LISBON REGIONAL SCHOOL DISTRICT

PROFESSIONAL NEGOTIATED AGREEMENT

Lisbon Regional School Board
and
Lisbon Teachers Association

for

School Years 2014-2015 and 2015-2016

APPROVED
March 19, 2014

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5/1/2014
Date

Chairman, Lisbon Regional School Board

5/7/2014
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ARTICLE I
PARTIES TO AGREEMENT

A. Recognition. The School Board recognizes the Lisbon Teachers' Association NEA-New Hampshire as representatives of all certified professional personnel as certified by the Public Employee Labor Relations Board.

B. Rights Clause. This recognition shall not preclude any employee, on an individual basis, from consulting, communicating, or otherwise dealing directly with the School Board on his or her own behalf. Further, this recognition shall not preclude the School Board from communicating with, consulting, or dealing with any individual teacher on matters it deems desirable.

C. Final Authority. It is recognized that the School Board has final authority on all issues within its jurisdiction, and nothing in this document should be interpreted as in any way limiting that authority.

ARTICLE II
NEGOTIATIONS PROCEDURES

A. Initiation. Either the Association or the School Board, if desiring to bargain, shall serve written notice of its intention in accordance with RSA 273-A:3 II (a).

B. Meetings. Meetings shall be arranged by the Chairmen of the respective negotiations committees for mutually agreeable times and places. Appropriate ground rules may be agreed upon at the initial meeting for all subsequent meetings.

C. Good Faith. To reach agreement, the parties hereby agree to bargain in good faith in accordance with the terms of RSA 273-A:3,I.

D. Information. The Association shall have access to all relevant information publicly available under Federal and State freedom of information statutes. Requests for such information shall be made to the Superintendent of Schools, and the Association shall be responsible for obtaining, verifying, evaluating, and when necessary, paying for the cost of duplication and the clerical cost as necessary for providing this information.

E. Agreement. Agreement on any item or proposal shall be tentative and not binding on either party until all matters to be considered for a given contract period have been agreed to, reduced to writing, and ratified by majority vote by the full membership of the Association and School Board. Rejection of any item or proposal by either body shall be cause for reopening of negotiations.

F. Ratification. Any negotiated items involving expenditure of District funds shall be subject to raising and appropriation of sufficient funds by the voters of the District. Upon full ratification by the parties and the voters, this agreement shall be signed by the Chairman of the School Board and President of the Lisbon Teacher's Association.

ARTICLE III
GRIEVANCE PROCEDURE

A. Whenever a claim is made by a teacher or the professional association 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, with the objective of resolving the matter informally. If the claim is not resolved, or no decision is forthcoming from the supervisor within five (5) school days, the claimant must reduce the claim to writing and file it with the Building Principal and the Association within fifteen (15) school days of its first discussion above; otherwise the claim will be considered dropped.

B. The Principal will meet with the claimant, accompanied if desired by an Association representative of his/her choice within five (5) school days of receiving the written claim to resolve it. The claimant must notify the Administration in writing if he or she is to be represented. If the claim continues unresolved, or if no written decision is forthcoming from the Principal within ten (10) school days after discussion, the claimant may request, directly or through his/her designated Association representative, that the claim be submitted to the Superintendent of Schools within fifteen (15) school days after discussion; otherwise, the claim will be considered dropped.

C. The Superintendent will meet with the claimant in a further effort to resolve the claim within ten (10) school days of receiving claim. If the claim continues unresolved or if no written decision is forthcoming from the Superintendent within ten (10) school days after discussion, the claimant may request within thirty (30) days after the discussion that the claim be brought before the School Board; otherwise it will be considered dropped.

D. The School Board will meet, within fifteen (15) days or the next regular School Board Meeting, whichever is later, of the receipt of the unresolved claim, with all parties involved and with any witnesses deemed helpful by the School Board. The School Board will render its decision within ten (10) school days of conclusion of discussion of the claim.

E. If the Grievance is not resolved at the School Board level, only the Association may take the grievance to arbitration. The arbitrator will be chosen under the rules of the American Arbitration Association or under the provisions of the New Hampshire PERLB. The decision of the arbitrator shall be final and binding.

1. The arbitrator is limited in his/her authority to interpreting the contract and the resolution of the issue submitted by the parties and has no authority to alter, change, or modify any provisions of the agreement.
2. The arbitrator's fees and reasonable expenses shall be born equally by the District and the Association.

ARTICLE IV
VOLUNTARY DUES DEDUCTIONS

Upon receipt of written authorization signed by a teacher, the Superintendent's Office shall deduct an amount to provide for payment of dues for membership in the Association from the regular salary check of

that teacher. Deductions shall be in equal amounts for ten (10) consecutive pay periods, beginning with the second pay period in October of each school year. The amounts so deducted shall be remitted to the Association Treasurer by the end of the month in each of the months December through April.

Authorization forms (attached as an appendix hereto) must be signed by the teacher and received in the Supervisory Union Office no later than October 1 of any school year in which that person wishes the deductions to be made.

Should there be a dispute between an employee and the Association, and/or the District, over the matter of Union dues deduction, the Association agrees to defend, indemnify, and hold harmless the Board, the District and their agents and employees in any such dispute.

ARTICLE V
LEAVE POLICY

A. Sick Leave - Fifteen paid sick days per year accumulative to 90 days at the rate of one day accumulated per twelve work days. A physician's certificate of health or of illness may be required after an absence of three (3) consecutive work days. Repeated short-term absences may also result in a request for a physician's certificate of health or illness. Failure to present a certificate, when required, will mean that the employee will not be paid for sick leave for that particular absence.

   First year, full-time teachers in the system will be advanced five (5) days sick leave at the beginning of the school year. Additional days will be accumulated starting with the sixty-first (61) day at the standard rate of one (1) day per twelve work days.

   Sick leave benefits will include personal illness and serious or extreme emergency in the immediate family including spouse and/or children. The latter is not to exceed three (3) days annually unless approved by the Board.

   Any teacher who, at the end of each school year, has used no more than four (4) days sick leave, shall receive a payment of $300. Any teacher who, at the end of each school year, has used no more than two (2) days sick leave, shall receive a payment of $350. Absence for professional leave, personal leave, and for reason of death in the "immediate family" will not be considered absences for the purpose of this benefit. The School Board reserves the right to request appropriate documentation relative to these exceptions.

B. Sick Leave Pool - A catastrophic sick leave pool shall be established for bargaining unit members who have exhausted their accumulated sick leave days due to prolonged illness. Participation shall be voluntary and only participating members will be eligible for sick bank use.

   Two days of sick leave per participating member shall be transferred from the member's accumulated leave to the catastrophic sick leave pool. The school board shall match all contributions to the sick leave pool on a day for day basis. Accumulations to the pool will be done on an annual basis until the maximum of 80 days has been reached. Anyone new to the bargaining unit wishing to participate after the pool maximum has been reached shall be allowed to join prior to October 15 of any school year. An additional one day will be deducted from the accumulated leave of each unit member who wishes to

continue participation each time the total number of days falls below fifty (50). All teachers who participate in the sick leave pool shall have their accumulative sick leave maximum reduced by the two days they contribute to the pool. However, these two (2) days will be earned back to the total of ninety (90) days as stated in section A of Article V.

A committee of two school board members, two association members and the building principal shall sit in governance over any decision to grant use of the sick leave pool. Not more than fifty days shall be used for any one illness from the sick leave pool. Leave will only be granted to the employee for catastrophic sickness with which he/she in person is afflicted.

C. Childbearing Leave - It is agreed that the District shall grant childbearing leave to all professional staff who qualify under the following provisions:

1. Except in cases of emergency, childbearing leave must be requested in writing by the applicant at least ninety (90) calendar days prior to the date the leave is to commence.

2. Experience credit will be granted providing the maternity leave of absence does not exceed 90 school days. All personnel benefits accrued, including seniority, will be retained during childbearing leave providing the person concerned renews her employment as required below and providing that the individual has been nominated by the Superintendent and has been accepted by the School Board. Upon return from childbearing leave, the leave recipient shall be placed in the same position on the salary schedule as she would have been had her employment in the District been continuous during the period represented by the leave.

3. Childbearing leave will not be granted for a period beyond 180 school days subsequent to the start of such childbearing leave. Reentry into the Lisbon Regional School system will occur at the end of the period of disability provided the reentry is not disruptive to the students' education. Another time may be mutually agreed to by the Board and the teacher.

4. The District will have discharged its entire responsibility under the policy by offering reemployment to the leave recipient within the time limits established in (3) above.

5. Nothing in Article V Section B shall diminish the School Board's authority under RSA-189:13, 189:14-a, 189-14-b.

A professional employee who is pregnant may remain at work as long as she desires, provided she secures written approval from her attending physician certifying her good health. The School Board reserves the right to request such sufficient certificates at such intervals as it may determine. Further, if the Superintendent determines that the professional employee is unable to adequately perform her duties, then he/she may require that she begin full childbearing leave.

All childbearing leave will be granted without pay. Health insurance benefits will be maintained in accordance with FMLA (Family Medical Leave Act). If the leave exceeds the FMLA limit then health insurance benefits may be maintained at the expense of the employee at the employee's option.

A professional employee may claim sick leave benefits for the period of actual physical disability directly relating to pregnancy as attested to by a certificate signed by her attending physician. Such

sick leave benefits will be limited to the amount of sick leave actually accumulated by the professional employee. Complications during childbearing may extend the period of actual physical disability. This must be attested to by a certificate signed by her attending physician. She would be entitled to the same benefits as under a "normal" delivery.

D. Childrearing Leave

1. Except in cases of emergency, childrearing leave must be requested in writing by the applicant at least sixty (60) calendar days prior to the date the leave is to commence.
2. A childrearing leave shall be granted to a teacher upon the following conditions: a) birth of a child; b) acceptance of a foster/guardian child; or c) adoption of a child. With the exception of the birth of a child, childrearing leave shall be granted only to non-probationary bargaining unit members.

3. Leave for the purpose of childrearing shall not exceed 180 school days unless an extension is granted by the School Board. Reentry into the Lisbon Regional School System will occur at a time mutually agreed to by the Board and the teacher.

4. Experience credit will be granted providing the childrearing leave of absence does not exceed 90 school days. All personnel benefits accrued, including seniority, will be retained during childrearing leave providing the person concerned renews her/his employment as required below and providing that the individual has been nominated by the Superintendent and has been accepted by the School Board. Upon return from childrearing leave, the leave recipient shall be placed in the same position on the salary schedule as she/he would have been had her/his employment in the District been continuous during the period represented by the leave.

5. Once a teacher has taken childrearing, she/he must work one full year after said leave terminates to become eligible for childrearing leave for a) acceptance of another foster/guardian child or b) adoption of another child.

6. All childrearing leave will be granted without pay. Health insurance benefits will be maintained in accordance with FMLA (Family Medical Leave Act). If the leave exceeds the FMLA limit then health insurance benefits may be maintained at the expense of the employee at the employee's option.

7. Nothing in Article V Section C shall diminish the School Board's authority under RSA-189:13, 189:14-a, 189:14-b.

E. Personal Leave. Four (4) days per year, non-accumulative, with 24 hours prior notice to the administration without determining the validity of the request. It is understood that these days must be used for personal business and not for recreation or vacation. Additional days may be granted with School Board approval. Use of previous personal days may be the determining factor for granting additional days beyond the original four days. Personal days will not be given for jury duty.

F. Professional Leave. All members of the bargaining unit shall have two (2) days, non-accumulative, per year. This may be used for professional conferences, observations, workshops, visitations, etc., not especially designed for Staff Development credit, provided they are approved by the Building

Principal. Reimbursement for mileage and/or meals will be made at the School Board's discretion.

G. Jury Duty. When a person is called for jury duty, that person will continue to receive his or her salary in the regular manner, with the following stipulation: such money as that person receives for the jury duty, minus expenses (mileage, food, lodging, etc.), will be deducted from that regular pay, on submission of a voucher for said amount to the School Board. If it is not possible, because of computer problems, to deduct this amount from a regular paycheck, the person is to receive his or her regular check and will reimburse the district for the amount of the fee described above.

H. Bereavement Leave. All members of the bargaining unit shall receive five (5) days per occurrence, non-accumulative for bereavement leave in the case of the death of a member of the teachers' immediate family: parent or guardian, spouse, child, brother, sister, or mother/father-in-law. One day per occurrence shall be granted for the death of a member of a teachers extended family: grandparent, grandchild, brother/sister-in-law. Notification for the leave shall be given to the Building Principal as soon as possible. Additional days may be granted at the discretion of the School Board. Denial of additional days shall not be subject to the grievance procedure.

I. Military Leave. Any teacher who is a qualified member of the Reserve Components of the United States will be granted a leave of absence for annual training leave when the teacher has been directed by the Reserve Component to attend such instruction. Request for such leave should be made to the Building Principal immediately upon receipt by the teacher of notification to be present at such training.

A teacher granted military leave will either have monies deducted at the rate of 1/200 of his/her annual salary or continue to receive his/her regular salary with the following stipulation: such money as that person receives for military duty during the actual days on leave, minus expenses, (mileage, food, lodging, etc.,) will be deducted from that regular pay on submission of a voucher for said amount to the School Board. If it is not possible, because of computer problems, to deduct this amount from a regular paycheck, the person is to receive his/her regular check and will reimburse the District for the amount of the fee described above.

J. Sabbatical Leave. The School Board may grant one year's unpaid leave for the purpose of future education.

Professional staff members may apply for such a sabbatical after five (5) years of service in the Lisbon Regional School District. Applications for a sabbatical must be delivered to the Chairperson of the Lisbon School Board no later than January 1 for the following school year. A written statement by the applicant describing the benefits of such a leave to the District shall accompany the application.

The final decision regarding granting of the sabbatical shall rest with the Lisbon School Board. The teacher granted a sabbatical leave shall agree to return to the Lisbon Regional School District for at least one year following the sabbatical.

No benefits shall pertain while the teacher is on sabbatical leave.

Professional personnel on sabbatical leave will be paid tuition up to, but not to exceed, the rate per credit hour of the New Hampshire University System toward professional improvement, limited to thirty (30) semester hours for the year, if the teacher agrees in writing to return to the District for the

following three (3) school years. If a course is not satisfactorily completed, the recipient will reimburse the District the amount of tuition for that course.

K. Association Business. Up to two days leave per year, non-accumulative without loss of pay or benefits shall be granted to one member of the Lisbon Teachers' Association. The Building Principal will be notified in writing at least ten (10) days prior to the leave, as to the date and the reason for the leave.

L. Loss Time. If a teacher should exceed his/her allotted number of sick or personal days, loss of time is to be based on 1/200.

ARTICLE VI
COURSE REIMBURSEMENT

All credits to be considered for an ensuing contract year for courses must be recorded and filed in the Office of the Superintendent of Schools by January 20th of the year the contract is to be issued.

1. However, a letter of intent may be filed by January 20th in the Office of the Superintendent of Schools of the current contract year listing all credits to be considered for advancement upon salary schedule.

2. Following letter of intent, official grade documentation from the college or university registrar's office must be filed in the Office of the Superintendent of Schools prior to August 20 preceding the start of school for movement on salary schedule.

3. No course will be considered for the ensuing contract year unless it is in the educational field. If necessary, this shall be determined by the Principal and a representative appointed by the Association. Split decisions to be decided by the Superintendent.

All credits to be considered for reimbursement for courses must be properly recorded in the Office of the Superintendent of Schools. In order to receive course(s) reimbursement, the teacher must be employed by the District at the time of reimbursement.

Professional personnel will submit via their budget forms the number of credits they intend to take for the following school year up to but not to exceed the rate per credit hour of Plymouth State University limited to nine (9) semester hours per year. Part-time professional staff will be pro-rated based on a monetary percentage. (Example: A staff member at 50% would receive up to 50% of 9 x the appropriate credit hour rate of PSU.) Professional staff members that do not use the number of credits that they budgeted for will be penalized that number of credits for the following school year budget. Maximum credits will be determined based upon the previous year's usage. For example, if a teacher requests nine (9) credits in the budget cycle buy only used three (3) of them, then that teacher will only be able to submit a total of three (3) credits for the following budget process. If the teacher uses their credits properly according to this article, then in year three they will have their maximum reset to nine (9). Professional personnel that did not budget enough credits may use credits other staff members budgeted for with mutual consent.

Teachers wishing to be reimbursed for courses and workshops that cost over $100 shall have their tuition or fees paid by the due date of the course or workshop and be allowed to sign a promissory note which states that they will be responsible for paying for the workshop or course through payroll deductions if such

workshops or courses are not attended or passed. Included are pass/fail courses with two- (2) credit minimum per course. Passed is defined as a "B" or above or "P" in the case of a pass/fail course. The district will be paid back within a three month time period.

ARTICLE VII
CO-CURRICULAR ACTIVITIES

Personnel for co-curricular activities will be appointed by the Principal. Job descriptions for these activities will be at the discretion of the Principal.

Co-curricular activities will be reimbursed based on a point value assigned to each activity. A committee consisting of the Principal, the Assistant Principal, a member of the School Board and three members appointed by the LTA are empowered by the Board and Association to make changes to the number of points assigned to activities. If an activity's point value is not changed, it shall remain at the same value as in the prior school year.

The committee shall maintain a list of the co-curricular activities currently being compensated along with the point value assigned to each. The list is to be attached to this agreement as an appendix.

The value of a point for the 2014-2015 school year will be $145.00. The point value for the 2015-2016 school year will be $147.00.

ARTICLE VIII
INSURANCES

A. Medical Insurances. The District will offer only one health insurance plan to all eligible employees.

   1. Matthew Thornton Blue Plan designated MTB20.

   The District will assume the cost of 81% of the current year cost of the Matthew Thornton Plan for the 2014-2015 school year and 80% of the current year cost of the Matthew Thornton Plan for the 2015-2016 school year.

   Employees covered by this agreement may choose another health insurance plan but the district will only contribute up to the amount paid toward the Matthew Thornton Plan. A participant selecting another health care plan will pay the difference between what the district would contribute toward a Matthew Thornton plan in a given year and the full premium of their chosen plan. Thus if the full premium of their chosen plan is less than the amount the district would contribute toward a Matthew Thornton plan, the chosen plan would be paid at 100% by the district.

B. Life Insurance. A $35,000 convertible and portable life insurance policy with accidental death and dismemberment benefits shall be provided. Accidental and sickness benefits shall be provided subject to the following stipulations:

   1. Sixty per cent of average salary.

2. Sixty-day waiting period.

3. If a teacher has over 60 days of sick leave the teacher must use it, and the District will only be required to pay the difference between the insurance benefits and full pay for those sick days creditable to the teacher in excess of 60 days.

4. Maximum benefit period for an accident or an illness shall be 104 weeks.

C. Dental Insurance. The District will pay 100% of the cost of a single plan in the first year of the agreement. In subsequent years, the District shall pay up to a 7.5% increase in the previous year's total premium.
If a member does not take the health insurance, the District will pay $1,270.00 for a family dental plan and increase up to 5% each year on base.

ARTICLE IX
FRINGE BENEFIT QUALIFICATIONS

A. The District will not assume financial liability for employee fringe benefits while that employee is in a non-paid status.

B. Monetary fringe benefits that are available for part-time professional employees will be proportionate to their employment status.

ARTICLE X
COMPLETION OF SERVICE

A teacher who retires from teaching at age 55 or older, or dies (regardless of age) shall receive, or his/her surviving spouse shall receive, one third (1/3) of the accumulated sick leave pay at the rate of $75.00 per day in the last year of employment. The teacher must have completed ten (10) continuous years of service in the District for this Article to be applicable. It is understood that the teacher must have filed for actual retirement reimbursement to be eligible for this benefit.

ARTICLE XI
RETIREMENT BENEFITS

Teachers having accrued a minimum of ten (10) years of full-time teaching in the Lisbon Regional School may apply for the following benefits:

Upon written notification to the Superintendent of intention to retire, the teacher shall receive, in addition to his/her regular salary according to the schedule, a $7,000.00 buyout in year 2014-2015, **and a $7,500.00**

buyout beginning in the year 2015-2016 from age fifty-five (55) to age fifty-eight (58) or a $13,000.00 buyout in year 2014-2105 and a $13,500.00 buyout beginning in year 2015-2016 from age fifty-nine (59) to minimum social security retirement age.

ARTICLE XII
FAIR TREATMENT

With the exception of a reduction in force, teachers have a reasonable expectation of continued employment provided that their services are competent, efficient, and satisfactory. With the exception of the provisions of RSA 189:14A as they apply to probationary teachers, no teacher shall be discharged, suspended, punished or penalized, without a supportive statement of facts. All information forming the basis for any such action shall be made available to the teacher.

ARTICLE XIII
RESIGNATION

The following regulations shall govern resignations in the Lisbon Regional School District.

A. All teachers that resign prior to July 1st are not liable for any damage to the District.

B. All teachers that resign after July 1st, but prior to the start of the academic year shall be assessed a penalty of five hundred ($500). If a suitable replacement is approved by the Board, the penalty will be reduced to two hundred fifty ($250). In no case shall the teacher be required to remain longer than sixty (60) days from the date of resignation.

C. All teachers that resign during the academic year are subject to the same provisions as (B).

D. A person resigning for health related purposes certified by a physician shall not be penalized.

E. The Board reserves the right to make exceptions given unusual circumstances.

ARTICLE XIV
CONTRACT DAYS

Total workdays are 185. Days to be used for staff development at the discretion of the Principal. These days are not necessarily tied to SAU staff Development.

Work year of 185 days defined:

* 180 student contact days
* 2 days prior to the start of school with a minimum of one-half day available for room preparation
* 3 days built into the calendar for workshops and conferences

XV
PART-TIME TEACHERS AND FULL-TIME PLUS TEACHERS

A. Teachers working less than or more than full-time will be pro-rated accordingly. In addition, part-time teachers shall have their health and dental benefits pro-rated accordingly. For example (but not limited to), each extra half hour of subject taught in the elementary shall be paid at 1/9 salary, each extra 45 minutes in the middle school shall be paid at 1/12 salary, or each extra 1-credit course taught in the high school shall be paid 1/6 salary. Examples concerning part-time teaching would be (but not limited to), 62.5% salary/benefits for half-time teachers and 31.25% salary/benefits for quarter-time teachers.

B. Teaching beyond a full time position is not to be a mandatory obligation, but an option when it is deemed positive for both the teacher and school.

C. Positions will be posted and current staff shall be given first chance at applying for the position or extra teaching duties, if qualified.

D. Part-time teachers will be eligible to receive from the district – retirement benefits on a dollar for dollar match, up to a maximum of 4% of the salary. The employee must open up a 403(b) account and provide all the necessary information to payroll. Note: It is understood that should part-time teachers become eligible for participating in the NH Retirement System, the school district would pay into the NH Retirement System but not contribute to both.

XVI
COVERAGE PER ORDER OF THE ADMINISTRATION

Teachers may cover up to 3 blocks per semester in the middle and high school. In the elementary, teachers may not be asked to lose more than 10 specials per year. Should these numbers be exceeded, middle and high school teachers shall be paid $15 per occurrence and elementary teachers shall be paid $10 per occurrence. Teacher participation is not mandatory.

ARTICLE XVII
TUITION OF DEPENDENT CHILDREN

Teachers outside the district shall be allowed to have their children attend the school at no charge. See Appendix II.

ARTICLE XVIII
CERTIFICATION

Proper certification by the State Department of Education is required for continuous employment.

ARTICLE XIX
SAVINGS CLAUSE

If any article or part of this Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or part should be restrained by such tribunal, the remainder of the Agreement shall not be affected thereby and the parties shall enter into negotiations within 15 days for the purpose of arriving at a satisfactory replacement for such Article or part.

ARTICLE XX
EFFECTIVE DATES

The provisions of the Agreement will be effective as of August 1, 2014 except as otherwise provided herein and will continue and remain in full force and effective for two years ending July 31, 2016. Thus the two-year contract is for August 1, 2014 to July 31, 2015 and August 1, 2015 to July 31, 2016.

LISBON REGIONAL SCHOOL DISTRICT SALARY SCHEDULE
33,697 BA @ 5.00 % 1,684.84 INDEX
(2014-2015 School Year)

YEARS OF EXPERIENCE	BACHELORS DEGREE	BACHELORS +15	MASTERS DEGREE*	MASTERS +15**	MASTERS +30**
0	33,697	35,382	37,067	38,752	40,436
1	35,382	37,067	38,752	40,436	42,121
2	37,067	38,752	40,436	42,121	43,806
3	38,752	40,436	42,121	43,806	45,491
4	40,436	42,121	43,806	45,491	47,176
5	42,121	43,806	45,491	47,176	48,861
6	43,806	45,491	47,176	48,861	50,545
7	45,491	47,176	48,861	50,545	52,230
8	47,176	48,861	50,545	52,230	53,915
9	48,861	50,545	52,230	53,915	55,600
10	50,545	52,230	53,915	55,600	57,285
11	52,230	53,915	55,600	57,285	58,970
12	53,915	55,600	57,285	58,970	60,654

*Master's Degree or equivalent (36 credits) **True Master's Degree with additional credits

Teachers who are on step 12 will receive one longevity increment for each year of experience beyond 12 years according to the longevity schedule.

Bachelors Track-	Longevity Increment = $150
Bachelors + 15 Track -	Longevity Increment = $225
Masters Track -	Longevity Increment = $300
Masters + 15 Track -	Longevity Increment = $375
Masters + 30 Track -	Longevity Increment = $450

Note: Vertical increments are not automatic and are subject to the discretion of the School Board.

Note: Courses approved by the Board and those courses taken at the staff member's expense and within their discipline will apply to horizontal movement on the salary schedule. All other courses must be approved by the Lisbon Regional School Board in order to be considered for horizontal movement.

Note: See Article XI for additional remuneration for longevity and Article XII for retirement benefits.

The Salary Agreement for the school years 2014-2015 and 2015-2016 is subject to the approval of appropriations by the voters at the 2014 Annual School Meeting.

LISBON REGIONAL SCHOOL DISTRICT SALARY SCHEDULE
34,202 BA @ 5.00 % 1,170.11 INDEX
(2015-2016 School Year)

YEARS OF EXPERIENCE	BACHELORS DEGREE	BACHELORS +15	MASTERS DEGREE*	MASTERS +15**	MASTERS +30**
0	34,202	35,912	37,622	39,332	41,042
1	35,912	37,622	39,332	41,042	42,753
2	37,622	39,332	41,042	42,753	44,463
3	39,332	41,042	42,753	44,463	46,173
4	41,042	42,753	44,463	46,173	47,883
5	42,753	44,463	46,173	47,883	49,593
6	44,463	46,173	47,883	49,593	51,303
7	46,173	47,883	49,593	51,303	53,013
8	47,883	49,593	51,303	53,013	54,723
9	49,593	51,303	53,013	54,723	56,433
10	51,303	53,013	54,723	56,433	58,144
11	53,013	54,723	56,433	58,144	59,854
12	54,723	56,433	58,144	59,854	61,564

*Master's Degree or equivalent (36 credits) **True Master's Degree with additional credits
Teachers who are on step 12 will receive one longevity increment for each year of experience beyond 12 years according to the longevity schedule that appears at the bottom of the previous year's schedule on page 13.

Note:Vertical increments are not automatic and are subject to the discretion of the School Board.
Note:Courses approved by the Board and those courses taken at the staff member's expense and within their discipline will apply to horizontal movement on the salary schedule. All other courses must be approved by the Lisbon Regional School Board in order to be considered for horizontal movement.
Note:See Article XI for additional remuneration for longevity and Article XII for retirement benefits.
The Salary Agreement for the school years 2014-2015 and 2015-2016 is subject to the approval of appropriations by the voters at the 2014 Annual School Meeting.

APPENDIX – 1
LISBON REGIONAL SCHOOL DISTRICT
CO-CURRICULAR POINT SCHEDULE – 2012/2013 and 2013/2014 school years

ACTIVITY	BASE	EXPERIENCE	TOTAL
Athletic Director	45	2	47
Varsity Baseball- Boys	21	1	22
Varsity Softball-Girls	21	0	21
Middle School Baseball - Boys	13	0	13
Middle School Softball - Girls	13	2	15
Varsity Basketball - Boys	28	0	28
Varsity Basketball - Girls	28	0	28
J.V. Basketball – Full Schedule	15	0	15
J.V. Basketball – Partial Schedule	10	0	10
Middle School Basketball – Boys	15	0	15
Middle School Basketball - Girls	15	0	15
Varsity Soccer - Boys	21	2	23
Varsity Soccer – Girls	21	2	23
JV Soccer -Full Schedule	13	0	13
JV Soccer-Partial Schedule	9	0	9
Varsity Golf	17	2	19
Middle School Soccer - Boys	13	0	13
Middle School Soccer – Girls	13	2	15
MS Student Council	6	0	6
HS Student Council	12	0	12
National Honor Society	5	0	5
Academic Team*	6	0	6
YMCA Track Meet*	4	0	4
National Junior Honor Society	4	0	4
YMCA Youth in Government*	5	0	5
PAWS*	8	0	8
Drama*	8	0	8
**Yearbook*	19	0	19
**Performance-Based Graduation Coord*	28	0	28
TOTAL	436	13	449

Note: This schedule is provided here for reference only. The actual points assigned to an activity and the activities included are determined by a committee as described in Article VII of this agreement, and further depend on the experience of the individual assigned to the activity.

* Flat rate, no expertise or experience points.

** Full value until person holding position in 2010-2011 no longer holds position, then points to be adjusted.

APPENDIX II

Student Tuition-Free Agreement
Between
Lisbon Regional School
And

_____
(Non-Resident of Lisbon, Lyman or Tuitioning Town)

This Agreement provides _____(parent) the right of a tuition-free education for his/her son/daughter at the Lisbon Regional School, Grade _____, for the year _____, This right entitles _____ (student) to all the benefits and privileges, both educational and social, afforded to students attending this school. This includes, but is not limited to, regular classroom instruction, supplies, materials, equipment and extra curricular activities, i.e., field trips, concerts, etc. Tuition-free rights do not include any special services, supplies, materials, or equipment not usually associated with the regular education of students. If such special services become necessary, a financial statement reflecting the ability of the parent to pay for these services must be submitted to the School Board for approval. Such a statement will be treated in a confidential manner and shall be submitted with a notarized signature. Failure to do so will be construed as a breech of contract thereby rendering this Agreement null and void. All such services will be applied as needed in a manner consistent with similar applications in the school and will be paid in full, by certified check, within thirty (30) days of billing to the parent by the school or SAU. These rights, benefits and privileges afforded to _____ (student) do not exempt him/her from school policies, rules and regulations in any way.

If any issues or items arise during the term of this Agreement that are not addressed by this Agreement, both parties further agree to negotiate, and reconcile any differences in good faith.

_____ _____
Lisbon Regional School Board / Date Parent Signature / Date

APPENDIX – III
Union Dues Deduction Form

FORM

I hereby authorize dues deductions for the NEA-New Hampshire totaling _____ from my regular salary checks. I understand that this form must be signed by me and received in the Superintendent's Office by October 1, of any school year in which I wish the deductions to be made.

Signed: _____