

AGREEMENT

BETWEEN THE

WENTWORTH SCHOOL DISTRICT

AND THE

WENTWORTH EDUCATION ASSOCIATION

2016 – 2017

2017 – 2018

2018 – 2019

Table of Contents
Wentworth Collective Bargaining Agreement

<i>ARTICLE</i>		<i>PAGE NUMBER</i>
<i>One</i>	<i>Recognition</i>	<i>4</i>
	<i>Definitions</i>	<i>4</i>
<i>Two</i>	<i>Negotiations Procedure</i>	<i>4</i>
<i>Three</i>	<i>Jurisdiction and Authority of the School Board</i>	<i>5</i>
<i>Four</i>	<i>Association Rights</i>	<i>5</i>
	<i>Freedom to Associate</i>	<i>5</i>
	<i>Use of Building, Use of Equipment, Post Notices</i>	<i>5</i>
	<i>Announcements at Staff Meetings</i>	<i>5</i>
	<i>Dues Deduction, Other Payroll Deductions</i>	<i>6</i>
<i>Five</i>	<i>Rights of Members of the Bargaining Unit</i>	<i>6</i>
	<i>Due Process for Discipline, Representation for Discipline</i>	<i>7</i>
	<i>Review Personnel File, Sign for Inclusion in File</i>	<i>7</i>
	<i>Report Assault</i>	<i>7</i>
<i>Six</i>	<i>Member Employment</i>	<i>7</i>
	<i>Duty Free Lunch, Leaving Building</i>	<i>7</i>
	<i>School Year, Substitutes, Professional Development</i>	<i>8</i>
	<i>Prepayment of Courses</i>	<i>8</i>
	<i>Preparation Period</i>	<i>8</i>
	<i>Notification of Assignment</i>	<i>9</i>
<i>Seven</i>	<i>Working Conditions</i>	<i>9</i>
	<i>Safety Codes Complied With no Dispensing of Medicine</i>	<i>9</i>
<i>Eight</i>	<i>Compensation</i>	<i>9</i>
	<i>Pay Periods, extra-Curricular Pay, Section 125 Account</i>	<i>9</i>
<i>Nine</i>	<i>Insurance</i>	<i>9</i>
	<i>Health Insurance, Dental Life, Disability</i>	<i>10</i>
	<i>New Hampshire Retirement</i>	<i>10</i>
<i>Ten</i>	<i>Temporary Leaves of Absence</i>	<i>10</i>
	<i>Sick Days</i>	<i>10</i>
	<i>Personal Leave, Bereavement, Jury Duty</i>	<i>11</i>
<i>Eleven</i>	<i>Extended Leaves of Absence</i>	<i>11</i>
	<i>Child Bearing Leave, Child Care Leave</i>	<i>11</i>
<i>Twelve</i>	<i>Miscellaneous</i>	<i>11</i>

<i>Thirteen</i>	<i>Grievance Procedure</i>	<i>12</i>
	<i>Definitions</i>	<i>12</i>
	<i>Level One – Principal</i>	<i>12</i>
	<i>Level Two – Superintendent</i>	<i>12</i>
	<i>Level Three – School Board</i>	<i>12</i>
	<i>Level Four – Arbitration</i>	<i>13</i>
<i>Fourteen</i>	<i>Reduction in Force</i>	<i>13</i>
<i>Fifteen</i>	<i>Duration</i>	<i>13</i>
<i>Appendix A</i>	<i>Salary Schedule</i>	<i>14 & 15</i>
<i>Appendix B</i>	<i>Extra Curricular Compensation</i>	<i>16</i>
<i>Appendix C</i>	<i>Sick Leave Assistance Plan Selection Form</i>	<i>16</i>
<i>Appendix D</i>	<i>Health Insurance Plan Cost Sharing Schedule</i>	<i>17</i>

*ARTICLE ONE
RECOGNITION*

1.1 The Board recognizes the Wentworth Educational Association/NEA-NH for the purposes of collective negotiations according to RSA 273-A as the exclusive representatives for those positions certified by the New Hampshire Public Employee Labor Relations Board.

1.2 Definitions

The following list of terms will be used frequently in this agreement and when they are used, they will refer to the definitions described below unless otherwise stipulated:

- 1. The term "school" means any work locations.*
- 2. The term "Member of the Bargaining Unit" or Member(s) means a professional employee of the Wentworth School District under contract for the school year, whose position requires certification or licensing by the State of New Hampshire.*
- 3. The terms "Board" or "District" means the School Board or any of its agents.*
- 4. The term "Non-Probationary Member" means a Member who has achieved continuing contract status per state law.*
- 5. Whenever the singular is used in this agreement it is to include the plural.*

*ARTICLE TWO
NEGOTIATIONS PROCEDURE*

- 2.1 All negotiations will be carried out in good faith.*
- 2.2 At the end of each meeting, a time and date will be set for future negotiations.*
- 2.3 The Board agrees to help the Association to obtain such non-confidential information in its possession as is reasonably requested.*
- 2.4 Any agreement reached shall be reduced to writing and be signed by the Board and the Association. A copy of the Agreement shall be filed with the New Hampshire Public Employee Labor Relations Board within fourteen days of the signing. The Board shall duplicate and distribute the Agreement within thirty days of the signing to the Association without cost.*

*ARTICLE THREE
JURISDICTION AND AUTHORITY OF THE SCHOOL BOARD*

- 3.1 *The Board reserves to itself full jurisdiction and authority over matters of policy and retains the unrestricted right (a) to direct and manage all activities of the School District and its employees; (b) to assign and direct the work of their employees; (c) to hire, promote, transfer, assign and retain employees in positions within the School District; (d) to suspend, demote, discharge, withhold all salary increases at the highest step or increment wage increases, whichever applies, or take any other disciplinary action against the employees; (e) to act unilaterally including by adoption or rule or regulation, on any and all matters not excluded by RSA 273-A, provided said act, rule or regulation, does not conflict with or violate any of the terms of the Agreement; (f) to maintain and direct the efficiency of government operations; (g) to relieve employees from duties; (h) to take actions as may be necessary to carry out the mission of the agency in emergencies; and (i) to determine the methods, means and personnel by which operations are to be conducted, so as to continue public control of governmental functions.*

The parties understand the Board may not lawfully delegate the power or authority which, by law, is vested in it, nor may the Superintendent lawfully delegate the power or authority which, by law, is vested in him/her; and this Agreement shall not be construed as to constitute a delegation of the power or authority of either. The term "law" as used above shall include regulations lawfully passed by the New Hampshire State Board of Education.

*ARTICLE FOUR
ASSOCIATION RIGHTS*

- 4.1 *The Board agrees that all Members shall have full freedom of association and self-organization and shall be free from restraint, coercion, interference, discrimination or reprisals by the Board by reason of membership in the Association or participation in any of its activities or the exercise of a Members individual rights under RSA 273-A.*
- 4.2 *The Association and its representatives shall have the right to use the school building at all reasonable hours for meetings with timely notification to the Principal or his/her designee.*
- 4.3 *The Association and its representatives shall have the right to use school facilities and equipment, including computers, copy machines, and other equipment at reasonable times, when such equipment is not otherwise in use.*
- 4.4 *The Association and its representatives shall have the right to post notices of activities and matters of Association concern on non-public bulletin boards. The Association may use school mailboxes, internet and email for communication.*
- 4.5 *The Association shall be given an opportunity at staff meetings to present reports and announcements after the principal leaves the meetings.*
- 4.6 *Any representative of the Association or any Member mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings shall suffer no loss in pay, leave, or benefits.*

4.7 (a) All employees covered by this Agreement shall be required to pay membership dues or an agency fee for the expenses incurred by the Association related to collective bargaining including, but not limited to negotiations and contract administration, in an amount not greater than Association dues. The decision to pay membership dues or an agency fee shall be made by each employee within a bargaining unit within thirty (30) calendar days from the date of hire and such decision shall be a condition of employment. Failure of any bargaining unit employee to make such decision and/or complete the payroll deduction form shall result in the automatic deduction of the agency fee effective the first pay period following the thirtieth (30th) day of hire. The dues and agency fees shall be determined and set solely by the Association. The fee shall not exceed an amount that represents a prorated share of actual cost of negotiating and administering this Collective Bargaining Agreement. Such deductions may be prorated over twenty-two (22) or twenty-six (26) pay periods as determined by the Member.

(b) All bargaining unit members who belong to the Association as of July 1, 2016, or who join the Association at any time during the term of the contract, shall, as a condition of employment, have their dues deducted by the District in accordance with this Article, and must retain their membership throughout the period (term) of this Agreement, except that each member shall have the opportunity to withdraw membership for a period of fifteen (15) days beginning with the employee's anniversary date of employment. Each individual notice of withdrawal shall be in writing, postmarked no later than during the aforesaid period and shall be sent to the Association at the addresses set forth below:

Wentworth Education Association, NEA-NH
9 South Spring Street
Concord, NH 03301

(c) Upon receipt of a written authorization from the employee, the Employer shall deduct from the wages Association dues or agency fees as established by the Association. Such deductions will begin the first pay period following the Employer's receipt of authorization.

(d) The amount of dues and fees deducted under this Article shall be remitted to the Association bi-weekly, together with a list of the amount of dues or agency fees and the name of each employee who paid dues for that pay period.

4.8 Upon appropriate written authorization from the Member, the employer shall deduct from the pay of any such Member and make appropriate remittance for annuities, credit union, savings bonds, or any other plans or programs jointly approved by the Association and the employer. Such authorization shall continue in effect from year to year unless revoked in writing.

4.9 The rights and/or privileges granted to the Association in this Agreement shall not be granted to any other group or organization which purports to represent any Member or group of Members covered by this Agreement.

ARTICLE FIVE MEMBER RIGHTS

5.1 Nothing contained herein shall be construed to deny or restrict to any Member's right which exists under New Hampshire school laws or other applicable laws and regulations.

- 5.2 *No non-probationary Member will be disciplined, reduced in compensation, or discharged, without due process. All information forming the basis for disciplinary action will be made available to the WEA President and the Member.*
- 5.3 *An administrator may meet with any Member at any time to investigate an incident. The Member may have an Association representative present if the Member desires. However, any time a Member is required to appear before a representative of the Board concerning disciplinary action, suspension, or dismissal the Member shall be notified in writing and given reasons for the meetings.*
- 5.4 *In the event an administrator needs to meet with a Member regarding contract renewal, such meetings shall occur at the end of the work day, on or before April 15th.*
- 5.5 *Individual contracts shall be offered to Members by the end of April. The principal and Member shall sign and date a form indicating delivery of the offered individual contract. Members shall have 15 school days from the signed date of receipt to return the individual signed contract.*
- 5.6 *A member shall have the right to review in the presence of the Board, the contents of their personnel file on the business day following the date a request is made. The Member may have a representative of the Association with them.*
- 5.7 *When material is placed in a Member's file, the affected Member shall receive and sign said material, such signature shall be understood to indicate awareness of the material, but shall not be interpreted to mean agreement with the content of the material. The Member may submit a written notation regarding any and all material placed in their personnel file, and the same shall be attached to the file copy of said material. Complaints that are found to be unsubstantiated shall not be put in a Member's personnel file.*
- 5.8 *Any case of assault upon a Member shall be promptly reported to the employer.*

*ARTICLE SIX
MEMBER EMPLOYMENT*

- 6.1 *The School Board and the administration will make a good faith effort to provide a duty-free lunch period of twenty minutes for each Member.*
- 6.2 *Members may leave the building during their unscheduled time provided they notify the building administrator prior to their leaving.*
- 6.3 *The school year will consist of one hundred eighty-five (185) days, 180 school days, five (5) in-service days, with one day reserved for classroom preparation prior to the start of the school year.*

- 6.4 *The Members work day shall be seven hours and fifteen minutes, which includes fifteen (15) minutes before and after the student day. The WEA agrees to work with administration and develop a plan to assure one person will provide coverage between 7:30 am and 7:45 am.*
- 6.5 *The Board agrees at all times to maintain an adequate list of substitute teachers. Members shall be informed of a telephone number they may call before 6:30 am to report unavailability for work. Once a Member has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute Member. The use of regular Members as substitute teachers shall only be in emergencies.*
- 6.6 *Members who have satisfactorily completed academic courses and who wish to use such additional credits for advancement on the salary schedule shall notify the Superintendent by November 1st of the previous contract year.*
- 6.7 *Professional Development: The School District shall reimburse each Member at the rate of Plymouth State University graduate courses for each credit they may acquire beyond the Bachelor's degree at an accredited college or university up to a maximum of six (6) credits per year, provided they obtain a grade of B or better or "pass" in an ungraded or audited course. These funds may be used for course fees and required texts.*
- 6.7A *In lieu of taking six college credits, a Member may apply for funding up to the dollar value of three (3) credits to attend workshops, conferences or training sessions.*
- 6.7B *Courses and workshops must meet the goals of the professional development plan of the District and the Member. All requests shall have the approval of the principal and superintendent.*
- 6.7C *In the event that there are unused Professional Development funds on or after March 1 of each year, any teacher may apply to use such unused funds to take additional credits, courses and/or workshops in excess of the limitations set forth in sections 6.7, 6.7A and 6.7B. The application period shall be from March 1 to April 1 each year. At the close of the application period, any such distribution of these unused funds shall be equitably applied among the applicants. All requests for such additional funds shall be submitted to the principal and shall include a brief summary of how the funds shall be used. The distribution shall require the approval of the principal and the superintendent, which approval shall not be unreasonably withheld.*
- 6.8 *The School District will provide payment for approved courses when presented with an invoice/purchase order from the offering institution with the understanding that the Member requesting this prepayment option must also execute a salary reduction agreement at the time of the request for approval. Failure to give evidence of having received a grade of B or better or "Pass" in an ungraded or audited course will result in the implementation of the salary reduction agreement. All reimbursements must be paid in full prior to the end of the fiscal year for which the course was taken.*
- 6.9 *The Administration will schedule a forty-five (45) minute preparation period for each Member each school day. Both the Administration and the Association/Members are aware that certain circumstances occur during the school day that may cause the daily preparation period to be reduced or otherwise altered.*

- 6.10 *The Board will make a good faith effort to notify Members in writing of their assignment for the upcoming year by June 30th.*
- 6.11 *Each Member shall be evaluated annually by the building principal, based upon at least one formal classroom observation. Any changes to the current teacher evaluation system, The Teacher Effectiveness Plan ratified by the parties on June 15, 2015 and incorporated by reference herein, must be submitted to the Association and School Board and receive ratification prior to implementation.*

**ARTICLE SEVEN
WORKING CONDITIONS**

- 7.1 *The District complies with all health and safety codes enforced by state and local authorities.*
- 7.2 *No unlicensed Member shall be required to dispense or administer medication.*
- 7.3 *Upon request from the Association, the Board will consult over class size. The Board retains the final decision on class size.*
- 7.4 *In recognition of the special conditions and needs created by dual grade classrooms there will be a collaborative decision made between teaching staff, administration and the Board regarding providing an assistant in a dual grade classroom to meet educational needs of the students.*
- 7.5 *Members will have access to computers during non-teaching times for reasonable personal professional and Association use.*

**ARTICLE EIGHT
COMPENSATION**

- 8.1 *The basic compensation of each Member shall be as set forth in Appendix A. There shall be no deviation from said compensation rates during the life of this Agreement. Compensation for Members selecting either twenty-two (22) or twenty six (26) pay periods will begin on the first scheduled pay period.*
- 8.2 *Extracurricular compensation is set forth in Appendix B attached hereto.*
- 8.3 *Members shall have access to a Flexible Spending Account – IRS Section 125 account up to the limits as contained in the IRS regulations.*
- 8.4 *Members shall be paid for work performed over school vacation periods, as directed/approved by the District. Such pay shall be calculated at 1/185 of the Member's per diem for each day worked.*

**ARTICLE NINE
INSURANCE**

- 9.1 A *The Board agrees to offer and pay the premium for the following health insurance program for full time Members: Access Blue Site of Service plan, ABSOS20/40/1KDED, with the R10/25/40/M10/40/70 prescription plan at the following rates: for single coverage 95%, two person coverage 93.5% or family plan 90%.*

The Board shall pay 100% of the health insurance plan deductibles for all coverage and the associated costs through the establishment of a third party health reimbursement account(s) for purposes of funding and paying all such deductibles and associated costs of administering such account(s).

The health insurance plan cost sharing schedule is attached hereto as Appendix D.

- 9.1B *For full time Members opting not to take medical insurance, the District will provide a one-time opt out payment of \$5,000 per school year per Member.*
- 9.1C *The Board agrees to pay the premium for Delta Dental Coverage A (100%), B (80%) and C (50%) with no deductible and a \$1,000.00 maximum for a full time Members at the following rates: for a single 100% with a right to buy in for two person or family coverage.*
- 9.1D *Members who are contracted for half time or more shall be entitled to the same benefits above on a prorated basis.*
- 9.1E *The parties anticipate that the changes made to the health insurance plan herein will reduce the cost of the health insurance plan such that there will be no exposure to the excise tax on high cost employer sponsored health coverage under the Affordable Care Act (26 U.S.C. § 49801). In the event that during the term of this agreement it appears that there is exposure to such excise tax, the parties agree to reopen negotiations on all such Articles of this agreement as appropriate to address the payment of the tax, to make any such appropriate changes to the health plan to avoid the excise tax or to make any other changes to this agreement as the parties may agree to address such tax and the related financial concerns.*
- 9.2 *Each Member shall receive term life/disability coverage equal to the salary of the Member; however this benefit shall be capped at fifty thousand (\$50,000) dollars.*
- 9.3 *Liability insurance shall be provided by the employer.*
- 9.4 *Members shall have access to the NH Retirement System.*

ARTICLE TEN TEMPORARY LEAVES OF ABSENCE

- 10.1 *Full time Members earn fifteen (15) days per year with a carry forward of one hundred five (105) days for absences caused by personal or immediate family illness. Immediate family shall be construed to mean children, spouse, or a person who permanently lives within the Member's home and is considered a member of the immediate family. The Board may ask for a physician's note after three consecutive days of absence.*
- 10.2 *Sick Leave Assistance – A Sick Leave Assistance Plan shall be established for Wentworth Members. The days shall not be held in a bank, nor shall they accumulate. Days shall only be donated as needed. Members shall be allowed to donate up to five (5) sick days per school year to other Wentworth Members if the need arises. All Members shall complete and sign a Sick Leave Assistance Plan form indicating whether or not they will participate in the Plan for the coming school year. The form must be returned along with their annual individual Member contract for the coming year. If a Member chooses not to participate in the Sick Leave Assistance plan, the Members will not be eligible to receive Sick Leave Assistance.*

- 10.3 *Any Member on sick leave is entitled to all benefits of any other contracted Member of the bargaining unit. The Board at its sole discretion may extend paid sick leave benefits beyond the Member's accumulated days if an unusual circumstance exists.*
- 10.4 *Three (3) days non-cumulative personal leave shall be granted each year for matters which require absence during assigned school hours. Notification to the Member's principal for personal leave shall be made at least two days before taking such leave (except in the case of emergencies).*
- 10.5 *Bereavement leave of up to three (3) days per occurrence shall be granted at full pay in the event of a death in the immediate family. Immediate family shall mean spouse, child, parent, grandparent, sibling, grandchild and the same relations of your spouse, or a person not related to the Member but who permanently resides in the Member's home. Additional days may be granted by application to the Superintendent.*
- 10.6 *A Member who is called for jury duty or subpoenaed as a witness shall be excused from teaching duties for the actual time involved in said service. The Member will continue to be paid by the District at a level of salary less the compensation the Member receives from the court. The Member may retain all expense reimbursements in addition to the above compensation.*

*ARTICLE ELEVEN
EXTENDED LEAVES OF ABSENCE*

- 11.1 *Childbearing Leave: A Member shall be eligible to use accumulated sick leave immediately prior to or directly after birth. Requests for extended leave must be accompanied by documentation supplied by the attending physician. The Member shall notify the Superintendent of Schools ninety (90) days prior to actual date of leave. Return from this leave shall coincide with the expiration date indicated on the Member's leave requests as approved by the School Board.*
- 11.2 *Child care leave of one year, for natural, adoptive, guardianship, or parenting due to separation or divorce shall be granted without pay to Members who make a written request for such leave. Notification of the intent to take such leave shall be made to the Superintendent at least sixty (60) days prior to the date on which the leave is to begin, except in cases of emergency. Child care leave notification shall also include the expected termination date of such leave. At the conclusion of the leave, the Member will be reinstated to a position within the school for which he/she is certified to teach.*
- 11.3 *Leaves of absence may be extended by the Board.*
- 11.4 *All benefits to which a Member was entitled at the time the leave of absence commenced including unused, accrued sick leave will be restored to that Member upon return.*

*ARTICLE TWELVE
MISCELLANEOUS*

If any provisions of this Agreement or any application of this Agreement to any Member or group of Members is held to be contrary to law, such provision or application shall not be deemed valid and

subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE THIRTEEN GRIEVANCE PROCEDURE

13.1 Definitions:

- A. A "grievance" shall mean a concern by a Member, group of Members or the Association which has a complaint.*
- B. An "aggrieved person" is the person, persons or Association making the complaint.*
- C. The term "days" when used in this Article, except where otherwise indicated, means school days; except the end of the school year when it shall mean Monday through Friday, excluding holidays.*
- D. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person to proceed to the next step.*

13.2 Initiation and Processing:

Level One – Principal

Any grievant shall discuss the grievance with the immediate supervisor in an attempt to resolve the matter informally. If, as a result of the informal discussion, the matter is not resolved to the satisfaction of the Member within ten (10) days, the grievance shall be set forth in writing to the principal specifying:

- 1. the nature of the grievance,*
- 2. the provision of the contract, policy or practice violated, and*
- 3. the action required.*

The principal shall communicate a decision to the grievant(s) and to the Association in writing within ten (10) days of receipt of the written grievance.

Level Two – Superintendent

The grievant, not later than ten (10) days after receipt of the principal's decision, may appeal the decision to the Superintendent of Schools. This appeal must be made in writing, including the matter submitted to the principal, as specified above, and the dissatisfaction with the decision previously rendered. The Superintendent shall meet with the grievant to attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) days. The Superintendent shall communicate a decision in writing to the grievant(s), and Association within ten (10) days after the meeting.

Level Three – School Board

If the Superintendent's decision does not resolve the grievance to the satisfaction of the grievant, the decision may be appealed to the School Board within ten (10) days of the receipt of the answer in Level Two. The Board will schedule a hearing within thirty (30) calendar days. The grievant shall have the right to appear before the Board to present evidence and argument for the Board's consideration. The Board's decision will be given in writing within thirty (30) calendar days of the completion of the hearing. Timelines may be extended by mutual agreement.

Level Four – Arbitration

- (a) *If the Association is not satisfied with the disposition of the grievance or if no decision has been rendered by the School Board within twenty (20) school days of the date of the meeting with the grievant and the Association's designated representative, the Association may submit a written request of the American Arbitration Association (AAA) to appoint an arbitrator to resolve said grievance in accordance with the labor rules of the AAA; or,*
- (b) *The parties may elect to mutually agree upon an arbitrator who is acceptable to both parties. Such a request must be submitted within twenty (20) school days of the date of the School Board's decision or inaction. If the School Board failed to make a decision within the time limits prescribed in Step II, the Association must submit a request within twenty (20) school days to the AAA. If the Association fails to submit such written request to the AAA within these time limits, said grievance is deemed waived.*
- (c) *The arbitrator shall not have the power to add to, ignore, or modify any of the terms of this Agreement, nor the power to hold hearings for more than one grievance unless mutually agreed to by both parties, that is, multiple grievances before the same arbitrator will not be allowed. His/her decision shall not go beyond what is necessary for the interpretation and application of express provisions of this Agreement. The arbitrator shall not substitute his/her judgement for that of the parties in the exercise of rights granted or retained by this Agreement.*
- (d) *The decision of the arbitrator shall be final and binding upon the parties as to the matter in dispute.*

**ARTICLE FOURTEEN
REDUCTION IN FORCE**

14.1 *In the event it should become necessary for the School Board to reduce the number of Members, the reduction, insofar as possible, will be affected through normal attrition.*

**ARTICLE FIFTEEN
DURATION**

15.1 *The provisions of this Agreement will be in effect from July 1, 2016 until June 30, 2019.*

Wentworth School Board

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

Dated 4/18/16

Wentworth Education Association

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

Dated 4/15/16

*APPENDIX A
WENTWORTH SCHOOL DISTRICT
SALARY SCHEDULE 2016 – 2019*

There are salary schedule increases in each year of the contract. Members shall advance on schedule based upon years of service and education, based upon the following adjustments:

2016-2017: 9% increase to all tracks and steps of the 2015-2016 salary schedule.

2017-2018: 2% increase to all tracks and steps of the 2016-2017 salary schedule and one Track/Step advancement for all eligible Members.

2018-2019: No change to the 2017-2018 salary schedule and One Track/Step advancement for all eligible Members.

No newly hired employee shall be placed on the salary schedule based on prior years of service as a teacher in such a manner that would place the new teacher at a higher step on the wage schedule than a currently employed teacher, regardless of track.

*APPENDIX B
2016-2019
Extra-Curricular Compensation*

<i>Drama</i>	<i>\$ 700.00</i>
<i>8th Grade Advisor</i>	<i>\$ 700.00</i>
<i>Student Council</i>	<i>\$ 500.00</i>
<i>Yearbook</i>	<i>TBD by School Board</i>
<i>Soccer</i>	<i>\$1,200.00</i>
<i>Boys Basketball</i>	<i>\$1,200.00</i>
<i>Girls Basketball</i>	<i>\$1,200.00</i>
<i>Softball</i>	<i>\$1,200.00</i>
<i>Baseball</i>	<i>\$1,200.00</i>

*APPENDIX C
2016-2019
Sick Leave Assistance Plan Selection Form*

I WILL PARTICIPATE in the Wentworth Member Sick Leave Assistance Plan during the 2016-2019 school years, in the event a Wentworth Member exhausts their sick leave and needs additional days in accordance with Article Ten Section 10.2 of the collective bargaining agreement.

Name _____ *Signature* _____ *Date* _____

Option 2.

I WILL NOT PARTICIPATE in the Sick Leave Assistance Plan for the 2016-2019 school years. I understand I will not be eligible to receive Sick Leave Assistance days under the plan in accordance with Article Ten Section 10.2 of the collective bargaining agreement.

Name _____ *Signature* _____ *Date* _____

2016-2017		Step? (Y/N)	n		Matrix Change 9.000%	
Step	BA	B+15	B+36/M	B+45/M+15	B+60/M+30	
1	\$ 33,619	\$ 34,459	\$ 35,320	\$ 36,205	\$ 37,110	
2	\$ 34,821	\$ 35,692	\$ 36,584	\$ 37,499	\$ 38,436	
3	\$ 36,066	\$ 36,967	\$ 37,892	\$ 38,839	\$ 39,810	
4	\$ 37,355	\$ 38,290	\$ 39,247	\$ 40,228	\$ 41,234	
5	\$ 38,691	\$ 39,659	\$ 40,649	\$ 41,666	\$ 42,707	
6	\$ 40,075	\$ 41,077	\$ 42,102	\$ 43,155	\$ 44,234	
7	\$ 41,507	\$ 42,545	\$ 43,609	\$ 44,699	\$ 45,815	
8	\$ 42,990	\$ 44,065	\$ 45,167	\$ 46,297	\$ 47,454	
9	\$ 44,528	\$ 45,642	\$ 46,782	\$ 47,951	\$ 49,150	
10	\$ 46,120	\$ 47,272	\$ 48,454	\$ 49,666	\$ 50,906	
11	\$ 47,768	\$ 48,962	\$ 50,187	\$ 51,441	\$ 52,728	
12	\$ 49,476	\$ 50,713	\$ 51,981	\$ 53,280	\$ 54,612	
13	\$ 51,244	\$ 52,526	\$ 53,838	\$ 55,186	\$ 56,566	
14	\$ 53,076	\$ 54,404	\$ 55,763	\$ 57,159	\$ 58,586	
15	\$ 54,974	\$ 56,349	\$ 57,757	\$ 59,201	\$ 60,681	

2017-2018		Step? (Y/N)	y		Matrix Change 2.000%	
Step	BA	B+15	B+36/M	B+45/M+15	B+60/M+30	
1	\$ 34,291	\$ 35,148	\$ 36,027	\$ 36,930	\$ 37,852	
2	\$ 35,518	\$ 36,406	\$ 37,315	\$ 38,249	\$ 39,204	
3	\$ 36,787	\$ 37,707	\$ 38,650	\$ 39,616	\$ 40,606	
4	\$ 38,102	\$ 39,055	\$ 40,031	\$ 41,032	\$ 42,058	
5	\$ 39,464	\$ 40,452	\$ 41,462	\$ 42,500	\$ 43,561	
6	\$ 40,876	\$ 41,898	\$ 42,944	\$ 44,018	\$ 45,119	
7	\$ 42,337	\$ 43,396	\$ 44,481	\$ 45,593	\$ 46,731	
8	\$ 43,849	\$ 44,947	\$ 46,071	\$ 47,223	\$ 48,403	
9	\$ 45,418	\$ 46,554	\$ 47,717	\$ 48,910	\$ 50,133	
10	\$ 47,042	\$ 48,218	\$ 49,423	\$ 50,659	\$ 51,924	
11	\$ 48,724	\$ 49,941	\$ 51,191	\$ 52,470	\$ 53,782	
12	\$ 50,466	\$ 51,728	\$ 53,021	\$ 54,346	\$ 55,705	
13	\$ 52,269	\$ 53,577	\$ 54,915	\$ 56,289	\$ 57,697	
14	\$ 54,138	\$ 55,492	\$ 56,879	\$ 58,302	\$ 59,758	
15	\$ 56,074	\$ 57,476	\$ 58,912	\$ 60,385	\$ 61,895	

2018-2019		Step? (Y/N)	y		Matrix Change 0.000%	
Step	BA	B+15	B+36/M	B+45/M+15	B+60/M+30	
1	\$ 34,291	\$ 35,148	\$ 36,027	\$ 36,930	\$ 37,852	
2	\$ 35,518	\$ 36,406	\$ 37,315	\$ 38,249	\$ 39,204	
3	\$ 36,787	\$ 37,707	\$ 38,650	\$ 39,616	\$ 40,606	
4	\$ 38,102	\$ 39,055	\$ 40,031	\$ 41,032	\$ 42,058	
5	\$ 39,464	\$ 40,452	\$ 41,462	\$ 42,500	\$ 43,561	
6	\$ 40,876	\$ 41,898	\$ 42,944	\$ 44,018	\$ 45,119	
7	\$ 42,337	\$ 43,396	\$ 44,481	\$ 45,593	\$ 46,731	
8	\$ 43,849	\$ 44,947	\$ 46,071	\$ 47,223	\$ 48,403	
9	\$ 45,418	\$ 46,554	\$ 47,717	\$ 48,910	\$ 50,133	
10	\$ 47,042	\$ 48,218	\$ 49,423	\$ 50,659	\$ 51,924	
11	\$ 48,724	\$ 49,941	\$ 51,191	\$ 52,470	\$ 53,782	
12	\$ 50,466	\$ 51,728	\$ 53,021	\$ 54,346	\$ 55,705	
13	\$ 52,269	\$ 53,577	\$ 54,915	\$ 56,289	\$ 57,697	
14	\$ 54,138	\$ 55,492	\$ 56,879	\$ 58,302	\$ 59,758	
15	\$ 56,074	\$ 57,476	\$ 58,912	\$ 60,385	\$ 61,895	

