If said part-time teacher secures a less expensive policy through a personal carrier, the board will make a single payment to said carrier up to an amount equal to total annual contribution as per Article XIII, Section B.

c. Changes in Article XIII, Section C can be made by mutual agreement.

D. The School district shall establish, as provided by Internal Revenue Service regulations, a section 125 account to provide pre-tax payment of all qualified expenses. The enrollment period will be until October 15th each school year.

ARTICLE XIV

RETIREMENT

A. Teachers shall be eligible for retirement benefits according to the following terms and conditions:

1. The teacher shall, at the time of retirement, have attained the age of fifty-five (55) years.

2. The teacher, full or part time, shall have been in the employ of the Lafayette Regional School District for ten (10) or more years and otherwise qualified for the New Hampshire Retirement System.

3. Written notice of the intention to retire shall be given to the Superintendent of Schools by December 1 in the school year that the teacher is planning to retire. Once the teacher's intent has been accepted by the Board, he/she shall have twenty days to submit a voluntary letter of resignation effective at the end of the school year. If this condition is met **then** the teacher shall receive a payment equal to 0.5% of their current salary times the number of years of service in the Lafayette School District. This is a one time payment paid in the month of July following the retirement.

   a. A teacher with 20 years of service at Lafayette shall have the right to participate in the District health insurance plans with the District paying up to $2,000 per year towards the cost until the individual reaches his/her age of Medicare eligibility, or age 67, whichever occurs first. This amount will be reduced by the amount of the health insurance benefits provided by the New Hampshire State Retirement System.

4. The School District shall pay teachers with a minimum of fifteen years of experience within the District, who are 55 years of age or older, and are retiring from the District 50% of the substitute teacher per diem rate for all unused, accumulated sick days up to 95 days.

ARTICLE XV

VOLUNTARY DUES DEDUCTION

A. The Board agrees to deduct from the salaries of its teachers dues for membership in the Lafayette Education Association and the National Education Association/New Hampshire.

B. Teachers who elect to have dues deducted may authorize these deductions through the President of the Lafayette Education Association, who will forward a list of teachers and the correct amount to be deducted from each teacher's salary to the School Administrative Unit office prior to November 1st of each school year. The deductions shall be made in 10 consecutive pay periods beginning in November. The amounts deducted shall be remitted to the President of the Lafayette Education Association monthly starting in December.

ARTICLE XVI

TEACHER DESIGNATE

At the beginning of each school year three teachers will be chosen by the administration to be a "Team Leader". Each team leader will be paid $300 per year.

ARTICLE XVII

DURATION

The provisions of this Agreement will become effective as of July 1, 2015 and shall continue in effect until June 30, 2017 or until a successor agreement is reached. The previously existing agreement for the period of July 1, 2013 to June 30, 2015 is terminated by mutual agreement as of July 1, 2015.

LAFAYETTE SALARY SCHEDULE
2015- 2016

Base Salary = $36,780 Horizontal Index #1 = 0.05
Vert. Index = 0.05

	BA	B+15	B+30	MA/BA+45	MA+15	MA+30
0	$36,780	$38,619	$40,458	$,42,297	$44,136	$45,975
1	$38,619	$40,458	$42,297	$44,136	$45,975	$47,814
2	$40,458	$42,297	$44,136	$45,975	$47,814	$49,653
3	$42,297	$44,136	$45,975	$47,814	$49,653	$51,492
4	$44,136	$45,975	$47,814	$49,653	$51,492	$53,331
5	$45,975	$47,814	$49,653	$51,492	$53,331	$55,170
6	$47,814	$49,653	$51,492	$53,331	$55,170	$57,009
7	$49,653	$51,492	$53,331	$55,170	$57,009	$58,848
8	$51,492	$53,331	$55,170	$57,009	$58,848	$60,687
9	$53,331	$55,170	$57,009	$58,848	$60,687	$62,526
10	$55,170	$57,009	$58,848	$60,687	$62,526	$64,365
11		$58,848	$60,687	$62,526	$64,365	$66,204
12			$62,526	$64,365	$66,204	$68,043
13			$64,365	$66,204	$68,043	$69,882
14			$66,204	$68,043	$69,882	$71,721

In order to move to step 14 on the salary schedule a teacher must have six years of consecutive service in the district.

In year one of this contract a 1.5% increase on base and a 2% increase for off step staff.

LAFAYETTE SALARY SCHEDULE
2016 - 2017

Base Salary = $37,332
Vert. Index = 0.05

Horizontal Index #1 = 0.05

	BA	B+15	B+30	MA/B+45	MA+15	MA+30
0	$37,332	$39,199	$41,066	$42,933	$44,800	$46,667
1	$39,199	$41,066	$42,933	$44,800	$46,667	$48,534
2	$41,066	$42,933	$44,800	$46,667	$48,534	$50,401
3	$42,933	$44,800	$46,667	$48,534	$50,401	$52,268
4	$44,800	$46,667	$48,534	$50,401	$52,268	$54,135
5	$46,667	$48,534	$50,401	$52,268	$54,135	$56,002
6	$48,534	$50,401	$52,268	$54,135	$56,002	$57,869
7	$50,401	$52,268	$54,135	$56,002	$57,869	$59,736
8	$52,268	$54,135	$56,002	$57,869	$59,736	$61,603
9	$54,135	$56,002	$57,869	$59,736	$61,603	$63,470
10	$56,002	$57,869	$59,736	$61,603	$63,470	$65,337
11		$59,736	$61,603	$63,470	$65,337	$67,204
12			$63,470	$65,337	$67,204	$69,071
13			$65,337	$67,204	$69,071	$70,938
14			$67,204	$69,071	$70,938	$72,805

In order to move to step 14 on the salary schedule a teacher must have six years of consecutive service in the district.

In year two of the contract 1.5% increase on base and 2% increase for off step staff.

From: belindamellaci@gmail.com
Subject: RE: District response
Date: 05/01/2015 01:08 PM
To: tollbooth3@excite.com

Thank you again. Talk to you soon.

On May 1, 2015 1:04 PM, "tollbooth3.excite" <tollbooth3@excite.com> wrote:

Hi Belinda:

I haven't heard back from the District yet today. I did hear from Jennifer Opalinsky. She was wondering shat was happening. I have not given her a copy of the drafts yet, because without hearing from the District, we don't know how much they are apt to change yet. I will give her a copy once we start to get close to an agreement.

Hope you are holding on. If I hear something today, I will let you know. The later it gets in the afternoon, the more likely it is we won't hear anything until Monday. You do have insurance through the month now! Each day is another days pay as well.

Please call if you have questions or just need to talk.

Take care,

Jay 723-9490

NATIONAL EDUCATION ASSOCIATION

Great Public Schools for Every Student

Employees' Retirement Plan of the National Education Association

Application for Normal or Early Retirement

Date: _____ Systems Input Date: _____

To the Retirement Board:

In accordance with the provisions of the Employees' Retirement Plan of the National Education Association of the United States, I, the undersigned, a member of the Plan, do hereby make application for the retirement allowance which may be payable to me under the Plan.

Type of Retirement: ☐ *Normal* ☐ *Early*

	Month	Day	Year
I request that my retirement become effective on:			
I was born on *(submit evidence)*:			

Name (printed): _____ Social Security # (*last 4 only*): *xxx-xx-* _____

Street Address: _____ City, State, Zip: _____

Home Phone #: _____ Email Address: _____

For the purpose of compiling the *NEA Retirees' Organization Directory*, please indicate whether or not you wish your contact information to appear.

☐ *Yes* ☐ *No*

Signature: _____ Date Signed: _____

Please return this form to:

NEA Human Resources
Benefits Section
1201 16th St, NW, Ste 210
Washington, DC 20036
(202) 822-7600