

AGREEMENT

BETWEEN THE

**MERRIMACK VALLEY
EDUCATION ASSOCIATION
NEA – NEW HAMPSHIRE, NEA**

AND THE

**MERRIMACK VALLEY
SCHOOL DISTRICT
2023-2026**

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PURPOSE

The purpose of this Agreement between the Merrimack Valley School District and the Merrimack Valley Education Association, NEA-New Hampshire, NEA is to provide for the orderly, harmonious and cooperative relations between the parties. It is the further purpose of this Agreement to be observed between the parties. Therefore, it is agreed as follows:

ARTICLE I

Recognition and Definitions

1.1 Recognition of the Association: The Merrimack Valley School Board recognizes the Merrimack Valley Education Association, NEA-New Hampshire, NEA as the exclusive representative within the context of RSA 273-A, as amended, for all members of the bargaining unit, which includes all state-certified positions: full-time and part-time classroom teachers, head teachers, and any other specialists related to regular or special education employed by the Merrimack Valley School District in positions that have been determined as permanent.

1.1.1 Part-Time Employment: The Merrimack Valley School Board recognizes that there may be times when hiring a part-time person to meet teaching responsibilities may be necessary. When a part-time hire is necessary, the position shall be reviewed by March 15th each year to determine if the position is needed on a full-time basis. The parties agree that the Superintendent will make such determinations on a case-by-case basis, keeping in mind what is in the best interest of the students, School District, and Association.

1.2 Definition of Terms: Unless otherwise defined herein, the following terms shall have the following meanings when used in this Agreement:

“Association” shall refer to the Merrimack Valley Education Association, NEA-New Hampshire, NEA.

“Board” shall refer to the Merrimack Valley School Board.

“Faculty Member” shall refer to any member of the bargaining unit as defined in paragraph 1.1 above.

“Parties” shall refer to the Merrimack Valley School District and the Association.

“Principal” shall refer to the responsible administrative head of a particular school.

“Superintendent” shall refer to the responsible administrative head of the Merrimack Valley School District.

“Association Representative” shall refer to the duly authorized designees of the Association.

“District” or “School District” or “MVSD” shall refer to the Merrimack Valley School District.

Whenever the singular is used in this Agreement, it is to include the plural.

ARTICLE II

Non-Discrimination

2.1 Non-Discrimination Clause: As exclusive bargaining representative, the Association shall accept into voluntary membership all Faculty Members covered by this Agreement without regard to age, gender, race, creed, color, religion, national ethnic origin, non job- related disabilities, political affiliation, sexual orientation, marital status, or affiliation with other lawful organizations.

2.2 Enforcement of Agreement: The provisions and enforcement of this Agreement shall be applied by the Association, the School District, the Board, and all Faculty Members without regard to age, gender, race, creed, color, religion, national ethnic origin, non job-related disabilities, political affiliation, sexual orientation, marital status, or affiliation with other lawful organizations.

ARTICLE III

Management Rights

3.1 Management Rights: The management and the conduct of the business of the School District and the direction of the working force are the rights of the Board. The Board shall have the right, subject to the terms herein contained, to hire and lay off Faculty Members; to classify, assign, transfer, and promote Faculty Members; to discipline or discharge Faculty Members for just cause and, in general, to maintain discipline, order, and efficiency in the School District. The Board reserves the right to publish and enforce reasonable rules and regulations from time to time as it may deem necessary and proper for the conduct of the business of the School District and to direct the work force during the school day as the Board and/or its designated agents may, in its sole discretion, deem reasonable or necessary, provided the same are not inconsistent with the terms of this Agreement.

ARTICLE IV

Association Rights and Responsibilities

4.1 Recognition of Building Representatives: The Association may designate at least one (1) Association Representative in each school who shall be recognized by the School District as the Building Representative(s).

4.1.1 List of Building Representatives: The Association shall provide the Superintendent or their designee with a list of Building Representatives and shall keep said list up-to-date.

4.1.2 Building Representative Notification: The Superintendent will advise the Principals of the Building Representative(s) in their schools.

4.2 Reasonable Access: Building Representatives shall have reasonable access to existing Faculty Member mailboxes for dissemination of Association mail, provided their use of the mailboxes does not disrupt the normal school day routine. District email may be used for MVEA communication.

4.2.1 Termination of Right of Access: Any Faculty Member may terminate the Building Representative(s)'s right of access to their mailbox upon written notice by the Faculty Member to the Building Representative(s).

4.3 Association Bulletin Boards: The Association may install one (1) bulletin board in each school for Association use by the Building Representative(s). The bulletin board shall not be taller than three (3) feet nor wider than three (3) feet and shall be located in an accessible place as determined by the Superintendent or their designee.

4.4 School Board Meetings: The public agenda and minutes of the regular monthly Board meetings shall be made available to the Association President by the Superintendent or their designee.

4.5 Dues Deduction: Members of the Association who wish to have Association dues deducted from their pay shall notify the Association Treasurer and the MVSD Payroll Bookkeeper in writing. The dues will be deducted in twenty one (21) equal installments commencing with the first pay period of the school year.

4.5.1 Association Dues:

1. The Board agrees to deduct Association dues from the salaries of its Faculty Members for the Merrimack Valley Education Association, National

Education Association-New Hampshire, and the National Education Association, as said certified Faculty Members individually and voluntarily authorize the District to deduct and to transmit the monies promptly to such Associations.

2. Each of the Associations named in Section 1 will certify to the District, in writing, the current rate of its Association membership dues. Any Association which changes the rate of its membership dues will give the District thirty (30) days written notice, prior to September 30th of the year of such change.
3. Deductions referred to in Section 1 will begin consistent with Article 4.5 upon the District's receipt of authorization from the Faculty Member.
4. The Association will provide the District with a list of those Faculty Members who have voluntarily authorized the District to deduct Association dues for any of the Associations named in Section 1. Any certified Faculty Member desiring to have the School District discontinue deductions he/she has previously authorized must notify the School District and the concerned Association's Membership Chairperson in writing.
5. The Association shall indemnify, defend, and hold harmless the School District against any and all claims, demands, suits, legal costs, or other forms of liability (monetary or otherwise) arising out of or by reason of any action taken or not taken by the School District for the purpose of complying with the provisions of this Article.

4.6 Association Meeting Location: Association business meetings will be considered school-related activities and may be scheduled in school buildings.

4.7 Building Representatives: The Building Representative(s) and all other Faculty Members within each school, either individually or in committee, may meet with the Principal to discuss local problems and local policies within their school as they relate to the implementation of this Agreement. The Principal and Faculty Member or committee do not have the authority to affect any changes in or waivers of the provisions of this Agreement or any applicable rules, regulations, or statutes.

4.8 Association Activities: In recognition of these privileges, the Association agrees that no Faculty Member will engage in Association activities during the time he/she is assigned to professional duties.

4.9 Job Action: Since this Agreement provides for the orderly and agreeable adjustment and settlement of any and all disputes, differences, and grievances

which may arise, there shall be no resort to strike or other forms of job action by the Association or any of its members.

ARTICLE V

School Year and Hours of Employment

5.1 Employment Term: The term of employment shall be the school year which shall not begin before August 23rd and shall end no later than June 30th.

5.1.1 Professional Development Days: The contract shall contain a maximum of 183 days. Up to 177 days may be instructional, and the remaining days will be as follows:

- a. One day shall be credited for attendance at the following events:

Elementary School: Open House and Parent-Teacher Conferences

Middle School: All grade levels - Open House and Pride Night

6th grade & Unified Arts - 6th-Grade Move-Up Night

7th & 8th grade - Community Project Exhibition

High School: Open House, Senior Project Night and Graduation

With the exception of an emergency or prior approval by the Superintendent's Office, failure to attend and participate in any of the aforementioned events will result in a loss of pay calculated by taking total salary divided by 183 contract days divided by 3 (total mandatory events).

- b. One (1) day shall be used for attendance at the general orientation day with the remainder of the day spent at the building level.
- c. The remainder of the non-instructional days will be determined by the Professional Development Committee.

Additionally, all new Faculty Member hires shall have three (3) additional days for professional development prior to the start of the school year. The School District shall pay a per diem wage of \$150 for each of the three (3) days.

5.1.2 Meetings: Faculty Members shall be required to attend scheduled school, staff, and parent-teacher conferences, and similar meetings and conferences which may be held outside normal school hours. In addition, teachers may also be required to attend scheduled PTO meetings using a rotating schedule.

Whenever possible, Faculty Members will be given 48-hours advance notice of meetings. At the discretion of administration, school-based (i.e. faculty and PLC) meetings shall be scheduled up to three (3) meetings per month.

5.1.3 Certification/Licensure: The District will pay for all licensure and/or certification required for performing duties beginning in the sixth (6th)-year of employment in the School District. The licensure and/or certification fee(s) will be reimbursed in the school year following certification provided the Faculty Member returns to the School District.

5.2 School Day: Full-time classroom teachers shall be in their respective buildings at least fifteen (15) minutes before the beginning of each school day and shall remain available to students and parents for a minimum of fifteen (15) minutes at the end of each school day. Faculty Members must make a good faith effort to meet the needs and schedules of both students and their parents. The provisions of this section are subject to section 5.1.2.

It is understood that some duties may require a faculty member to arrive early or stay late. Every effort will be made to allow faculty members to volunteer for these duties. In the event there is no voluntary candidate, a Building Administrator will work with the Association to determine an assignment.

Principals may offer flexible/staggered scheduling methods when student needs require an earlier start or later end of the school day than has traditionally been used when such scheduling change is in the best interest of the students. Flexible/staggered schedules which alter the work day of Faculty Members in a given school shall be voluntary. Faculty Members who voluntarily accept staggered schedules shall not be required to exceed the hours of a regularly scheduled work day. The Association shall be included in any plan to implement staggered schedules.

5.3 Co-Curricular Activities: All Faculty Members may be required to participate in co-curricular activities which shall be assigned by the Principal after making reasonable efforts to ensure that said assignments are equitably distributed among all Faculty Members and after taking into consideration and giving preference to volunteers.

5.3.1 Co-Curricular Compensation: Faculty Members will be compensated for athletic coaching and co-curricular advising according to the attached schedules for co-curricular compensation, Appendices B and C.

5.3.2 Appendices B & C: Faculty Members being compensated for coaching any athletic or advising any non-athletic co-curricular activity listed in Appendices B and C will be entitled to have an additional longevity stipend added to the base stipend. The longevity stipend will be as follows:

<u>Years</u>	<u>Amount of Stipend</u>
1 - 2	\$0
3 - 5	\$100
6 - 10	\$150
11 - 15	\$200
16 +	\$250

It is specifically agreed that the service does not need to be consecutive years, but is the total years of service in the School District. It is further agreed that service must be in that singular position (i.e., Junior Varsity coaching cannot count toward Varsity coaching, nor can any one (1) co-curricular activity count towards another).

5.3.3 Co-Curricular Offerings: A Standing Review Committee, composed of the Athletic Director, three (3) Faculty Members appointed by the MVEA, three (3) Administrators appointed by the Superintendent, and one (1) Board member appointed by the Board shall annually review the positions and stipends in Appendices B and C.

Faculty Members who would like to propose a new activity must complete and submit a Co-Curricular Proposal Form no later than April 15th of the preceding year to the Superintendent or their designee after gaining approval from the building Principal. Up to five (5) new exploratory clubs will be supported per year. The five (5) new clubs will be proposed and approved via the Standing Review Committee for Appendix B and C (5.3.3). Advisors and coaches for these new clubs will be remunerated at 50% of the articulated level 1 club stipend in the first year. Based on reflection and results, the Standing Review Committee will determine which standing clubs these new clubs should replace moving forward. The Board, in its discretion, will consider the Standing Review Committee's recommendations for stipends for new activities.

5.4 Assignment Notification: Faculty Members will be notified of assignments for the next school year as soon as circumstances permit, recognizing the uncertainties of enrollment and other factors, and subject to Article III.

5.5 Middle and High School Teacher Preparation: Full-time classroom teachers assigned to Merrimack Valley High School (MVHS) and Merrimack Valley Middle School (MVMS) shall have scheduled preparation time each day for planning, grading, and other professional duties (preparation period). Based on a 7-period schedule, full-time classroom teachers at MVHS and MVMS will have 1 regularly scheduled preparation period each instructional day.

Additionally, full-time classroom teachers at MVHS and MVMS will be assigned up to the equivalent of forty-five (45) duty periods on a fair and equitable basis. Once this requirement has been fulfilled, compensation for assigned duties beyond the equivalent of forty-five (45) periods per year will be based on a per hour basis equal to 16% of the Bachelor's Track, Step 1 per diem salary and adjusted based on period length. Full-time classroom teachers will be offered the opportunity to volunteer for duties assigned beyond the required 45 duty periods. The remaining periods (177 instructional days - 45 required duties) will be considered an additional preparation period for all full-time classroom teachers. In the event of a delayed school opening, preparation time may not be provided due to the shortened school day. Preparation time will be allocated by administration in a fair and equitable manner based on the duty schedule.

Every effort will be made to schedule meetings and to assign substitute duties during preparation blocks. When substitutes are not available, teachers may be required to substitute up to eight (8) periods per year which will be done on an equal rotation basis. Once this requirement has been fulfilled, preference may be given to those teachers interested in covering additional periods. Compensation for substituting beyond eight (8) periods per year will be based on a per hour basis equal to 16% of the Bachelor's Track, Step 1 per diem salary and adjusted based on period length.

Further, when determined to be necessary by the Superintendent or their designee, teachers may be required to use their preparation period to attend committee meetings, assemblies, conferences with other department heads, or members of the administration, and perform other similar school-related functions.

In recognition of the value and limited nature of such preparation time, every effort shall be made to limit activities which infringe upon the purpose of such time.

5.5.1 Elementary Teacher Preparation: Elementary teachers shall receive a minimum of 40 consecutive minutes of preparation time per day with a minimum of 300 minutes per week for planning, grading, and other professional duties. In the event of a delayed school opening, preparation time may not be provided due to the shortened school day. When external substitutes are not available, teachers may be required to substitute. Preparation periods shall include time for structured administrative/team planning. Efforts will be made to secure substitutes when specialists and media program assistants are absent. However, elementary teachers may be required to instruct their own classroom when substitutes are not available for specialists and media program assistants.

Preparation periods at each building will be determined by the administration. Administrators at each building shall meet before the start of the school year with designated MVEA representatives to review preparation periods.

Further, when determined to be necessary by the Superintendent or their designee, teachers may be required to use their preparation period to attend committee meetings, assemblies, conferences with other faculty leaders or members of the administration, and perform other similar school-related functions.

In recognition of the value and limited nature of such preparation time, every effort shall be made to limit activities which infringe upon the purpose of such time.

5.6 Lunch: Full-time Faculty Members at Merrimack Valley High School will be allowed one 20-minute duty-free lunch period per school day provided that not more than one (1) week out of every six (6) weeks each Faculty Member may be assigned lunch duty during their lunch period for the entire week.

Full-time Faculty Members in Grades 1-8 will be allowed one 25-minute duty free lunch period per school day subject to their responsibilities in supervising students going to and from the classroom and the cafeteria.

5.6.1 Leaving Campus: During scheduled duty-free lunch periods, full-time teachers may leave the school building to attend to personal matters provided they are not otherwise scheduled to assume responsibilities, and further provided, they inform the main office that they are leaving the building for their lunch period.

5.6.2 Substitute Retention: All schools shall utilize the services of the District Substitute Coordinator whenever a substitute teacher is needed. The Coordinator will make every effort to secure the services of a substitute teacher based on availability and will assign the elementary permanent substitute teachers.

The middle and high schools shall be responsible for the assignment of their respective permanent substitutes.

5.7 Parent-Teacher Meetings: Parents and School Administrators will be encouraged to schedule appointments between parents and Faculty Members at least 24-hours prior to the appointment. However, it is recognized that certain circumstances may arise in which Faculty Members may be asked to meet with parents without a 24-hour advance notice. Whenever a School Administrator schedules a parent-Faculty Member meeting, the Administrator shall make reasonable efforts to contact the Faculty Member prior to scheduling the meeting in an effort to avoid scheduling it at a time which conflicts with the Faculty

Member's previously scheduled commitments. Reasonable efforts will be made to schedule all meetings when teachers are not instructing class.

5.8 Duties: Duties at each building will be determined by the Administration. Administrators at each school shall meet before the start of each school year with designated MVEA representative(s) for review. Efforts will be made to ensure that duties are reasonable, appropriate, flexible, equitable, and as minimal as possible as long as students are properly supervised.

Compensation for administrative detentions will be based on a per-hour basis equal to 16% of the Bachelor's Track, Level 1 per diem salary. Calculations are as follows:

<u>2023 - 2024</u>	<u>2024 - 2025</u>
$\$43,200 \times 0.16 = \6912	$\$43,632 \times 0.16 = \6981
$\$6912 / 183 = \37.77 per hour	$\$6981 / 183 = \38.15 per hour

<u>2025 - 2026</u>
$\$44,068 \times 0.16 = \7051
$\$7051 / 183 = \38.53 per hour

ARTICLE VI

Leave

6.1 - Sick Leave

6.1.1 Sick Leave: Full-time Faculty Members will receive fifteen (15) days (105 hours) sick leave with full pay per school year beginning on the first day of school with no maximum total accumulation. For the purpose of the calculation in Section 10.9, the maximum limit shall be one hundred fifty (150) days (1050 hours).

Accumulated days may be used for immediate family illness ("immediate family" as described in Article 6.2.1).

6.1.2 Proof of Illness: At the discretion of the Principal, a Faculty Member may be required to furnish the School District with proof of illness in the form of a certificate from an attending physician whenever sick leave is used.

It is a basic expectation of employment that Faculty Members report to work on a regular and consistent basis. It is also expected that Faculty Members make every effort to schedule medical and other appointments outside of school hours. In the event of a pattern of absenteeism or sick leave use, the building Principal may ask for a note from the Faculty Member for any and all sick time taken. Repeated unexcused instances of this behavior may result in disciplinary action up to and including termination.

6.1.3 Sick Leave Bank

The Sick Leave Bank shall be administered by a committee composed of three (3) members of the Association appointed by the Association President. The District Human Resource Director or their designee shall be a non-voting, ex-officio member of the committee, and must be invited to all committee meetings.

Written criteria for the use of Sick Leave Bank days shall be established by the committee and approved annually by the Association's Executive Board. If the need to change the written criteria should arise, the Association's Executive Board must approve those changes. A copy of the approved written criteria will be sent to the Superintendent's Office. At the start of each school year, the committee shall furnish a written report of Sick Leave Bank use for the previous year to both the Association's Executive Board and the Board.

Each Faculty Member wishing to participate in the Sick Leave Bank shall agree in writing to donate one (1) day (7 hours) from the 15 days allowed in a one (1)-year period under Section 6.1.1 to be deposited in said Bank, such day to be deducted from the Faculty Member's sick leave time in May of each school year. However, once the Sick Leave Bank reaches its maximum number of days, sick time will be taken from each Faculty Member on a prorated basis up to one (1) day (7 hours). The committee shall inform the Superintendent or their designee in writing on forms provided by the School District of those members wishing to participate by October 1st. Once enrolled in the Sick Leave Bank, participation will automatically continue for successive years until employment is terminated or a letter of withdrawal is received by the Superintendent's Office. Enrollment in the Bank shall not be modified after October 1st of each contract year. The number of available days/hours in the Sick Leave Bank shall not exceed three (3) times the number of Faculty Members.

If a Sick Leave Bank participant exhausts all of their own accumulated sick leave time, they may apply to the Sick Leave Bank for additional days. The Sick Leave Bank is designed for long-term and/or incapacitating illnesses and is reviewed on a case-by-case basis by the MVEA.

Sick Leave Bank benefits will terminate should the Faculty Member become eligible for benefits under long-term disability insurance.

A Sick Leave Bank participant with 15-19 years of service in the School District may apply to the Bank whenever a long-term illness will use more than 60% of their accrued sick days and additional sick leave time is needed. A Sick Leave Bank participant with 20 or more years of service in the School District may apply to the Bank whenever a long-term illness will use more than 50% of their accrued sick days and additional sick time is needed.

All requests to the committee must be in writing and must be submitted no later than fifteen (15) days after the first requested date(s). Such requests shall be considered at a duly called meeting of the committee and approved requests shall be signed by a quorum of the voting members of the committee. Approved requests must be presented in writing to the Superintendent or their designee no later than fifteen (15) days after the requested date(s).

The Sick Leave Bank does not generally cover maternity leaves.

6.1.4 Excess Sick Leave: If illness or temporary disability requires a Faculty Member to be absent in excess of his/her total maximum accumulated sick leave, an extended leave of absence without pay may be granted by the Board upon review of the particular facts. The factors to be considered by the Board are the course(s) affected, the nature of the illness or disability, all medical information, the Faculty Member's employment record, and all other pertinent information.

Upon return, a Faculty Member shall be assigned to the same position held at the time the leave commenced and shall be placed on the salary schedule at the same level occupied at the time the leave commenced.

6.1.5 Childbearing Leave: A Faculty member who is pregnant shall be entitled to a leave of absence during the school year without pay not to exceed sixty (60) days, provided such Faculty Member notifies the Superintendent in writing of such pregnancy and the anticipated delivery date within one (1) month of the determination of such pregnancy and provided further that such Faculty Member, except in the case of emergency, gives the Superintendent not less than one (1) month prior written notice of a specific date for the commencement of leave and a specific date for the return to work. Such leave shall commence no later than the actual delivery date. At the Faculty Member's option, sick leave with pay shall be available during leave for pregnancy to the extent that such Faculty Member has unused accumulated sick leave but only to the extent that leave occurs during the school year. A Faculty Member who is pregnant may continue in active employment until as late into her pregnancy as she desires, provided she is able to properly perform all required functions.

6.1.6 Child-Rearing Leave: A Faculty Member who has been employed for three (3) or more years with the School District who becomes an adoptive or natural parent shall be granted, upon request, a leave of absence without pay or salary schedule growth for a period not to exceed one (1) year, providing the leave is taken within three (3) years from the time of the birth or adoption, for the purpose of rearing the child. It shall be the Faculty Member's duty to notify the Superintendent in writing of the desire to take such leave as soon as is reasonably possible. Except in cases of emergency, the Faculty Member shall give at least sixty (60) days notice prior to the date the leave is to commence. Unless otherwise agreed by the Faculty Member and the School District, the Faculty Member may only return to work at the beginning of a school year.

6.1.7 Family and Medical Leave Act: Leave for family and medical purposes will be granted, and shall comply in all respects with the Family and Medical Leave Act ("FMLA"), public law 103-3 (February 5, 1993), its subsequent amendments, and all associated regulations. The FMLA is not to be construed so as to derogate or diminish the rights and benefits set forth in this Agreement, and any Faculty Member taking leave pursuant to this Agreement, which also qualifies as FMLA leave, will have such leave count against the employee's FMLA leave entitlement.

Sick leave may not be used for child rearing purposes once FMLA eligibility ends. Any additional child-rearing leave will be without pay regardless of remaining sick leave.

6.1.8 Re-employment after termination: Whenever a Faculty Member voluntarily terminates employment with the School District and within one (1) calendar year is re-employed by the School District, one-half (½) accumulative sick leave at the time of the prior termination shall be credited to the Faculty Member at the time of re-employment.

6.1.9 Written Account of Sick and Personal Days: Faculty Members will be given a written account of their accumulated sick and personal days on each paycheck.

6.2 - Funeral, Non-Cumulative, and Personal Leave with Pay

6.2.1 Funeral Leave: Full-time Faculty Members will be entitled to three (3) days of non-accumulative leave of absence per occurrence with full pay to attend to the death in the Faculty Member's, or his/her spouse's, immediate family. As herein used, immediate family shall mean parent, grandparent, sibling, spouse, child, step-parent, step-sibling, step-child, in law, or any other member of their household.

Faculty Members will also be entitled to one (1) day of non-accumulative leave of absence per occurrence with full pay to attend to the death of anyone else.

The Superintendent will take requests for additional bereavement leave on an individual basis.

6.2.2 Personal Leave: Full-time Faculty Members will be entitled to three (3) days (21 hours) of personal leave of absence without any reason given. In the event that the Faculty Member is compensated for his/her services such as payment for jury duty or fees for appearing as a subpoenaed witness, his/her salary will be reduced by an amount equal to said compensation.

These three (3) days (21 hours) cannot not be used to extend a holiday or vacation. None of these three (3) days (21 hours) can be used to excuse the Faculty Member from any of their contractual obligation days as stated in Article 5.1.1.

Faculty Members must submit notice of the need for personal leave as soon as they become aware or at least five (5) days prior to the day leave is needed. The request for time off will be approved by the Building Administrator or supervisor and sent to the Superintendent's Office.

The Superintendent or his/her designee will take requests for additional personal leave on an individual basis.

At the end of each school year, any unused personal leave days provided under Section 6.2.2 will be converted into sick leave.

6.3 Leave without Pay: Full-time Faculty Members will be entitled to three (3) days (21 hours) of non-accumulative leave of absence without pay to attend to personal affairs.

6.4 Professional Leave: Full time faculty members will request professional leave through building principal or administrative designee. Each member will be entitled to at least two (2) professional days.

6.6 Sabbatical Leave

6.6.1 Sabbatical Leave: A Faculty Member, subject to the operational requirements of the District as determined by the Board, may be granted sabbatical leave under the following conditions:

6.6.2 Requests for Sabbatical Leave: Requests for sabbatical leave must be received by the Superintendent in writing no later than October 1st of the year preceding the school year in which the leave is requested. A list will be maintained of those Faculty Members requesting sabbatical leave and the date on which said written request was received by the Superintendent. At the April Board meeting, the Superintendent will review the list of requests received by October 1st. The Board will take action on all sabbatical requests which conform to all provisions of this article at their April meeting each year of this Agreement, with said action being conveyed in writing to all Faculty Members who made requests no later than May 1st.

6.6.3 Years of Service before Sabbatical Leave: The Faculty Member must have completed at least seven (7) years of consecutive service in the District. The Board may make exceptions to this requirement in situations in which a Faculty Member has, on a prior occasion, been absent for a period of not more than one (1) year under a Board-approved education program designed to assist the Faculty Member, in his/her responsibilities, and the District.

6.6.4 Scholarly Program of Sabbatical Leave: The Faculty Member must be enrolled in a scholarly program approved by the Board leading to an advanced degree in his/her area of specialty or such other program including, but not limited to, "mini-sabbaticals," so-called, as is approved by the Board in its sole discretion.

6.6.5 Number of Sabbatical Leaves: Not more than two (2) Faculty Members shall be granted sabbatical leave at the District's expense. The Board may approve additional requests for sabbatical leaves that are fully funded by grants

or scholarships. The Board, in its sole discretion, may approve an additional sabbatical request when, in its opinion, the sabbatical will benefit both the Faculty Member and the District.

6.6.6 Duration of Sabbatical Leave: Usually, leave will be granted for either a full-year at half-pay or for a half-year at full-pay, said pay to be based upon that Faculty Member's rate of pay as of the year that the request was made; provided that such pay, when added to any program grant, shall not exceed the Faculty Member's full salary rate as of the year the request was made. Benefits during sabbatical leaves will be consistent with the manner of pay: the District will pay its full contribution for health and dental insurance for sabbatical leaves with full-pay and will pay half of its contribution for health and dental insurance for sabbatical leaves at half-pay. For purposes of the foregoing sentence, "program grant" shall not include any portion thereof which is certified by the entity providing the program grant to be used for travel, room, and/or board. With respect to such other programs, including but not limited to "mini-sabbaticals," so-called, as may be approved by the Board in its sole discretion, leave may be granted for such length and upon such terms as the Board may determine. At the time of notification of leave approval, the Faculty Member will be advised of the rate of pay, which shall be no less than one-half pay.

6.6.7 Sabbatical Leave Credit: Upon return from a full-year or half-year sabbatical leave, the Faculty Member shall be placed on the salary schedule consistent with a further year's credit.

6.6.8 Condition of Sabbatical Leave: As a condition of being allowed sabbatical leave, the Faculty Member must agree in writing to return to the District for at least two (2) years following sabbatical leave and, furthermore, agree that if said condition is breached, the Faculty Member shall repay all sums paid to him/her on his/her behalf during such leave including any cost of collection or attorney's fees.

6.6.9 Sabbatical Leave Report: A report or summary of the sabbatical leave shall be submitted to the Superintendent and presented to the Board upon the completion of the leave. Progress reports of the sabbatical leave shall be submitted by the Faculty Member to the Superintendent (or designee) on a monthly basis during the sabbatical leave. These monthly reports shall be shared with the Board by the Superintendent.

6.7 Association Leave: A Faculty Member who is elected or appointed to a full-time paid position in the Merrimack Valley Education Association or one of its affiliates may be granted an unpaid leave of absence for one (1) school year provided the member has given prior written notice to the Board before declaring his/her candidacy and obtained from the Board written approval for the potential leave of absence. The approval will not be unreasonably denied but will be

subject to the Board's being able to obtain a certified replacement for the duration of the potential vacancy.

6.8 Terms of Leave: Faculty Members may be granted up to one (1) year unpaid leave of absence whenever the Board determines that such leave is in the best interest of the School District and the Faculty Member.

6.9 Reinstatement from Leave: Whenever a leave of absence is taken, the Board agrees to reinstate the Faculty Member subject to the same assignment and transfer provisions as a Faculty Member who has not been on leave and, further, subject to the Reduction-In-Force (RIF) process contained in Article 8.6.2.

6.10 Return from Leave of Absence: Faculty Members returning from a leave of absence will be entitled to sick leave benefits accrued as of the commencement of the leave of absence, and subject to 7.9, they will return at the salary earned at the commencement of the leave of absence unless the leave is for one (1) year or longer in duration, in which case, subject to 7.2, the Faculty Member shall return to a place on the salary schedule consistent with a further year's credit.

6.11 Leave of Absence: A Faculty Member on leave of absence must notify the Superintendent by January 1st of the year in which their leave expires of their intent to return at the beginning of the next school year.

ARTICLE VII

Salary

7.1 Salary Schedule: Faculty Members shall be compensated according to the salary schedule in Appendix A.

7.2 Salary: Final responsibility for determining the individual Faculty Member's salary rests with the Board upon the recommendation of the Superintendent. All Faculty Members whose work is satisfactory and who have met the requirements for professional growth shall be advanced annually on the salary schedule.

A Faculty Member whose work is adjudged unsatisfactory may be retained at the same salary for the succeeding year.

7.3 Performance Stipend: The Board has the right to pay Faculty Members a "performance stipend" each year. Such stipends shall not be a part of a negotiated wage and benefit package appropriated in any given year's budget.

Such funds will be appropriated in a general warrant article and shall be in addition to negotiated increases.

7.3.1 Breaching of Contract: The Board and Association believe that breaching a contract is harmful to the students we serve. However, both parties recognize unavoidable situations do arise which can cause someone to ask for a release from a contract. Such situations shall be handled by the Board on a case-by-case basis.

Faculty Members will not be released from their individual teacher contracts without special permission and agreement from the Board. Board action will be taken at the next regularly scheduled Board meeting after receiving such a request.

Any attempt by a Faculty Member to resign, except in extenuating circumstances and when released by the Board as set forth in this section, will constitute a breach of contract. A premature departure cost equal to 2% of Bachelor Level 1, payable to the District before a release is granted, will be levied against any Faculty Member who attempts to breach their individual teacher contract after June 1st. The amount will increase to 4% of Bachelor Level 1 after July 1st, and will increase again to 6% of Bachelor Level 1 after August 1st. In addition, the District may charge the departing Faculty Member legal fees incurred while enforcing this part of the Collective Bargaining Agreement.

This contract is being offered to the Faculty Member in good faith, and as such, a signed copy is due back from the Faculty Member no later than April 30th. If the Faculty Member needs additional time to decide whether or not to accept the offer of employment for the ensuing school year, they may request and be granted an extension of up to two (2) weeks. If, however, after such extension the contract has not been signed, the offer is automatically rescinded and the position will be posted as vacant.

7.4 New Faculty Salary: New Faculty Members shall be paid a salary as determined by the Board upon recommendation by the Superintendent. Critical shortage positions, as determined by the NH Department of Education, will be placed on the salary schedule consistent with the terms of this agreement. The Board will forward a copy of the "Staff Nomination" information sheet to the Association President after each Board meeting, as applicable.

Speech Pathologists, Occupational Therapists (with a Master's degree), and School Psychologists will be placed on Appendix A-2 consistent with the terms of this agreement.

7.5 Payment Method: Faculty Members may select one (1) of the following methods for payment, which choice must be made prior to the opening of the

school year and may not be changed during the school year. (1) Salary prorated over 52-weeks with 21 equal payments and one (1) five (5) payment sum to be made at the end of the school year; (2) salary pro-rated over the contract period of 42-weeks with 21 payments.

7.5.1 Payment Method Alternative: The parties realize that there will be times when the following payment methods will need to be utilized instead of the preferred methods outlined in Section 7.5. (1) salary prorated over 52-weeks with 22 equal payments and one (1) five (5) payment sum to be made at the end of the school year; (2) salary pro-rated over the contract period of 42-weeks with 22 payments.

Management will give written notice to all returning Faculty Members impacted by an alternative payment method before school ends for the year. Additionally, the Executive Board of the Association must be notified of any intent to use an alternative pay method as outlined in this section.

7.6 Proration of Salary: Whenever it is necessary to prorate a salary, it will be done on the basis of dividing the salary by 183 days.

7.7 Advancement of Salary: The Board will not honor requests for advancement of salary.

7.8 Payment Day: Payments of salaries for all Faculty Members, regardless of pay method chosen in Section 7.5 above, will be paid every other Thursday either the first or second Thursday after Faculty Members return to work.

7.9 Service Credit: Subject to Section 7.2 above, full-time Faculty Members serving more than one-half (1/2) of a school year will be eligible for credit for one (1) year's service.

Faculty members with teaching experience at non-public schools while certified by the State of New Hampshire will receive ½ year credit for each year taught. No service credit will be given for private school teaching outside the State of New Hampshire nor will it be given if the teacher did not hold a NH certification while teaching at a NH non-public school. Out-of State public school teachers who were certified by that state will be given full credit for their teaching experience. (Adopted via MOU 5/2023)

7.10 Track Advancement: The Board supports and encourages Faculty Members to seek advancement to a higher salary track by taking Master's-level courses subject to the terms in Article 10.8 of the Collective Bargaining Agreement. However, credits must be earned after completion/receipt of the base degree, meaning Bachelor's or Master's. Additionally, credits once used to attain

a salary track designation may not be thereafter used for subsequent advancement.

Upon completion of a specific number of credits (as determined by the salary schedule) or completion of an advanced degree, Faculty Members shall furnish the Business Office with the appropriate documentation and complete the necessary forms to codify their track advancement. When all necessary forms are completed, a Faculty Member's salary shall be adjusted, reflective on the new track, on a per diem basis moving forward.

7.11 Faculty Leadership Council: Merrimack Valley High School and Merrimack Valley Middle School shall each have a Faculty Leadership Council composed of up to five (5) members, each from different academic disciplines or grade assignments, who shall work with their respective school Principals and administrative teams in the areas of departmental budgeting, curriculum development, and other such areas as determined by the Principal. The respective members from the two (2) schools shall also meet jointly at least two (2) times per school year to ensure curriculum articulation between the schools. Such meetings shall be held outside of the school day. Each of these members shall be reviewed and appointed on an annual basis by the Principal.

Members from Merrimack Valley High School and Merrimack Valley Middle School shall have two (2) preparation periods each day for the entire school year, such time to be available for council work as determined by the Principal.

Merrimack Valley Learning Center shall have a faculty leader who shall work to complete administrative tasks necessary for the logistical and administrative function of the learning center under the direction of an administrator.

Additionally, at the discretion of the building principal, one (1) elementary Faculty Member from each school shall meet at least one (1) time per school year with middle school leaders and five (5) times per year as an elementary group. The Faculty Leadership Council meetings will be co-chaired by a Principal and a Faculty Council member. Such meetings shall be held outside of the school day.

The sum of \$2,500 in additional wages shall be available to Faculty Leaders to be distributed at the discretion of the building administrator.

7.12 Extra Course In the event of a vacancy in a teaching position that will last more than ten consecutive instructional days, the position will be posted subject to 8.7. The teaching periods will be offered to members of the collective bargaining unit. Faculty will be selected based on their availability, certification or experience and performance rating. Compensation will be 1/7 of the member's per diem salary plus 2.5 hours per week compensation for planning and

preparation. In the event there is no voluntary candidate for an instructional period, a Building Administrator will work with the Association to determine an assignment.

ARTICLE VIII

Miscellaneous

8.1 Evaluation: The parties recognize the need and the right of the District to evaluate all Faculty Members of the School District and to control the timing, frequency, method, scope, and use of these evaluations in the furtherance of their responsibilities as outlined in more detail in Article III of this Agreement.

8.1.1 Evaluation Procedure: Evaluations will be conducted according to the procedure outlined in the MVSD Professional Growth and Evaluation Plan. The Evaluation Committee shall be composed of five (5) Faculty Members, one (1) of whom shall be an MVEA Executive Board member, and five (5) members from the Administration. The committee will review and amend the document on an as-needed basis with substantive changes or revisions needing the Board's approval before becoming effective. Committee meetings will be held at least twice (2) per school year with reasonable notice given to all committee members.

8.1.2 Evaluation Review: In all cases, the Faculty Member shall be advised of the placement of an evaluation in his/her personnel file and be given an opportunity to review and respond to said evaluation.

8.1.3 Personnel File Review: Faculty Members shall be given an opportunity to schedule an appointment, upon 24-hour notice, to review and respond to any document placed in their personnel file, except documents they have voluntarily waived their right to review. Said response shall become part of the Faculty Member's permanent personnel file. In case of emergency, the 24-hour notice may be waived upon approval of the Superintendent.

8.2 Amendment of Contract: This Agreement may be amended by mutual written consent and agreement of the Board and the Association.

8.3 Printing: The printing and the distribution of this Agreement shall be the responsibility of the Association. The Board agrees to contribute towards the cost of printing an amount equal to one-half (½) the cost of duplicating the Agreement in-house at the Superintendent's Office.

8.4 Transfers: The parties recognize the unreviewable and ungrievable right of the Board to make transfers and assignments. When a transfer is deemed necessary by the Board, the Faculty Member to be transferred will be notified of the purpose for the transfer, and, at the Faculty Member's request, will be given an opportunity to discuss the transfer with the Superintendent or their designee.

8.5 Layoff Notification: Notification of intended layoffs shall be given as far in advance as possible.

8.5.1 Layoff Statement: The Faculty Member who has gained continuing contract status in the School District, and who is laid off, will be entitled to a statement of the reasons for such layoff and, if such layoff is caused by economic reasons (including reduction in enrollment), a statement to that effect will be placed in the Faculty Member's personnel file.

8.5.2 Reduction in Force: The decision to implement a Reduction-In-Force and select programs to be reduced shall be made at the sole discretion of the Board. The Board will make every reasonable effort to minimize the effect of a Reduction-In-Force on the current staff by absorbing as many positions as possible through attrition (e.g., retirement or resignation).

Whenever it is necessary to lay-off Faculty Members for reasons of reduced enrollment, program reduction, or elimination due to budget cuts, the lay-off procedure will combine a Faculty Member's seniority rights and evaluation rating.

A Reduction-In-Force will be determined by the following criteria:

1. A Faculty Member with 0-5 years experience in the School District has no seniority rights unless so grandfathered by RSA 189:14-A, which became law in July 2011.
2. A part-time Faculty Member (i.e. 1/5, 1/2,) may accumulate his/her time and be awarded the equivalency in years.
3. A Faculty Member's year-end summative evaluation shall determine placement in either Professional Growth Phase or Professional Growth with Assistance Phase for the following year.
4. A Faculty Member in the Professional Growth Phase may displace a Faculty Member in the Professional Growth with Assistance Phase and the Beginning Phase. A Faculty Member in the Professional Growth with Assistance Phase may displace a Faculty Member in the Beginning Phase.
5. Within the phases, a Faculty Member with the most in-School District seniority has seniority rights. In order for displacement to occur, a Faculty Member must currently be in the Professional Growth with Assistance Phase for at least one (1) year.

6. A Faculty Member with multiple certifications may displace another Faculty Member in a different department or grade level in which both are certified under any of these conditions:
 - a. the to-be-displaced Faculty Member is in a lower evaluation rating category, or
 - b. the to-be-displaced Faculty Member is in the same evaluation rating category and has fewer years in the School District.

7. In case of a tie (i.e., Faculty Members in the same rating category and have the same number of years in the School District), the decision shall be made by the Administration in the order of priority as follows:
 - a. date of nomination,
 - b. date of contract signature,
 - c. lottery.

8. If a Faculty Member is dissatisfied with the summative evaluation in the year of a RIF, they may request to have a second evaluation and/or request a different administrative evaluator within the School District. Such process would include, but not be limited to, at least one (1) classroom observation to replace the lowest previous observation made within that school year, and a thorough review of all elements in the annual summative evaluation.

The School District must reinstate Faculty Members in reverse order of their being laid-off (last one fired becomes first one rehired), with no loss of credit for previous years of service. Reinstatement rights shall remain in effect for three (3) school years after the year of the Reduction-In-Force. A previously employed Faculty Member who returns to a position within that three (3) year period shall resume employment by the School District at no less than the same salary previously held.

The School District shall notify affected Faculty Members and the Association as early as possible. The notice to the Association and the affected Faculty Member(s) will include reasons for the Reduction-In-Force and reasons for the selection of the particular Faculty Member(s). Faculty Member(s) laid-off must annually, by March 1st, or such other times as appropriate, advise the Superintendent's Office in writing of their current address and availability for employment. If a laid-off Faculty Member refuses an offer for re-employment in the area for which he/she is qualified, they shall forfeit their rights to re-employment under the conditions of this section.

This Reduction-In-Force procedure is the only procedure that may be used in a Reduction-In-Force. No other personnel action, other than a Reduction-In-Force, may be considered under this article.

8.6 Faculty Transfers: Faculty Members who desire a change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent at any time. The statement shall include the grade and/or subject the Faculty Member desires in order of preference.

An Administrator will respond, in writing, acknowledging receipt of the request within two (2) weeks of the request. In the event two (2) Faculty Members applying for the same position are considered equal by the administrator, priority will be given to the Faculty Member with the most seniority.

Consideration of all voluntary transfers shall be at the complete discretion of the Superintendent.

8.7 Known Vacancies: A list of known vacancies in teaching, coaching, and administrative positions will be sent via email to Faculty Members. At the same time, the Administration will post the identical listing on the School District's web page. The posting notice shall occur within five (5) days of the Administration becoming aware of a vacancy, opening, or new position. The posting notice shall be dated, contain the name of the position, the name of the person to whom the applications should be returned, and the application due date.

ARTICLE IX

Grievance Procedure

9.1 The purpose of this Article is to provide for mutually acceptable methods of prompt and equitable settlement of grievances arising under the terms of this Agreement.

9.2 A grievance is defined to be any dispute or complaint between the School District and the Association or Faculty Member(s) covered by this Agreement relating to the application of the terms of this Agreement.

9.2.1 Excluded from this Grievance Procedure shall be those matters subject to statutory and/or regulatory procedures not covered by this Agreement and any grievance for which the grievant has not, in writing, waived the right, if any, to submit the grievance to any other administrative or judicial tribunal, except as provided by 9.9.1 or 9.10.2.

9.3 The Parties agree that every effort will be made to settle grievances at the lowest possible level.

9.4 Notwithstanding any provisions of RSA 273-A to the contrary, a grievant may process a grievance through Step Three (3) of the Grievance Procedure without representation by the Association if said grievant so elects provided, however, an Association Representative will be permitted to attend Steps Two (2) and Three (3).

9.4.1 Grievance Timelines (Summer): In the case of a grievance being processed during the summer, all reference to "school days" in the various time frames shall read "week days excluding holidays and weekends".

9.5 Informal Step

9.5.1 A grievant must informally discuss a grievance with his/her Principal within ten (10) school days after the grievant knew or should have known the act or condition upon which the complaint was based.

9.6 Step One

9.6.1 In the event a mutually acceptable resolution of the problem is not reached during the informal step above, a grievance may be submitted to the Principal for his/her formal consideration.

9.6.2 Said grievance must be in writing and must be submitted within five (5) school days from the conclusion of the discussions at the informal step.

9.6.3 The Principal will schedule a hearing within five (5) school days of the receipt of the written grievance and a decision in writing shall be presented to the grievant within ten (10) school days of the hearing.

9.7 Step Two

9.7.1 If the grievant is dissatisfied with the decision rendered by the Principal, a written request for a hearing may be submitted to the Superintendent.

9.7.2 Said request must be in writing and must be made within five (5) school days of the decision of the Principal in Step One (1).

9.7.3 The Superintendent shall schedule a hearing to be held within five (5) school days of the receipt of the request and shall render a decision in writing within ten (10) school days of the hearing.

9.8 Step Three

9.8.1 If the grievant is dissatisfied with the decision of the Superintendent, he/she may request a hearing before the Board.

9.8.2 Said request must be in writing and must be submitted to the Board within five (5) school days of the decision of the Superintendent.

9.8.3 Upon receipt of said request, the Board shall schedule a hearing before the full Board.

9.8.4 The hearing shall be held within fifteen (15) school days of the receipt of the request and a written decision of the full Board will be made within ten (10) school days of the hearing.

9.9 Impasse Resolution

9.9.1 Any grievance which remains unsettled after having been fully processed pursuant to the provisions of the Grievance Procedure, as stated herein, may be submitted to advisory arbitration by filing with the Board a notice of intent to pursue advisory arbitration within ten (10) school days after the final decision of the Board has been given to the Association.

9.9.2 A request for advisory arbitration shall state, in reasonable detail, the specific nature of the dispute and the remedy requested. The Parties shall agree upon an advisory arbitrator within five (5) school days of the receipt of the notice or, failing agreement, and the Parties will immediately petition the Public Employee Labor Relations Board to appoint one.

9.9.3 Both Parties agree the advisory arbitrator shall be prohibited from modifying or adding to the Agreement.

9.9.4 The advisory arbitrator shall issue his/her decision not later than thirty (30) days from the date of the close of the hearing. The decision shall be in writing and shall set forth the advisory arbitrator's opinions and conclusions.

9.9.5 Each Party will bear the cost incurred by themselves. The cost of the advisory arbitrator shall be shared equally by the Parties to the dispute.

9.10 If the School District believes that the terms of this Agreement have been violated by the Association or any Faculty Member, a Principal or Superintendent may file a grievance in writing with the President of the

Association within fifteen (15) school days after the occurrence of the event(s) allegedly in violation of the Agreement.

9.10.1 The President of the Association will meet with the grievant within five (5) school days after receipt of the grievance to discuss the matter. Every attempt will be made to reach a mutually satisfactory resolution of the grievance.

9.10.2 The School District shall have the same rights as the Association with respect to advisory arbitration.

9.11 Both sides reserve whatever rights they may have under the state law to pursue the matter further and agree to expedite the process.

ARTICLE X

Fringe Benefits

10 Health Insurance

The School District agrees to make available to Faculty Members health and dental benefits based on the following terms and conditions.

Health Trust ABSOS 25/50 \$3KDED

The School District will make the following contributions towards health insurance. The contribution will remain the same in all three years:

	<u>School District Pays</u>	<u>Faculty Member Pays</u>
Single	90%	10%
2-Person	86%	14%
Family	80%	20%

The parties agree that prescription co-pays will be \$10, \$20, and \$45.

The School District will cover the difference of the insurance deductible in the HealthTrust ABSOS 25/50 \$3KDED/\$9KDED plan. Faculty Members are responsible for the first \$1KDED/\$3KDED deductible.

10.1 Health Insurance Buyback: In lieu of Faculty Members taking health insurance, the School District will offer a buyback of \$4,800 per year with proof of other insurance to be paid in October of each year of the Collective Bargaining Agreement. Faculty Members will have a choice of receiving their buyback money in the form of a check, less all applicable taxes, or having the money sent

to the tax-sheltered annuity of their choice. This decision must be made at the time the buyback form is completed each spring or based on the date of hire in a new school year.

Buyback forms are due to the Superintendent's Office by June 20th in each year of the Agreement. No buyback payments will be made for late requests.

If, after selecting the insurance buyback, the Faculty Member has a qualifying event, as determined by the insurance company, the Faculty Member will be reinstated onto the health policy with the amount of the buyback being prorated accordingly (based on the above amount).

10.1.1 Dental Insurance: The School District offers Delta Dental (Coverage A – 100%, Coverage B – 80%, Coverage C – 50%), otherwise known as Option 6. Maximum coverage per person will not exceed \$1,500 per contract year. The School District will pay 100% of a single coverage. Additional coverage may be purchased via payroll deduction.

10.1.2 Insurance Increases: It is agreed that the parties may, in the event that the current carriers are unable or unwilling to offer coverage during the life of this Agreement, or if the rates increase more than 30% in any given year of the Agreement, obtain such insurance from different carriers. As a practical matter, the Board will bid out insurance coverage for the best possible plans and rates. The Parties agree that should a plan change be necessary, the Parties will work together to reach an agreement within three (3) months of acknowledging that a change in plans must be made.

10.1.3 Continuation of Insurance: Upon agreement by the respective insurance carriers, and subject to the time limitations set forth in RSA 415:18 as amended, a Faculty Member who is on authorized unpaid leave may be permitted to continue qualifying health, dental, and life insurance group benefits at the Faculty Member's sole expense.

10.2 Liability Insurance: The School District will provide liability insurance for all full-time Faculty Members up to \$500,000 in accordance with the provisions of the School District's liability insurance policy.

10.3 Life Insurance: The School District will provide a term life insurance policy for each full-time Faculty Member equal to the \$1,000 increment nearest the Faculty Member's salary.

10.4 Disability Insurance: The School District shall provide long-term disability insurance coverage for Faculty Members. All benefits shall be in accordance with the terms and provisions of the long-term disability insurance policy. Faculty

Members will be provided with a copy of the disability policy as provided by the insurance carrier. No change will be made in the disability policy without prior Association approval. The Parties agree that disability insurance, as set forth above, will be provided for the duration of this Agreement.

10.5 Physical Examination: Each individual extended a conditional offer of employment with the School District as a Faculty Member shall have a post-offer, pre-employment medical examination conducted by a health care provider chosen by the School District at School District expense. If the Faculty Member successfully completes the medical examination, i.e., can perform the essential function of his/her position with or without reasonable accommodation, the physician will send a completed form to the School District after the examination.

In the judgment of the Superintendent, and in accordance with state and federal law, if additional physical examinations are necessary, the School District will arrange the exam with its own physician and pay the cost incurred.

10.6 Workers' Compensation: The District shall carry Workers' Compensation Insurance Coverage.

10.7 Tax Sheltered Annuity: Upon filing with the Superintendent's Office an agreement in writing between a full-time Faculty Member and an insurance company handling Tax Sheltered Annuity Plans specifying an amount to be deducted from that Faculty Member's payroll, said deductions will be made. The plan may be terminated by filing a written termination notice with the Superintendent's Office.

10.8 Course Reimbursement: In an effort to assist Faculty Members in their pursuit of professional improvement and meet their staff development plans, the School District shall provide financial assistance in the area of course reimbursement as follows by paying up to the cost of four (4) credits at the UNH rate in each year of the Collective Bargaining Agreement.

Courses and/or advanced lessons must be approved in advance by both the Principal and Superintendent. It is expected that course work will be graduate level courses or courses/lessons offered at a college/university unless otherwise approved. Approval must be obtained by June 1st for the summer semester, September 1st for the fall semester, and January 1st for the spring semester.

Faculty Members may choose to use course reimbursement funds in order to obtain further training in School District initiatives. These trainings may or may not have college credits associated with them. Reimbursement will be made upon presentation of proof of completion and payment for the course and/or advanced lessons. Total reimbursement will not exceed the actual cost of the course tuition, less any applicable grants or scholarships. Faculty Members must

be employed at the time reimbursement is requested. This shall not apply to any Faculty Member terminated due to RIF.

Exceptions to the above deadlines and/or course appropriateness may be granted at the discretion of the Superintendent, subject to the reimbursement guidelines.

Non-Master's-level courses will be reimbursed; however, per Article 7.10, track advancement only occurs with the completion of Master's-level courses.

10.8.1 Tuition Prepayment Option: In an effort to ease the financial burden Faculty Members face in pre-paying course tuition, the School District shall pre-pay the tuition for an approved course. However, the Faculty Member must successfully complete the course or reimburse the School District. There will be no pre-payment made for summer courses.

10.8.2 Workshops & Conferences: To further the Faculty Member's ability to attend conferences and workshops, the School District will allocate \$300 per Faculty Member (based on a full-time equivalent) for the cost of conferences and workshops in each year of the Collective Bargaining Agreement.

The allocation will be distributed provided the conference or workshop is pre-approved by the building Principal and Superintendent.

10.9 Separation Payment

Separation Payment(15-19) years: Upon voluntary separation from the School District with fifteen to nineteen (15-19) years of service in the School District, including any and all time served in any school in the School District, the Faculty Member shall receive a one (1)-time payment determined as follows:

$\frac{1}{2}$ of 1% of salary x number of years in School District PLUS
 $\frac{1}{4}$ per diem x number of unused sick days

Separation Payment (20+ years): Upon voluntary separation from the School District with twenty (20) years or more of District service, including any and all time served in any school in the School District, the Faculty Member shall receive a one (1)-time payment determined as follows:

1% of salary x number of years in School District PLUS
1/3 per diem x number of unused sick days

In order to receive payment on July 1st of the following calendar year, the Faculty Member must provide notice to the School District no later than November 1st of the school year in which the separation occurs. However, should the Faculty Member wish to receive payment in June of the separating year, notice must be provided nineteen (19) months prior to that date.

In the event the Faculty Member has commenced the separation process via written notification and request, and that Faculty Member unexpectedly passes away, their designated beneficiary, which shall be indicated in writing as part of their request, shall receive the payment. The School District will make every reasonable attempt to contact the beneficiary.

10.10 Section 125: The School District will offer a Section 125 plan which will include premium offset, dependent care, and a flexible spending account.

ARTICLE XI

Severability

11.1 In the event that any provisions of this Agreement at any time after execution shall be declared to be invalid by any court of competent jurisdiction or abrogated by law, such decision or law shall not invalidate the entire Agreement, it being the express intent of the Parties hereto that all other provisions not thereby invalidated shall remain in full force and effect.

ARTICLE XII

Duration

12.1 This Agreement and each of its provisions shall become effective as of September 1, 2023, and shall remain in effect until August 31, 2026, when it shall expire unless an extension is agreed to by both Parties and expressed in writing prior to such date.

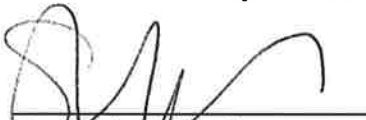
Either Party to this Agreement may initiate negotiations for a successor Agreement by notifying the other not later than September 15, 2025.

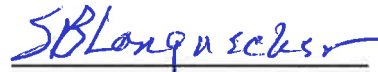
12.2 In witness whereof, the Parties hereto have caused this Agreement to be signed by their respective agents, and their seals to be placed hereon, all on this 10th day of March 2023.

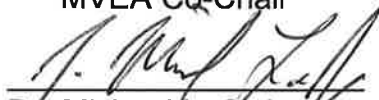
Any errors or omissions in this agreement shall result in previously agreed to language application.

Merrimack Valley Education Association

Merrimack Valley School District


By: Lorieal Jordan-Foote
MVEA Co-Chair


By: Seelye Longnecker
MVSB Chair


By: Michael LaClair
MVEA Co-Chair


By: Sally Hirsh-Dickinson
MVSB Negotiations Chair

Appendix A

2023-24 MVSD Salary Schedule

Step / Track	BA	BA 15	MA	MA 15	MA 30/CAGS
1	\$43,200	\$44,200	\$46,400	\$47,400	\$49,150
2	\$44,200	\$45,200	\$47,400	\$48,400	\$50,150
3	\$45,200	\$46,200	\$48,400	\$49,400	\$51,150
4	\$46,200	\$47,200	\$49,400	\$50,400	\$52,150
5	\$47,200	\$48,200	\$50,400	\$51,400	\$53,150
6	\$48,600	\$49,600	\$51,800	\$52,800	\$54,550
7	\$50,000	\$51,000	\$53,200	\$54,200	\$55,950
8	\$51,400	\$52,400	\$54,600	\$55,600	\$57,350
9	\$52,800	\$53,800	\$56,000	\$57,000	\$58,750
10	\$54,200	\$55,200	\$57,400	\$58,400	\$60,150
11	\$55,500	\$56,500	\$58,700	\$59,700	\$61,450
12	\$56,800	\$57,800	\$60,000	\$61,000	\$62,750
13	\$58,100	\$59,100	\$61,300	\$62,300	\$64,050
14	\$59,400	\$60,400	\$62,600	\$63,600	\$65,350
15	\$60,700	\$61,700	\$63,900	\$64,900	\$66,650
16	\$61,850	\$62,850	\$65,050	\$66,050	\$67,800
17	\$63,000	\$64,000	\$66,200	\$67,200	\$68,950
18	\$64,150	\$65,150	\$67,350	\$68,350	\$70,100
19	\$65,300	\$66,300	\$68,500	\$69,500	\$71,250
20	\$66,450	\$67,450	\$69,650	\$70,650	\$72,400
21	\$67,550	\$68,550	\$70,750	\$71,750	\$73,500
22	\$68,650	\$69,650	\$71,850	\$72,850	\$74,600
23	\$69,750	\$70,750	\$72,950	\$73,950	\$75,700
24	\$70,850	\$71,850	\$74,050	\$75,050	\$76,800
25	\$71,950	\$72,950	\$75,150	\$76,150	\$77,900

Off-step \$1000 per year

2024-25 MVSD Salary Schedule

Step / Track	BA	BA 15	MA	MA 15	MA 30/CAGS
1	\$43,632	\$44,632	\$46,832	\$47,832	\$49,582
2	\$44,632	\$45,632	\$47,832	\$48,832	\$50,582
3	\$45,632	\$46,632	\$48,832	\$49,832	\$51,582
4	\$46,632	\$47,632	\$49,832	\$50,832	\$52,582
5	\$47,632	\$48,632	\$50,832	\$51,832	\$53,582
6	\$49,032	\$50,032	\$52,232	\$53,232	\$54,982
7	\$50,432	\$51,432	\$53,632	\$54,632	\$56,382
8	\$51,832	\$52,832	\$55,032	\$56,032	\$57,782
9	\$53,232	\$54,232	\$56,432	\$57,432	\$59,182
10	\$54,632	\$55,632	\$57,832	\$58,832	\$60,582
11	\$55,932	\$56,932	\$59,132	\$60,132	\$61,882
12	\$57,232	\$58,232	\$60,432	\$61,432	\$63,182
13	\$58,532	\$59,532	\$61,732	\$62,732	\$64,482
14	\$59,832	\$60,832	\$63,032	\$64,032	\$65,782
15	\$61,132	\$62,132	\$64,332	\$65,332	\$67,082
16	\$62,282	\$63,282	\$65,482	\$66,482	\$68,232
17	\$63,432	\$64,432	\$66,632	\$67,632	\$69,382
18	\$64,582	\$65,582	\$67,782	\$68,782	\$70,532
19	\$65,732	\$66,732	\$68,932	\$69,932	\$71,682
20	\$66,882	\$67,882	\$70,082	\$71,082	\$72,832
21	\$67,982	\$68,982	\$71,182	\$72,182	\$73,932
22	\$69,082	\$70,082	\$72,282	\$73,282	\$75,032
23	\$70,182	\$71,182	\$73,382	\$74,382	\$76,132
24	\$71,282	\$72,282	\$74,482	\$75,482	\$77,232
25	\$72,382	\$73,382	\$75,582	\$76,582	\$78,332

Off-step \$1000 per year

2025-26 MVSD Salary Schedule

Step / Track	BA	BA 15	MA	MA 15	MA 30/CAGS
1	\$44,068	\$45,068	\$47,268	\$48,268	\$50,018
2	\$45,118	\$46,118	\$48,318	\$49,318	\$51,068
3	\$46,168	\$47,168	\$49,368	\$50,368	\$52,118
4	\$47,218	\$48,218	\$50,418	\$51,418	\$53,168
5	\$48,268	\$49,268	\$51,468	\$52,468	\$54,218
6	\$49,668	\$50,668	\$52,868	\$53,868	\$55,618
7	\$51,068	\$52,068	\$54,268	\$55,268	\$57,018
8	\$52,468	\$53,468	\$55,668	\$56,668	\$58,418
9	\$53,868	\$54,868	\$57,068	\$58,068	\$59,818
10	\$55,268	\$56,268	\$58,468	\$59,468	\$61,218
11	\$56,568	\$57,568	\$59,768	\$60,768	\$62,518
12	\$57,868	\$58,868	\$61,068	\$62,068	\$63,818
13	\$59,168	\$60,168	\$62,368	\$63,368	\$65,118
14	\$60,468	\$61,468	\$63,668	\$64,668	\$66,418
15	\$61,768	\$62,768	\$64,968	\$65,968	\$67,718
16	\$62,918	\$63,918	\$66,118	\$67,118	\$68,868
17	\$64,068	\$65,068	\$67,268	\$68,268	\$70,018
18	\$65,218	\$66,218	\$68,418	\$69,418	\$71,168
19	\$66,368	\$67,368	\$69,568	\$70,568	\$72,318
20	\$67,518	\$68,518	\$70,718	\$71,718	\$73,468
21	\$68,618	\$69,618	\$71,818	\$72,818	\$74,568
22	\$69,718	\$70,718	\$72,918	\$73,918	\$75,668
23	\$70,818	\$71,818	\$74,018	\$75,018	\$76,768
24	\$71,918	\$72,918	\$75,118	\$76,118	\$77,868
25	\$73,018	\$74,018	\$76,218	\$77,218	\$78,968

Off-step \$1000 per year

Appendix A-2

2023-2024, 2024-2025

MVEA Salary Schedule - Speech Path / OT	
M30/CAGS	
1	\$63,435
2	\$64,535
3	\$65,635
4	\$66,735
5	\$67,835
6	\$69,235
7	\$70,635
8	\$72,035
9	\$73,435
10	\$74,835
11	\$76,135
12	\$77,435
13	\$78,735
14	\$80,035
15	\$81,335
16	\$82,485
17	\$83,635
18	\$84,785
19	\$85,935
20	\$87,085
21	\$88,185
22	\$89,285
23	\$90,385
24	\$91,485
25	\$92,585

Off-step \$1050

2025-2026

MVEA Salary Schedule - Speech Path / OT	
M30/CAGS	
1	\$64,069
2	\$65,169
3	\$66,269
4	\$67,369
5	\$68,469
6	\$69,869
7	\$71,269
8	\$72,669
9	\$74,069
10	\$75,469
11	\$76,769
12	\$78,069
13	\$79,369
14	\$80,669
15	\$81,969
16	\$83,119
17	\$84,269
18	\$85,419
19	\$86,569
20	\$87,719
21	\$88,819
22	\$89,919
23	\$91,019
24	\$92,119
25	\$93,219

Off-step \$1050

Appendix B

Level	Sport	Base Pay	43,200.00	43,632.00	44,068.00
		% of Base	23-24	24-25	25-26
HS	V. Football	15.00%	6,480	6,545	6,610
HS	V. Football Asst	10.50%	4,536	4,581	4,627
HS	V. Football Asst	10.50%	4,536	4,581	4,627
HS	JV Football	9.50%	4,104	4,145	4,186
HS	JV Football	9.50%	4,104	4,145	4,186
HS	Fr. Football	6.50%	2,808	2,836	2,864
HS	V. Boys Soccer	12.00%	5,184	5,236	5,288
HS	JV Boys Soccer	8.50%	3,672	3,709	3,746
HS	Fr. Boys Soccer	6.50%	2,808	2,836	2,864
HS	V. Girls Soccer	12.00%	5,184	5,236	5,288
HS	JV Girls Soccer	8.50%	3,672	3,709	3,746
HS	Fr. Girls Soccer	6.50%	2,808	2,836	2,864
HS	V. Field Hockey	12.00%	5,184	5,236	5,288
HS	JV Field Hockey	8.50%	3,672	3,709	3,746
HS	Fr. Field Hockey	6.50%	2,808	2,836	2,864
HS	Cross Country - Boys	9.50%	4,104	4,145	4,186
HS	Cross Country - Girls	9.50%	4,104	4,145	4,186
HS	Golf	7.00%	3,024	3,054	3,085
HS	V. Fall Spirit	8.50%	3,672	3,709	3,746
HS	Bass Fishing		500	500	500
HS	V. Boys Basketball	15.00%	6,480	6,545	6,610
HS	JV Boys Basketball	11.00%	4,752	4,800	4,847
HS	Fr. Boys Basketball	8.00%	3,456	3,491	3,525
HS	V. Girls Basketball	15.00%	6,480	6,545	6,610
HS	JV Girls Basketball	11.00%	4,752	4,800	4,847
HS	Fr. Girls Basketball	8.00%	3,456	3,491	3,525
HS	Indoor Track Boys	11.00%	4,752	4,800	4,847
HS	Indoor Track Girls	11.00%	4,752	4,800	4,847
HS	V. Spirit	11.00%	4,752	4,800	4,847
HS	JV. Spirit Varsity	6.50%	2,808	2,836	2,864
HS	Unified Basketball	2.96%	1,279	1,292	1,304
HS	Unified Basketball	2.96%	1,279	1,292	1,304
HS	V. Baseball	12.00%	5,184	5,236	5,288
HS	JV Baseball	8.50%	3,672	3,709	3,746
HS	V. Softball	12.00%	5,184	5,236	5,288
HS	JV Softball	8.50%	3,672	3,709	3,746

Level	Sport	% of Base			
HS	V. Lacrosse Boys	12.00%	5,184	5,236	5,288
HS	JV Lacrosse Boys	8.50%	3,672	3,709	3,746
HS	V Lacrosse Girls	12.00%	5,184	5,236	5,288
HS	JV Lacrosse Girls	8.50%	3,672	3,709	3,746
HS	V. Track Boys	12.00%	5,184	5,236	5,288
HS	V. Track Girls	12.00%	5,184	5,236	5,288
HS	V. Track Assistant Girls	8.50%	3,672	3,709	3,746
HS	JV Track Boys	8.50%	3,672	3,709	3,746
MS	Athletic Coordinator	25.00%	10,800	10,908	11,017
MS	Soccer Boys-A	6.50%	2,808	2,836	2,864
MS	Soccer Boys-B	4.75%	1,800	2,073	2,093
MS	Soccer Girls-A	6.50%	2,808	2,836	2,864
MS	Soccer Girls-B	4.75%	1,800	2,073	2,093
MS	Field Hockey	6.50%	2,808	2,836	2,864
MS	Cross Country	6.00%	2,592	2,618	2,644
MS	Cross Country Asst.	3.00%	1,296	1,309	1,322
MS	Fall Spirit	5.00%	2,160	2,182	2,203
MS	Winter Spirit	6.00%	2,592	2,618	2,644
MS	Boys A Basketball	7.00%	3,024	3,054	3,085
MS	Boys B Basketball	4.75%	2,052	2,073	2,093
MS	Girls A Basketball	7.00%	3,024	3,054	3,085
MS	Girls B Basketball	4.75%	2,052	2,073	2,093
MS	Baseball	6.50%	2,808	2,836	2,864
MS	Softball	6.50%	2,808	2,836	2,864
MS	Track	6.50%	2,808	2,836	2,864
MS	Track	6.50%	2,808	2,836	2,864
MS	Track Assistant	3.00%	1,296	1,309	1,322
MS	Unified Sports	2.75%	1,188	1,200	1,212

Longevity

1-2	-
3-5	100.00
6-10	150.00
11-15	200.00
16+	250.00

Standing Committee

A standing committee, composed of the athletic director, three bargaining unit members appointed by the MVEA, three administrators appointed by the Superintendent and one board member appointed by the school board shall annually review the positions and stipends in Appendices B & C. The committee shall make recommendations for adjustment as necessary to the school board. The committee may also make recommendations to the school board regarding the utilization of unused funds from non-functioning co-curricular and/or athletic activities listed in the Appendices B & C, to support stipends for new activities which may be established during the effective dates of this agreement.

The school board, in its discretion, will consider the committee's recommendations for existing activities and stipends, as well as, for utilizing monies available from non-functioning activities. It may eliminate, add or change activities or take whatever action it deems necessary relative to Appendices B & C.

Appendix C

		Base	\$43,200	\$43,632	\$44,068		
		Year	23-24	24-25	25-26		
	Level						
Acting Director Play	5	6.50%	2,808	2,836	2,864	1	2.29%
Adventures in Peace							
Making	1	2.29%	989	999	1,009	2	2.50%
Art Club-Elementary	1	2.29%	989	999	1,009	3	3.93%
Art Club-Middle School	1	2.29%	989	999	1,009	4	5.00%
Art Honor Society- High School	3	3.93%	1,698	1,715	1,732	5	6.50%
Asst Director Marching Band	3	3.93%	1,698	1,715	1,732	6	8.00%
Band	3	3.93%	1,698	1,715	1,732		
Band-Middle School	3	3.93%	1,698	1,715	1,732		
Basketball for Fun	1	2.29%	989	999	1,009		
Bee Club	1	2.29%	989	999	1,009		
Best Buddies	1	2.29%	989	999	1,009		
Book Club	1	2.29%	989	999	1,009		
Book Club K-2	1	2.29%	989	999	1,009		
Chess Club	1	2.29%	989	999	1,009		
Chess Club-HS	2	2.50%	1,080	1,091	1,102		
Choreographer / Dance Troupe	4	5.00%	2,160	2,182	2,203		
Chorus	2	2.50%	1,080	1,091	1,102		
Chorus-Middle School	3	3.93%	1,698	1,715	1,732		
Class Advisor (Seniors)	2	2.50%	1,080	1,091	1,102		
Class Advisor (Seniors)	2	2.50%	1,080	1,091	1,102		
Class Advisor (Juniors)	1	2.29%	989	999	1,009		
Class Advisor (Juniors)	1	2.29%	989	999	1,009		
Class Advisor (Sophomore)	1	2.29%	989	999	1,009		
Class Advisor (Sophomore)	1	2.29%	989	999	1,009		
Class Advisor (Freshmen)	1	2.29%	989	999	1,009		
Class Advisor (Freshmen)	1	2.29%	989	999	1,009		
Computer Coding Club	1	2.29%	989	999	1,009		
Creative Writing Club	1	2.29%	989	999	1,009		
Destination Imagination	2	2.50%	1,080	1,091	1,102		
Destination Imagination	2	2.50%	1,080	1,091	1,102		
Director Marching Band	6	8.00%	3,456	3,491	3,525		
Disc Golf-PES	1	2.29%	989	999	1,009		
Disc Golf- MS/HS	1	2.50%	1,080	1,091	1,102		
Drama Club	1	2.29%	989	999	1,009		
Drama Club Pit Band	4	5.00%	2,160	2,182	2,203		
Ecology Club	1	2.29%	989	999	1,009		
Environmental Club	1	2.29%	989	999	1,009		

Esports-MS	2	2.50%	1,080	1,091	1,102
First Lego Robotics Team	1	2.29%	989	999	1,009
French Honor Society	3	3.93%	1,698	1,715	1,732
Future Business Leaders	3	3.93%	1,698	1,715	1,732
GSA	1	2.29%	989	999	1,009
Gardening Club	1	2.29%	989	999	1,009
Geography Club	1	2.29%	989	999	1,009
Graduation Coordinator	2	2.50%	1,080	1,091	1,102
Health/Fitness - Get Out and Play	1	2.29%	989	999	1,009
Intramural Club- 6th grade	1	2.29%	989	999	1,009
Intramural Volleyball	1	2.29%	989	999	1,009
Investigating Mysteries	1	2.29%	989	999	1,009
Jazz Band-Middle School	3	3.93%	1,698	1,715	1,732
Jazz band-High School	3	3.93%	1,698	1,715	1,732
Key Club	1	2.29%	989	999	1,009
Knitting	1	2.29%	989	999	1,009
Krypto Club	1	2.29%	989	999	1,009
Ladybug Book Club (G. 3-5)	1	2.29%	989	999	1,009
Lego Club	1	2.29%	989	999	1,009
Lego Club Session 1	1	2.29%	989	999	1,009
Lego Club Session 2	1	2.29%	989	999	1,009
Math Club	1	2.29%	989	999	1,009
Math Problem Solvers	1	2.29%	989	999	1,009
Math Team	2	2.50%	1,080	1,091	1,102
Multimedia Club	1	2.29%	989	999	1,009
National History Club	2	2.50%	1,080	1,091	1,102
National Honor Society	3	3.93%	1,698	1,715	1,732
National Junior Honor Society	3	3.93%	1,698	1,715	1,732
Nature Club-MS	1	2.29%	989	999	1,009
Newspaper Club / Writing Club	1	2.29%	989	999	1,009
Outdoor Club	1	2.29%	989	999	1,009
Painting Club	1	2.29%	989	999	1,009
Peer Mediator/Mentor Group	1	2.29%	989	999	1,009
PES Chorus	2	2.50%	1,080	1,091	1,102
Physical Activity Club	1	2.29%	989	999	1,009
Poetry	1	2.29%	989	999	1,009
Puzzles K-2	1	2.29%	989	999	1,009
Read/Cook & Write	1	2.29%	989	999	1,009
Recycle Club	1	2.29%	989	999	1,009
RoboClub-HS	3	3.93%	1,698	1,715	1,732
RoboClub-HS Assist	1	2.29%	989	999	1,009
Robotics Team	1	2.29%	989	999	1,009
Running Club	1	2.29%	989	999	1,009

School Store	1	2.29%	989	999	1,009
Scrabble Club	1	2.29%	989	999	1,009
Ski Club	1	2.29%	989	999	1,009
Ski/Snowboard	1	2.29%	989	999	1,009
Spanish Honor Society	3	3.93%	1,698	1,715	1,732
STEM Club	1	2.29%	989	999	1,009
Student Action	1	2.29%	989	999	1,009
Student Actor's League	1	2.29%	989	999	1,009
Student Council - Middle School	2	2.50%	1,080	1,091	1,102
Student Council - High School	2	2.50%	1,080	1,091	1,102
Student Council	1	2.29%	989	999	1,009
Student Leadership	1	2.29%	989	999	1,009
Student Leadership-Ambassadors	1	2.29%	989	999	1,009
Tabletop Gaming-MS	2	2.50%	1,080	1,091	1,102
Team Challenges	1	2.29%	989	999	1,009
Tech Club	1	2.29%	989	999	1,009
Technical Director Play	4	5.00%	2,160	2,182	2,203
Technical Director Asst	1	2.29%	989	999	1,009
Tri-M Music Honor Society	3	3.39%	1,698	1,715	1,732
Vocal Director (Winter)	4	5.00%	2,160	2,182	2,203
Vocal Ensemble Middle School	3	3.93%	1,698	1,715	1,732
Vocal Ensemble High School	3	3.93%	1,698	1,715	1,732
Washington DC Trip Advisor	2	2.50%	1,080	1,091	1,102
Writing Club	1	2.29%	989	999	1,009
Yearbook	1	2.29%	989	999	1,009
Yearbook - High School	5	6.50%	2,808	2,836	2,864
Yearbook Club	1	2.29%	989	999	1,009
Yearbook - Middle School	3	3.93%	1,698	1,715	1,732
Yoga & Mindfulness (G. 3-5)	1	2.29%	989	999	1,009
Yoga & Mindfulness (G. K-2)	1	2.29%	989	999	1,009