

AGREEMENT

Between

**Winnisquam Regional
School Board**

and

**Winnisquam Regional
Teachers Association**

2009-2012

DEFINITIONS

SCHOOL:

The term "School," as used in this Agreement, means any work location or functional division maintained by the Board where instruction, as required by the State, is offered to the children enrolled in the Winnisquam Regional School District.

TEACHER:

The term "Teacher," as used in this Agreement, means a person employed by the Board as defined in Article I, Section 1, of this Agreement.

FACULTY REPRESENTATIVE:

The term "Faculty Representative," as used in this Agreement, means the Association Faculty Representative.

PERSON:

The term "Person," as used in this Agreement, means a person employed by the Board as defined in Article I, Section 1, of this Agreement. Whenever the singular is used in this Agreement, it is to include the plural.

PELRB:

The term "PELRB," as used in this Agreement, shall mean the New Hampshire Public Employee Labor Relations Board.

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ARTICLE I -- RECOGNITION

- 1.1** For purposes of collective negotiations, the Board recognizes the Association as the exclusive representative of all teachers of the Winnisquam Regional School District during the term of this Agreement. The term "Teacher" shall include any individual employed by the Board, the qualifications for whose position are such as to require him/her to hold an appropriate credential issued by the State Board of Education under its regulations governing the certification of teaching personnel, media generalist/specialist, guidance personnel and nurses, but excluding superintendent, business administrator, director of human resources and accounting, director of curriculum and instruction, director of special education, director of food service, principal, assistant principal, coordinators of special education, school to work coordinator, athletic directors, persons employed by the State Board of Education, teacher consultants, teacher aides, school volunteers, bona fide executive or administrator
- 1.2** Unless otherwise indicated, the term "Teacher," when used hereinafter in this Agreement, shall refer to employees represented by the Association in the negotiating unit as defined in Section 1.1 of Article I.
- 1.3** Unless otherwise indicated, the term "Administrator," when used hereinafter in this Agreement shall refer to those employees who serve in an administrative and/or supervisory capacity full-time or more than half time.

ARTICLE II -- SCOPE OF AGREEMENT

- 2.1** The parties understand that the Board and the Superintendent may not lawfully delegate powers, discretions and authorities which by law are vested in them, and this Agreement shall not be construed so as to limit or impair their respective statutory powers, discretions and authorities. Agreements reached pursuant to Article IV hereof shall not constitute a waiver of and shall not be construed in derogation of such powers, discretions and authorities.

ARTICLE III -- UNIT CERTIFICATION

- 3.1** Upon receipt from the employees defined in Article I, Section 1, of appropriate evidence certifying the Association as their exclusive representative for collective negotiations, the Board shall enter into negotiations under the procedure defined in Article IV. Appropriate evidence is hereby defined as a certified statement that the Association has been designated by more than fifty per cent (50%) of the District's employees covered by this Agreement, as defined in Article I, Section 1 of this Agreement, as their exclusive representative for collective negotiations. Any disputes which may arise under this Article III shall be resolved by the New Hampshire Public Employee Labor Relations Board. The parties agree to bargain according to RSA 273-A.

ARTICLE IV
PROCEDURE FOR NEGOTIATION OF SUCCESSOR AGREEMENT

- 4.1** On or prior to October first (1st) of the prior year in which this Agreement expires, and subject to compliance with Articles III and XVI, the Association may in writing by certified mail, return receipt requested, notify the Board of its desire to terminate or modify the terms and conditions of this Agreement. If proper notice is given, the parties shall, no later than October thirtieth (30th) meet, confer, and negotiate in accordance with the procedures set forth herein in a good faith effort to reach a mutual understanding and agreement.
- 4.2** The Negotiating Committee of the Board and the Negotiating Committee of the Association shall have authority to reach a complete agreement, subject to ratification by the Board and the qualified voting members of the Association covered by this Agreement.
- 4.3** The Board agrees to supply the Association with such nonconfidential information as is in the Board's possession and is requested by the Association.
- 4.4** Any agreement reached shall be reduced to writing and signed by the Board and Association. Any agreement reached which requires the expenditure of additional public funds for its implementation shall not be binding upon the Board, unless and until the necessary appropriations have been made by the Annual School District Meeting. The Board shall make a good faith effort to secure the funds necessary to implement said agreement, and will not at any annual District Meeting submit teachers' salaries or benefits increases as a separate warrant article, except at the beginning of a new Collective Bargaining Agreement. Nothing contained in this Section 4.4 shall prevent the Board from funding teachers' salaries in the event of a budget cut.
- 4.5** If, after discussion of all negotiable matters proposed by either party, the parties fail to reach agreement, either party may declare an impasse. In the event of an impasse, either party may request the American Arbitration Association to appoint a mediator for the purpose of assisting them in reconciling their differences and resolving the controversy on terms which are mutually acceptable. The American Arbitration Association will, within ten (10) days after the receipt of such request, appoint a mediator in accordance with rules and procedures prescribed by it for making such appointment. The mediator will meet with the parties forthwith, either jointly or separately, in order to persuade the parties to resolve their differences and effect a mutually acceptable agreement.
- 4.6** If the mediator is unable to effect settlement of the controversy within fifteen (15) days after his/her appointment, either party may, by written notification to the other, request that their differences be submitted to fact finding. Within five (5) days after receipt of the aforesaid written request, either party may request the American Arbitration Association to designate a fact finder. The American Arbitration Association will, within five (5) days after receipt of such request, designate a fact finder in accordance with rules and procedures prescribed by it for making such designations.
- 4.7** The fact finder will, within five (5) days after his/her appointment, meet with the parties or their representatives, or both, forthwith, either jointly or separately, make inquiries and investigation, hold hearing, or take such other steps, as he/she deems appropriate. Any such hearings will be held in closed session. The Board and Association will furnish the fact finder, upon his/her request, all records, papers and information in their possession relating to any matter under investigation by or in issue before the fact finder. If the dispute is not resolved prior thereto, the fact finder shall make findings of fact and make terms of settlement regarding the disputed matters submitted to him/her. The fact finder may make his/her report public.

- 4.8** The costs for services of a mediator and/or fact finder, including per diem expenses if any, will be shared equally by the Board and the Association.
- 4.9** Determinations and/or recommendations under the provisions of Sections 4.6 and 4.7 of this Article IV will not be binding on the parties.
- 4.10** During negotiations, the committee of the Board and the committee of the Association will present relevant data, exchange points of view and make proposals and counter-proposals.
- 4.11** The Board will, if it is known, make the Association aware of the budget submission date at the first meeting set forth in this Article IV.
- 4.12** A copy of any agreement reached hereunder will be filed with the NHPERB within fourteen (14) days of its execution. The agreement shall be submitted by the Winnisquam Regional Teachers Association.
- 4.13** If the monies to fund the economic provisions are not appropriated as provided in this Article IV, or if either party rejects the recommendations set forth in this Article IV, Section 4.9, then the parties shall do the following:
- 4.13.1** The appropriate party shall notify the other party of its intent to renegotiate the provisions of the Agreement; and
- 4.13.2** The parties shall, within ten (10) days of such notification, meet and develop a modified settlement.

ARTICLE V -- ASSOCIATION RIGHTS

- 5.1 The Association will have the right to use school buildings at reasonable times, without cost, for meetings. Request for the use of buildings will be made to the principal in advance.
- 5.2 The Association will, upon request, be given an opportunity at building faculty meetings to present brief reports and announcements.
- 5.3 The Association will, upon request, be given a place on the agenda of the Orientation Program for all teachers.
- 5.4 The Association will have the right to post notices on its activities and matters of teacher concern in teachers' rooms and shall continue to have the use of the teacher mail box system.
- 5.5 Upon notification by an employee (see Appendix D attached hereto), the Board will continue its present practice to deduct professional association dues and forward such deduction to the Association treasurer. The Board shall be held harmless from any and all claims in connection therewith.
- 5.6 The Association may, with permission from the building principal, use school equipment normally used by teachers for Association activities. However, expendable material will be at the expense of the Association.
- 5.7 Rights granted to the Association under this Article V shall not, in the judgment of the Board, be disruptive or injurious to the Winnisquam Education System, its students, the faculty, or administration, nor in violation of any of the provisions of this Agreement. In making judgments under this Section, the Board shall not be arbitrary or capricious.
- 5.8 During the term of this Agreement, the rights and privileges set forth in this Article V shall not be granted to any other bargaining agent.
- 5.9 Request under the provisions of this Article V shall mean permission and shall be made to the building principal or his/her designee.
- 5.10 Employees shall suffer no loss of pay in the conduct of negotiations which occur during normal working hours or in the filing or processing of grievances under this Agreement.

ARTICLE VI -- TEACHER EVALUATION

- 6.1 The parties recognize the importance and value of a procedure for assisting and evaluating the progress and success of both newly employed and experienced teachers for the purpose of improving instruction.
- 6.2 The parties recognize and agree that, subject to the provisions of this Article VI, teacher evaluation is a supervisory function.
- 6.3 Each new teacher to the Winnisquam school system shall be made aware of the school district's evaluation plan, including criteria, goals and objectives of any such plan (including new plans) and the Association shall have the right to contribute input and to meet and confer; but in any event, the Board shall make the final determination of any matters under this Section 6.3.
- 6.4 The observation of the work performance of a teacher will be conducted openly.
- 6.5 No teacher shall be adversely evaluated for any deficiency arising from a lack of supplies, materials, or books, provided that such were properly requested by the teacher. The evaluator shall take into consideration and note in the narrative any condition or circumstance beyond the control of the teacher, which may have an adverse effect on the teacher's performance.

Evaluation Process

- 6.6 Both the observer and the teacher will complete the draft Observation Report Form after each formal observation. The teacher will take responsibility for contacting the observer and scheduling a mutually agreed upon time for a post-observation conference to be held within 5-7 days after the observation. The teacher and observer will meet to discuss their drafts. After meeting and discussing both drafts, a final observation report will be developed by the administrator and returned to the teacher for a signature within five (5) school days. The teacher will sign and return the final observation report within four (4) school days of receipt. If the teacher is dissatisfied with this evaluation or conference, he/she shall be provided an opportunity to submit in writing, a response to the evaluation, which, shall be attached to the evaluation in the teacher's personnel file. The teacher shall sign the report. Such signature shall indicate only that the report has been read by the teacher and in no way indicates agreement with the contents thereof.

Complaints & Personnel Files

- 6.7 Complaints regarding a teacher made to any member of the administration by any parent, student, or other person, which may be used to evaluate a teacher shall be promptly investigated. Where appropriate, the teacher shall be notified of any such complaints as soon as possible and will be given an opportunity to respond and meet with the person(s) making the complaint. The teacher shall acknowledge that he/she has had the opportunity to review such complaint by affixing his/her signature to a copy to be filed. Such signature will in no way indicate agreement with the contents thereof. In any event, if a teacher refuses to sign any report set forth in this Article, then such report may be placed in that respective teacher's files.
- 6.7.1 Unsubstantiated complaints shall not be placed in a teacher's files. Any complaint placed in a teacher's file shall be subject to review upon said teacher's request after a period of one (1) year, and the teacher may request to the Superintendent of Schools that such complaint be removed from his/her file. Such request for review will be confidential to the Superintendent of Schools. The Superintendent shall review and investigate all facts related to such complaint in rendering a decision on the request. If such complaint is not removed,

the teacher reserves the right to ask for such review each year thereafter. The Superintendent shall make the final decision of such removal. If the complaint is not removed by the Superintendent, then any such complaint which remains in that teacher's file will in any event be expunged after eight (8) years upon the written request of said teacher. This provision of expunging the file shall not apply to discipline based on harassment, inappropriate behavior or speech directed at students, staff, and other persons in the school district. The infraction would be so identified at the time of placement in the personnel file.

6.8 Each teacher shall be entitled access to his/her personnel files at a time mutually agreed upon by the teacher and the Superintendent, or his/her designee. Upon request by a teacher to have access to their personnel file, the file will be made available within four days of such request.

6.9 The teacher may review their personnel file in the Superintendent's office and make appropriate response to any material contained in his/her personnel files and such response shall be made part of said teacher's files. Reproductions of such material may be made by hand or copying machine, if available.

Joint Committee on Evaluation System

6.10 The District Evaluation Committee will review the teacher evaluation system upon request by either the Winnisquam Regional Teachers Association or the Winnisquam Regional School Board. The committee shall forward pertinent recommendations to the Winnisquam Regional School Board.

Due Process Rights

6.11 Any misapplication of the procedures outlined in the Teacher Evaluation process may be addressed through established grievance procedures.

ARTICLE VII -- TEACHER EMPLOYMENT

7.1 The Board agrees to hire only those teachers who are certifiable by the New Hampshire State Department of Education for every regular teaching assignment, except this provision shall not apply in the instance where, in the opinion of the Superintendent, availability of personnel is critical and appropriate waiver is granted.

7.2 For purposes of **the first year (2009-2010)** of this Agreement, the period of service shall not be more than one hundred eighty **six (186)** days, as set forth in an individual contract (see Appendix C attached hereto) between the Board and each teacher, to be allocated as follows: 180 Teaching Days; **6** In-Service/ Workshop Days, (**5** at Superintendent's discretion, **and 1 which will be solely for classroom preparation in the teacher's assigned room**).

For purposes of **the second year (2010-2011)** of this Agreement, the period of service shall not be more than one hundred eighty **seven (187)** days, as set forth in an individual contract (see Appendix C attached hereto) between the Board and each teacher, to be allocated as follows: 180 Teaching Days; **7** In-Service/ Workshop Days, (**6** at Superintendent's discretion, **and 1/2 which will be solely for classroom preparation in the teacher's assigned room and 1/2 solely for teacher's end of the year responsibilities in the teacher's own room**).

For purposes of **the third year (2011-2012)** of this Agreement, the period of service shall not be more than one hundred eighty **eight (188)** days, as set forth in an individual contract (see Appendix C attached hereto) between the Board and each teacher, to be allocated as follows: 180 Teaching Days; **8** In-Service/ Workshop Days, (**7** at Superintendent's discretion, **and 1/2 which will be solely for classroom preparation in the teacher's assigned room and 1/2 solely for teacher's end of the year responsibilities in the teacher's own room**).

The Superintendent will, on request, meet and confer with the Association in order to secure input in the content and use of in-service days including staff development credit, it being understood that the Superintendent will in any event make the final determination. Such request shall be on or before June 1st of the preceding school year.

7.2.1 Teachers new to WRSD will attend five full paid/compensated days of an in-service program prior to the first day of classes, one of which will be solely for classroom preparation in their assigned room. Compensation will be at \$25.00 per hour.

7.3 Any individual contract (see Appendix C attached hereto) between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, it shall be considered invalid and this Agreement, during its duration, shall be controlling.

Teachers Workday

7.4 The Association and its members recognize that each teacher has a professional responsibility to provide the best possible opportunity to each and every student. The Association agrees that a teacher's day is not necessarily coterminous with that of the pupil.

7.4.1 Changes to the Teachers' Day as described in the faculty handbook of each specific building may be made one week prior to the first day that the full staff reports to work.

- 7.5 Teachers are expected to carry out their professional duties which shall include, but not be limited to, institution faculty meetings, conferences with administration as required. Such meetings shall be of reasonable frequency and duration.
- 7.6 Except in emergencies, teachers will be granted a duty free lunch period of at least twenty-five (25) minutes.

Assignment of Teachers & Notification of Vacancies

- 7.7 Teachers will be notified of their teaching assignment in writing on or before May twentieth (20th) of the academic school year for the ensuing year. The Board will notify any affected teacher of any change of assignment -- it being understood that the Board in any event shall make the final determination with respect to assignment of teachers.
- 7.7.1 Notices of vacancies within the District will be posted on the official bulletin board in each school as soon as the administration is aware of the existence of such vacancies.
- 7.7.2 Such notices will contain the date of posting, a description of the position, name and location of the school, requirements of the position, name of the person to which the application is to be returned and date by which the application is to be returned.
- 7.7.3 Teachers who desire a change in grade and/or subject assignment may file a written statement of such desire with the Principal no later than February 1st or within 7 days of the posting of a vacant position. Such statement shall include the grade and/or subject to which the teacher desires to be assigned, in order of preference.
- 7.7.4 Interested teachers already employed in the Winnisquam Regional School District, meeting minimum State certification and qualification requirements for the position, may be granted an interview.

Shared Leadership

- 7.8 The Association agrees to submit to the Board, for its consideration, suggestions for the school calendar on or before January fifteenth (15th) of the preceding year. The Association will also be given an opportunity to provide input, and meet and confer, in instances where the school calendar may require or undergo modification during the school year. The Board shall have the right to establish the school calendar and to make appropriate changes at any time, and such action by the Board shall not be subject to the grievance procedures of this Agreement.
- 7.9 In order to secure teacher input, the Board agrees to permit the Association to name a teacher to sit as a member of the Board's Strategic Planning Committee.

Professional Development & Course Reimbursement

- 7.10 The School Board and the WRTA are committed to the importance of Professional Development as an ongoing means of creating and maintaining Highly Qualified Teachers. All Professional Development courses/workshops/conferences submitted for Professional Development leave, Prepayment, or Reimbursement must be approved by the Superintendent and must be related to either an approved or pending Form A.
- Graduate Courses will be taken in the Teacher's certified area before courses will be approved in another certified area. A minimum of eight (8) graduate courses will be taken in the Teacher's certified area before approval will be given for courses in another certified

area at the sole discretion of the Superintendent of Schools and upon a recommendation from the Building Principal.

If a sequence of courses needs to be followed, a Teacher may petition the Superintendent for an exemption.

The Superintendent, in consultation with the Building Principal, may approve non-related coursework or workshops upon satisfactory demonstration of meeting district objectives.

- 7.10.1** A capped sum of \$90,000 for each contract year beginning in the school year 2009-2010 and continuing through 2010-2011, and 2011-2012 will be available for approved professional development activities such as conferences/workshops and course payments. These funds may be released as noted in section (7.10.9)
- 7.10.2** Twenty Thousand dollars (\$20,000) included in the total funds allocated as stated in 7.10.1 will be reserved for Conferences/workshops and course payments starting no earlier than January 1. These funds may be released as noted in section 7.10.9.
- 7.10.3** On a priority basis, the sum of fifteen thousand dollars (\$15,000) each year of the agreement shall be made available for teachers on improvement plans. Any funds remaining may be distributed in accordance with the provisions of section 7.10.9
- 7.10.4** Teachers are entitled to seek prepayment for a course and conference/workshop activity through a district purchase order to cover the cost of the course or conference/workshop thirty (30) days prior to the activity.
- 7.10.5** For workshops and conferences, reimbursement of lodging and meals shall not exceed one hundred dollars (\$100). Mileage reimbursement shall be at the standard IRS rate that is in effect at the time of the event.
- 7.10.6** The maximum amount of money that a teacher may use for workshops/conferences shall be \$700.00. Teachers are limited to no more than three (3) graduate courses in any given contract year.
- 7.10.7** Course payment will be primarily for graduate courses. The Superintendent may approve undergraduate course(s) if these course(s) fulfill the staff development requirement of the teacher making the request. The Association and the Board agree that proof of successful completion of graduate and undergraduate courses must be submitted at the end of a course. Successful completion of graduate and undergraduate courses means earning a grade of "B" or better. Failure to successfully complete a course will result in the reimbursement to the district by the staff member for the cost of the course. If a staff member decides to un-enroll for a course or other professional development after the district has issued a purchase order, the staff member is responsible for any additional costs or fees.
- 7.10.8** All teachers receiving reimbursement for graduate coursework are obligated to remain in the employ of the WRSD for a period of one (1) contract year from the completion date of class or repay the WRSD. Any teacher may petition the Superintendent to be exempt from this provision.
- 7.10.9** If there are professional development funds still available as of June 1 of a given school year, teachers may apply for additional payments beyond three (3) courses for pre-approved, completed courses and for pre-approved workshops. Preference will be given to teachers whose courses or workshops are not reimbursed during the contract year. All requests under this section must be submitted to the SAU by June 10. If there are more requests for reimbursement than funds available, then the requests will be reimbursed on a pro-rated basis of the cost of the courses/workshops.
- 7.10.10** Undergraduate courses will not be counted for advancement on the salary scale.

Salary Track Changes for Coursework Completion

- 7.11** Teachers who have satisfactorily completed academic courses and who wish to use such additional credits for salary purposes, must notify the Superintendent not later than the day following Labor Day of any contract year. Time requirements specified in this Section 7.7 may be extended by mutual agreement.
- 7.12.1** The teacher must provide a certified, stamped transcript in a sealed envelope verifying the hours completed before credit will be given on the salary schedule.

Planning & Classroom Conditions

- 7.13** To the best of their ability, the Board will provide a daily uninterrupted plan period to teachers.
This may include classroom, department, interdisciplinary, and/or collaborative time.
- 7.14** The Board and the Association agree that, except in unusual circumstances, students will not be placed in any classroom in larger numbers than the capacity of the teaching facilities and stations available in that classroom, nor shall they be placed in a classroom unless it can be safety supervised and made appropriate for the learning to take place there.
- 7.15** It is the administration's responsibility to make every attempt to provide substitute teachers on a partial or full day basis.
- 7.16** The District recognizes that certain students require more attention from the classroom teacher than others. Therefore, care should be taken in the assignment of students to classrooms. Aides will be provided where needed, to the best of the Board's ability. It is the Board's intention to adhere to State Standards relative to class size.

Reduction in Work Force

- 7.17** In the event the Winnisquam Regional School Board finds it necessary to reduce staff, the following guidelines will be used:
- 7.17.1** Should reduction in force be deemed necessary, the Board will consider attrition as a means of effecting those reductions.
- 7.17.2** The Board, following a review of the educational needs of the school's programs and the requirements of the available positions, will give preference to the employee with the longest continuous current active employment who meets those requirements. Staff members who have spent time on Board-approved leave will be considered to have had continuous, current, active employment.
- 7.17.3** If the criteria in 7.17.1 and 7.17.2 are equal when identifying which teachers to release, the Board will use the following factors: certification, academic preparation, professional growth, job performance, experience in certified area, and /or job classification, ability, and overall effectiveness. All of the factors being equal, then seniority will be the final determination.
- 7.17.4** When teaching positions become available, laid-off teachers will be reinstated in the inverse order of their being laid off, if at the time of their reinstatement, they are certified and qualified to teach the available position. Recall rights shall be as follows:
- 7.17.41** They shall exist for two (2) school years following the school year in which the layoff notice is received;
- 7.17.42** The laid-off teacher shall maintain an up-to-date record with the Superintendent as to where the teacher can be notified of a recall;

- 7.17.43** The laid-off teacher shall keep the Board and/or administration informed as to the areas of certification;
- 7.17.44** Teachers must accept a recall within ten (10) days after its mailing, or in case of emergency, which requires sooner notification, within the time set by the Board or deemed to have waived such rights.
- 7.17.5** A recalled teacher's credit for previous years of service shall not be lost as a result of layoff.
- 7.17.6** The Board will secure teachers' input on such matters as reduction in force.

Discipline & Non-renewal

- 7.18** No teacher will be disciplined (warned, reprimanded, suspended, or discharged) or, in the case of a continuing teacher, non-renewed except for just cause.
- 7.19** No teacher shall have his/her contract non-renewed except as provided in RSA 189:14a. In any event, any such teacher shall be given reasons under this Section 7.19.

ARTICLE VIII -- RATES OF PAY

- 8.1** The Compensation Plan and its application are set forth in Appendix A attached hereto. The salary of employees covered by this Agreement shall be pro-rated at one/one-hundred eighty-six (1/186) in 2009-10, one/one-hundred eighty-seven (1/187) in 2010-11, one/one-hundred

eighty-eight (1/188) in 2011-12, of his/her appropriate salary step for the number of designated days of employment between the official opening day of school in any year and June thirtieth (30th) of any such year.

- 8.2** Teachers shall have the option of salary payment, pro-rated on the basis of twenty-one (21) or twenty-six (26) paychecks. Those selecting twenty-six (26) payments shall be paid in a lump sum on the last pay period of the school year. If the school year is extended beyond the twenty-first (21st) pay period, teachers on the twenty-one (21) pay periods will receive their paychecks as contracted. The parties understand that teachers are contracted for 186 days in 2009-10, 187 days in 2010-11, 188 days in 2011-12.

ARTICLE IX -- GRIEVANCE PROCEDURE

9.1 Definition:

A "grievance" is a claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of a teacher or group of teachers based upon interpretation, application, or violation of any of the provisions of this Agreement. An

"aggrieved teacher" is the person or persons making the claim unless otherwise specified. All time limits in this Article IX shall mean school days, except under Section 9.9 of this Article.

9.2 Purpose:

The parties acknowledge that it is more desirable for an employee and his/her immediately involved supervisor to resolve problems through free and informal communications. Grievances which are not satisfactorily settled in an informal way shall be reduced to writing (see Appendix E attached hereto) and referred to the following formal grievance procedure.

9.3 Right of Representation:

A teacher covered by this Agreement shall, under this Article IX, have the right to have an Association representative present at any time subject to his/her requesting such representation.

9.4 Formal Procedure:

A grievance must be filed within thirty (30) days from the date on which the grievant knew of the incident giving rise to the grievance. The grievance shall state the specified alleged violation or condition with proper reference to the contract Agreement. It shall also set forth names, dates, and any other related facts, which will provide a sound basis for a complete understanding of any such grievance.

Level A:

Within three (3) days of receipt of a formal grievance, the building principal shall meet with the aggrieved teacher. Within two (2) days following any such meeting, the principal shall give his/her answer in writing. If the grievance is not settled at this level, then it must be referred to Level B within five (5) days of the receipt of an answer given at this level. Failure to refer a grievance to the next level shall be considered acceptance of the decision.

Level B:

Within ten (10) days of a grievance being referred to this level, the Superintendent will meet with the participants of Level A and examine the facts of the grievance. The Superintendent shall give his/her answer within ten (10) days of any such meeting. If the grievance is not settled at this level, then within ten (10) days from the receipt of the answer rendered at this level, the grievance must be referred to Level C, the School Board, by certified mail to the Chairperson of the School Board in care of the Superintendent of Schools. Direct communication with school board members is prohibited on this matter. Failure to refer a grievance to the next level shall be considered acceptance of the decision.

Level C:

Within ten (10) days of grievance being referred to this level, the Board will hold a hearing with the participants of Levels A and B and examine the facts of the grievance. The Board will thereafter, within ten (10) days of such hearing, give its answer. If the grievance is still not settled, the matter must be referred to arbitration as set fourth in Level D of this procedure. Failure to refer a grievance to the next level shall be considered acceptance of the decision.

Level D:

Except as otherwise provided in this Article IX, if the grievance remains unsettled then the matter may be referred by the Association to arbitration within twenty (20) days of notification of the decision rendered at Level C. If the matter is referred to arbitration, then the parties shall apply to the American Arbitration Association to name an arbitrator under the rules and procedures then obtaining of the service. The arbitrator's power and authority shall be limited to interpretation and application of the provisions of this Agreement and he/she shall have no power or authority to add to, subtract from, alter, or modify any of the provisions of this Agreement and finally, he/she shall have no power or authority to order the reinstatement of any teacher who is dismissed or non-renewed by the Board except with

respect to reduction in force or return from an authorized leave granted by the Board. The arbitrator shall thereafter submit a decision to both parties. The parties agree to share equally in the compensation and expense of the arbitrator.

- 9.5** Time periods specified in this procedure may be extended by mutual agreement.
- 9.6** Upon selection and certification by the Association, the Board shall recognize an Association Grievance Committee.
- 9.7** Grievance(s) of a general nature, or involving the Superintendent may be submitted by the Association to Level B.
- 9.8** A grievance, in order to be considered further, must be forwarded to the next appropriate level within the time frames specified in Section 9.4.
- 9.9** In the event a grievance is filed on or after June first (1st), the parties agree to make a good faith effort to reduce the time limits set forth herein so that the grievance procedure may be exhausted prior to the end of the school term, or as soon thereafter as is practicable.
- 9.10** Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits (unless extended by mutual agreement) shall permit the aggrieved person to proceed to the next level. Failure at any level of the procedure to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.
- 9.11** The parties agree that employees covered by this Agreement shall enjoy freedom from restraint, interference, coercion, discrimination or reprisal in presenting or appealing any personal grievance(s).
- 9.12** All documents relating to a grievance shall be filed separately from the teacher's personnel files.
- 9.13** The following matters are excluded from the arbitration provision, but not from the grievance procedure, of this Agreement:
- Management prerogative as set forth in this Agreement, and as provided and interpreted under RSA 273;
 - School Board Policy, except with respect to the provisions specified in Section 7.12;
 - Dismissal and non-renewal of a teacher which shall be accomplished solely under the appropriate RSAs.
- 9.14** Matters which are grievable but not arbitrable under the provisions of this Article IX may be referred only through Level C and in such matters the decision of the School Board shall be final and shall not be subject to the Grievance and Arbitration Provision of this Agreement.

ARTICLE X -- LEAVE OF ABSENCE

Sick Leave

- 10.1** It is agreed that the use of leave days will be confined to legitimate purposes provided in this Article X.
- 10.2** Sick leave shall be confined to the personal illness of a teacher, excluding work connected disability covered by New Hampshire Worker's Compensation Laws, except that a teacher

may use up to ten (10) sick days per year in order to care for his/her sick, child, parent, spouse, or significant other.

- 10.3** Teachers will earn 1.5 sick days for each month of service to a maximum of fifteen (15) days per school year August to May. At the end of a contract year, the maximum number of days that can be carried over to the next contract year will be a maximum of one hundred twenty (120) days. The superintendent may request medical evidence – whenever he/she feels it necessary and applicable. If an additional examination is required, the board shall pay the cost of any such examination not covered by the teacher’s health insurance plan. Medical records developed under this section 10.3 shall not become a part of a teacher’s personnel file. Teachers on FMLA shall continue to receive district contribution towards health insurance in accordance with Appendix B.
- 10.4** Sick Leave Bank: A committee composed of the current Association president and two (2) members of the Association elected by the WRTA membership hereinafter called the Sick Leave Bank committee shall administer the Sick Leave Bank. Each committee member shall serve the term of the Collective Bargaining Agreement, or until a successor shall be present and voting shall decide all questions. Each teacher wishing to be covered during a contract year must be a participating member during that contract year by agreeing as required by the committee in writing to donate one (1) day from the fifteen allowed in a contract year in said bank. The committee shall inform the Superintendent in writing of those members wishing to participate by September 30th. Enrollment in the bank may not be modified during the contract year. After a teacher has exhausted all accumulated sick days of leave time; the teacher may then apply to the Sick Leave Bank if additional time is needed. The committee will be responsible for reporting all decisions to accept or deny Sick Leave Bank time requests within 5 days of the written request. Decisions will be forwarded to the Superintendent. All final decisions must be submitted one calendar week before the final payroll in June. Up to seventy-five (75) unused days in the sick bank at the end of a fiscal year may be carried over in the sick bank to the following year with the understanding that the total number of days in the sick bank not exceed three hundred fifty (350) days. Days donated by teachers to the sick leave bank will be deducted from their sick leave and cannot be recovered at the end of the school year.
- 10.5** Teacher Attendance Incentive. Sick Leave will accumulate at the rate of 1.5 days per calendar month, August through May.
- 10.5.1** At the end of the contract year, the number of days that can be carried over to the next contract year will be a maximum of one hundred twenty (120) days.
- 10.5.2** Any accumulation of sick leave days which current teachers have at the effective date of this agreement will be retained. This agreement shall include a complete list of current teachers’ accumulated sick days as of June 30, 2009 as prepared by the Superintendent’s office by September 15, 2009 and approved by the WRTA by October 15, 2009. This list shall be updated annually by both parties in the same manner for the life time of this agreement.
- 10.5.3** For teachers who have accumulated fewer than 120 sick days, the School Board will pay a teacher whose annual sick leave is limited to two (2) days or **fewer** in a given contract year, excluding sick leave bank donations, \$200 per year. The School Board agrees to budget a capped sum of \$10,000 that will be available under this section. In the event the total eligible teachers times the \$200 stipend exceeds the budget amount, the School Board will pay the budgeted amount divided by the number of eligible teachers. Current year retirees are not excluded from this stipend. Payment of this incentive will occur with the first pay-

period following the last day of school or the first payroll of the next fiscal year if no remaining pay-periods exist in the current year.

10.5.4 The district agrees to reimburse teachers who have accumulated over the maximum 120 days at the rate of \$30 per unused sick day above 120 for teachers who have accumulated 12 to 15 days, or \$20 per day for teachers who have accumulated 10-11 days by June 30th of that school year. The School Board agrees to budget a capped sum of \$20,000 that will be available under this section. In the event the total amount due to the eligible teachers exceeds the budget amount, the School Board will pay a pro-rated amount to eligible teachers under this section. Current year retirees are not excluded from this stipend. Payment of this incentive will occur with the first pay-period following the last day of school or the first payroll of the next fiscal year if no remaining pay-periods exist in the current year.

10.5.5 Donations to the sick leave bank are excluded from the Teacher Attendance Incentive.

Family Medical Leave

10.6 According to the provisions of the Family and Medical Leave Act, unpaid leave(s) of absence and the substitution of paid leave(s) shall be granted to any covered employee who qualifies.

Maternity Leave

10.7 Maternity leave shall be treated as sick leave.

Prior to the birth:

- a. Sick leave shall be granted with a physician's statement that the covered employee is no longer able to conduct her duties without damaging the health of the mother or future child.
- b. A temporary leave of absence, without pay, shall be granted earlier than sick leave by mutual agreement of the individual covered employee and the Superintendent.

Following the birth:

- a. An additional temporary leave, without pay, shall be granted by mutual agreement of the individual covered employee and the Superintendent.

Child-Rearing Leave

10.8 If a suitable replacement can be found*, Child-Rearing Leave of up to one (1) year for either natural or adoptive parents or legal guardians, shall be granted without pay in compliance with state and federal regulations to teachers upon written request for such leave. Notification of the intent to take such leave shall be made to the Superintendent at least ninety (90) days prior to the date on which the leave is to begin, except in cases of emergency. Child-Rearing Leave notification shall also include the expected termination date of such leave.

*It is not the Board's intent to discriminate against teachers of certain subject areas or adoptive parents by the use of this phrase.

The teacher may continue insurances through the district by making personal payment through the SAU office or its agent.

Upon return to service, the teacher shall be granted the total number of sick leave days accumulated prior to the child-rearing leave.

Personal Leave

- 10.9** Teachers shall be entitled to a maximum of three (3) paid personal leave days in any school year subject to the following:
- 10.9.1** Not more than five (5) staff members district-wide may exercise this benefit in any one (1) day. Leave under this Section shall be for: conducting important affairs which cannot be accomplished at any other time; attending to sick relatives; observing holy days. It excludes such things as social affairs, pleasure trips and recreation, and pay for work at another job, i.e. consulting work, officiating at sporting events, and any other activity for which the teacher will be compensated.
- 10.9.2** To be eligible for personal leave under this Section, written request must be given three (3) days in advance. A notice of less than three (3) days will require the specific reason for use of such day. Personal days will not be used to extend any school holiday or vacation.
- 10.10** A teacher may petition the Superintendent for additional days of paid or unpaid leave under unusual circumstances. *Reasons must be provided explaining the serious nature of the request.*

Worker's Compensation Leave

- 10.11** An employee who is absent due to a work-connected illness or accident (Worker's Compensation) shall receive his/her net difference between Worker's Compensation payments and his/her full pay at his/her applicable salary rate and such payment by the Board shall continue until any such employee has used all of his/her accumulated sick leave. Thereafter, he/she shall continue to receive only those monies paid to him/her under the provisions of the Worker's Compensation Law of the State of New Hampshire. Amounts paid by the Board under the provision of this Section shall be subject to usual and customary payroll deductions (taxes, etc.). In no event shall any teacher receive monies in excess of the regular wage earnings.

Military Leave

- 10.12** Military Leave of absence shall be granted by the Board in accordance with State and Federal statutes.
- 10.13** An employee called to serve not more than a fourteen (14) day annual training tour of duty with the National Guard or Armed Forces Reserves will be paid the difference between his/her pay for such government service and the amount of earnings lost by him/her for reason of such service based on the employee's regular daily rate. Employees are encouraged to schedule such service when school is not in session.

Jury Duty Leave

- 10.14** An employee called as a juror or subpoenaed as a witness will be granted paid leave. Satisfactory evidence (court-issued document) must be submitted to the employee's immediate supervisor. Employees are encouraged to schedule such service when school is not in session.

Bereavement Leave

10.15 The Board will permit up to five (5) days of paid leave for bereavement involving a member of the teacher's family. Family to be defined as: spouse, significant other, siblings, children, stepchildren, parents, grandparents, grandchildren, step grandchildren, and in-laws. The Superintendent may grant bereavement leave for other close relatives upon demonstration of need.

10.15.1 The Board will permit one (1) day of paid leave for attending a funeral.

Professional Leave

10.16 Professional days, with or without pay, shall be at the sole discretion of the Superintendent or his/her designee.

Sabbatical Leave

10.17 The Board will grant an unpaid sabbatical leave to teachers under the following criteria:

10.17.1 The parties subscribe to the high educational principles upon which sabbatical is based; namely, that any such leave must clearly reflect an opportunity for educational excellence through programs of study or research whether or not carried on in an academic institution; provide a clear educational growth opportunity (from the teacher making any such request) within his/her subject area; enhance the value of education within the Winnisquam Regional School District; and be part of an employee's planned program. When more than three (3) teachers apply for sabbatical, final selection of the candidate shall be determined by a committee of three (3) persons representing:

- The Board
- The Superintendent's Office, and
- The Winnisquam Regional School District teachers of the Winnisquam Regional Teachers Association.

10.17.2 Not more than three (3) members of the faculty will be on sabbatical leave at any one time.

10.17.3 The teachers must have completed at least seven (7) full years in the Winnisquam Regional School District immediately preceding the requested sabbatical level, except in that the Board may waive this seven (7) year requirement in the case of an unusual opportunity. However, any such waiver shall be at the discretion of the Board and shall not be subject to the Grievance and Arbitration Procedure of this Agreement.

10.17.4 Request for sabbatical leave must be received by the Superintendent, in writing, in such form as may be required by the Superintendent.

10.17.5 This request must be received by the Superintendent no later than December thirty-first (31st) for those leaves for a full school year or those for fall semester; the request must be received by April first (1st) for spring semester of the following year.

10.17.6 The applicant must inform the Superintendent of his/her decision to accept or reject his/ her approved request by March fifteenth (15th) for leave for a full school year or fall semester and by October first (1st) for leave during spring semester.

Return to Service

10.18 At the conclusion of an extended leave granted by the Board under this Article, all benefits to which any such teacher was entitled at the time the leave commenced and which are then currently in effect for teachers, shall be restored upon any such return and he/she shall be

assigned to his/her last position. If no such position is available, then the affected teacher shall be placed on lay-off status in accordance with the Board's Reduction in Force Policy.

- 10.19** Placement on the salary scale, upon return from leave, will be at least the same as when the employee took leave. If the employee has worked at least ½ of the school year, advancement on the salary scale will be entitled.

ARTICLE XI -- INSURANCE

- 11.1** The Board agrees to maintain in effect insurance plans for all employees in the bargaining unit. A summary of the benefits to be provided under said plan is set forth in Appendix B attached hereto.
- 11.2** The Board will not itself pay the insurance benefits referred to in Section 11.1, but will obtain policies or contracts from insurance companies which will administer said benefits.
- 11.3** Insurance benefits may be maintained at the employee's expense while on extended leave of absence authorized under Article X of this Agreement if such is permitted by the insurance carrier.

ARTICLE XII -- MISCELLANEOUS PROVISIONS

- 12.1** If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then 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.
- 12.2** The Board and Association agree that there shall be no discrimination and that all practices, procedures and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer or discipline of teachers or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, marital status, age, membership and/or activity in the Association.
- 12.3** Copies of this Agreement shall be printed and the expense shared between the Association and the Board within thirty (30) days after the Agreement is signed and presented to all teachers now employed, hereafter employed, or offered employment by the Board.
- 12.4** This Agreement represents the final resolution of all matters of dispute between the parties and shall not be changed or altered unless the change or alteration has been agreed to and evidenced in writing by the parties hereto. Any such change or alteration shall become part of this Agreement.

ARTICLE XIII -- NOTICE UNDER AGREEMENT

- 13.1** Whenever written notice to the Board is provided for in this Agreement, such notice shall be addressed to the Winnisquam Regional School Board Chairperson, 433 West Main Street, Tilton, New Hampshire 03276.
- 13.2** Whenever written notice to the Winnisquam Regional Teachers Association is provided for in this Agreement, such notice shall be addressed to the President of the Winnisquam Regional Teachers Association at his/her then current address.
- 13.3** Either party, by written notice, may change the address at which further written notices to it shall be given.

ARTICLE XIV -- STRIKES AND SANCTIONS

- 14.1** The Association and the Board subscribe to the principle that differences shall be resolved without interruption of the school program. The Association, therefore, agrees that it will not sponsor or support any strike, sanction, or work stoppage, nor will the Association sponsor or support any other concerted refusal to perform work by the employees covered by this Agreement, nor will the Association sponsor or support any instigation thereof, during the life of this Agreement, nor shall the Board engage in any form of lockout against teachers.

ARTICLE XV-- DURATION OF AGREEMENT

- 15.1** This Agreement shall continue full force and effect until twelve o'clock midnight August thirty-first (31), 2012, and from year to year thereafter, unless written notice of desire to terminate or modify this Agreement is given by either party to the other by registered or certified mail on or before October fifteenth (15th) of any year.
- 15.2** This Agreement may be extended from time to time beyond the expiration date by written mutual agreement of the representative of the Winnisquam Regional School Board and Winnisquam Regional Teachers Association.

APPENDIX A -- WINNISQUAM TEACHER COMPENSATION

Teachers who are hired and/or re-employed during the term of this Agreement will be compensated in accordance with the provisions set forth in this Appendix A.

Newly Hired Teachers

1. Newly hired employees without experience, hired during the term of this Agreement, will be placed by the Superintendent at their appropriate compensation level.
2. Newly hired employees with experience, hired during the term of this Agreement, will be placed by the Superintendent at the same salary as all other employees then currently employed who have the same experience and academic achievement.
3. Sign On Bonus for New Teachers: New teachers hired on step one of the salary schedule will receive a one-time sign on bonus of \$1,000 payable in two installments, \$500 on the first payroll period and \$500 on the last payroll period. Teachers who voluntarily leave the district prior to February 1 of a given school year will forfeit the first installment and pay back the district.

Severance/Retirement Compensation

4. Severance/Retirement Compensation

Teachers who qualify may opt to choose one of the following retirement plans. Qualifying teachers **can choose only one plan.** The combined limit of the number of eligible teachers who may opt for one of these plans in a single year shall be five (5). The School Board may, at its discretion, approve additional applications for the plan. In order to receive either of these benefits at retirement or upon resigning from the district, qualifying teachers must apply in writing between July 1 and December 1 of the year prior to the year of retirement to allow budgeting of monies. For example: To retire June 30, 2012, the letter must be submitted between July 1, 2010 and December 1, 2010. Failure to do so may result in having to wait one fiscal year for payment.

Option 1: Severance Compensation

Any full time teacher who has taught in the district a minimum of twenty (20) consecutive years, shall receive a one (1) time severance compensation based on the following chart:

20 years service to the district	1.4% x years of service to the district
25 years service to the district	1.6% x years of service to the district
30 years service to the district	1.7% x years of service to the district
35 years service to the district	1.8% x years of service to the district
40 years service to the district	2.0% x years of service to the district

Severance compensation will be capped so that the teacher's average final compensation will not exceed 124% of his/her average base pay for the same period, or \$31,000 whichever is less.

Option 2: Retirement Plan

Formula for Implementation

Any full time teacher who has taught a minimum of twenty (20) years, at least 15 consecutive years in the district, may choose a retirement plan based on the following chart:

20 years experience	35% Final Year's Salary
25 years experience	40% Final Year's Salary
30 years experience	45% Final Year's Salary
35 years experience	50% Final Year's Salary

Retirement Plan will be capped so that the teacher's average final compensation will not exceed 124% of his/her average base pay for the same period, or \$31,000 whichever is less.

Board Action – The application will be approved by the School Board on or before its January meeting. Retirement stipend will be paid on or before July 31 of that calendar year.

Maximum Last Salary – Means the amount paid for services specified in the contract, which involve a teaching, administrative or other compensation received.

- a) Teachers leaving the district without receiving severance or early retirement will forfeit any such payment from the district.
- b) If more than the allowable number of teachers request severance, approval will be based first on years of service to the district and second on total years of teaching experience. If a successful application cannot be resolved, final determination will be at the discretion of the school board.
- c) **Effect of Withdrawal From Scheduled Planned Retirement**
 - a. **For Compelling Personal Reasons:** Any teacher who is granted and accepts planned retirement, and elects not to retire as scheduled for compelling personal reasons approved by the School Board remains eligible to re-apply for planned retirement at any subsequent application period.
 - b. **Other Circumstances:** Any teacher who is granted and accepts planned retirement and elects not to retire as scheduled and notifies the District during the years following his/her application for planned retirement (e.g., a teacher who applies by December 2010 for planned retirement at the conclusion of the 2011-2012 school year, elects not to retire as scheduled and so notifies the District on or before April 1, 2011) may re-apply for planned retirement; however, that teacher will not be eligible to re-apply for one (1) year following the deadline to notify the District of retirement.
 - c. The planned retirement slot of a teacher who has accepted planned retirement, elects not to retire as scheduled and notifies the District during the year following his or her application may be filled by a teacher who has applied for planned retirement at the initial application period (e.g., here, on or before December 1, 2010) if there were more than four (4) applicants at that time and the additional applicants remains interested in planned retirement as scheduled in accordance with his or her initial application (e.g., here, at the conclusion of the 2011-2012 school year). If there were no more than four (4) applicants at the initial application period, the slot will not be filled.

5. Health benefits for the retirees and spouse will be the same coverage as the active group for those not eligible for Medicare. Those eligible for Medicare, retiree and/or spouse, will be provided with a supplement to Medicare such as Medicomp III. The cost of the coverage under this retiree group is to be paid in whole by the retiree.

Salary Schedule

2009-2010

Step	BA	BA+15	MA	MA+15	MA+30
1	29,928	30,933	31,939	32,944	33,950
2	30,959	31,965	32,970	33,976	34,981
3	31,992	32,997	34,003	35,008	36,014
4	33,024	34,029	35,034	36,040	37,045
5	35,088	36,093	37,098	38,104	39,109
6	36,120	37,126	38,131	39,136	40,142
7	37,152	38,157	39,163	40,168	41,173
8	38,183	39,189	40,194	41,200	42,205
9	39,216	40,221	41,227	42,232	43,237
10	40,248	41,254	42,259	43,265	44,270
11	41,280	42,285	43,291	44,296	45,302
12	42,311	43,317	44,322	45,328	46,333
13	43,344	44,349	45,355	46,360	47,366
14	44,376	45,381	46,386	47,392	48,397
15	45,767	46,793	47,818	48,844	49,849
16	46,370	47,396	48,421	49,447	50,452
17	46,974	47,999	49,025	50,050	51,055
18	47,577	48,602	49,628	50,653	51,659
19	48,180	49,206	50,231	51,257	52,262
20	48,783	49,809	50,834	51,860	52,865
21	49,387	50,412	51,438	52,463	53,468
22	49,990	51,015	52,041	53,066	54,072
23	50,593	51,619	52,644	53,670	54,675
24	51,196	52,222	53,247	54,273	55,278
25	51,799	52,825	53,851	54,876	55,881
26	52,403	53,428	54,454	55,479	56,485
27	53,006	54,031	55,057	56,083	57,088
28	53,609	54,635	55,660	56,686	57,691
29	54,212	55,238	56,263	57,289	58,294
30	54,816	55,841	56,867	57,892	58,898
31	55,419	56,444	57,470	58,495	59,501
32	56,022	57,048	58,073	59,099	60,104
33	56,625	57,651	58,676	59,702	60,707
34	57,229	58,254	59,280	60,305	61,311
35	57,832	58,857	59,883	60,908	61,914
36	58,435	59,461	60,486	61,512	62,517
37	59,038	60,064	61,089	62,115	63,120

38	59,642	60,667	61,693	62,718	63,724
39	60,245	61,270	62,296	63,321	64,327
40	60,848	61,874	62,899	63,925	64,930
41	61,451	62,477	63,502	64,528	65,533

2010-2011

Step	BA	BA+15	MA	MA+15	MA+30
1	30,390	31,411	32,432	33,452	34,473
2	31,437	32,458	33,479	34,500	35,521
3	32,486	33,507	34,527	35,548	36,569
4	33,533	34,554	35,575	36,596	37,617
5	35,629	36,650	37,671	38,692	39,713
6	36,678	37,698	38,719	39,740	40,761
7	37,725	38,746	39,767	40,788	41,809
8	38,772	39,793	40,814	41,835	42,856
9	39,821	40,842	41,863	42,884	43,905
10	40,869	41,890	42,911	43,932	44,953
11	41,917	42,938	43,959	44,980	46,001
12	42,964	43,985	45,006	46,027	47,048
13	44,013	45,034	46,055	47,076	48,097
14	45,060	46,081	47,102	48,123	49,144
15	46,473	47,515	48,556	49,597	50,618
16	47,086	48,127	49,168	50,210	51,231
17	47,698	48,740	49,781	50,822	51,843
18	48,311	49,352	50,394	51,435	52,456
19	48,923	49,965	51,006	52,047	53,068
20	49,536	50,577	51,619	52,660	53,681
21	50,149	51,190	52,231	53,273	54,293
22	50,761	51,802	52,844	53,885	54,906
23	51,374	52,415	53,456	54,498	55,519
24	51,986	53,028	54,069	55,110	56,131
25	52,599	53,640	54,681	55,723	56,744
26	53,211	54,253	55,294	56,335	57,356
27	53,824	54,865	55,907	56,948	57,969
28	54,436	55,478	56,519	57,560	58,581
29	55,049	56,090	57,132	58,173	59,194
30	55,662	56,703	57,744	58,786	59,806
31	56,274	57,315	58,357	59,398	60,419
32	56,887	57,928	58,969	60,011	61,032
33	57,499	58,541	59,582	60,623	61,644
34	58,112	59,153	60,194	61,236	62,257
35	58,724	59,766	60,807	61,848	62,869
36	59,337	60,378	61,420	62,461	63,482
37	59,949	60,991	62,032	63,073	64,094

38	60,562	61,603	62,645	63,686	64,707
39	61,174	62,216	63,257	64,298	65,319
40	61,787	62,828	63,870	64,911	65,932
41	62,400	63,441	64,482	65,524	66,545

2011-2012

Step	BA	BA+15	MA	MA+15	MA+30
1	30,552	31,579	32,605	33,631	34,658
2	31,605	32,632	33,658	34,684	35,711
3	32,659	33,686	34,712	35,738	36,765
4	33,712	34,739	35,765	36,792	37,818
5	35,820	36,846	37,872	38,899	39,925
6	36,874	37,900	38,926	39,953	40,979
7	37,927	38,953	39,979	41,006	42,032
8	38,980	40,006	41,033	42,059	43,085
9	40,034	41,060	42,087	43,113	44,139
10	41,088	42,114	43,141	44,167	45,193
11	42,141	43,167	44,194	45,220	46,247
12	43,194	44,220	45,247	46,273	47,300
13	44,248	45,275	46,301	47,327	48,354
14	45,301	46,328	47,354	48,380	49,407
15	46,722	47,769	48,816	49,862	50,889
16	47,338	48,385	49,431	50,478	51,505
17	47,953	49,000	50,047	51,094	52,121
18	48,569	49,616	50,663	51,710	52,736
19	49,185	50,232	51,279	52,326	53,352
20	49,801	50,848	51,895	52,942	53,968
21	50,417	51,464	52,511	53,557	54,584
22	51,033	52,079	53,126	54,173	55,200
23	51,648	52,695	53,742	54,789	55,815
24	52,264	53,311	54,358	55,405	56,431
25	52,880	53,927	54,974	56,021	57,047
26	53,496	54,543	55,590	56,637	57,663
27	54,112	55,159	56,206	57,252	58,279
28	54,728	55,774	56,821	57,868	58,895
29	55,343	56,390	57,437	58,484	59,510
30	55,959	57,006	58,053	59,100	60,126
31	56,575	57,622	58,669	59,716	60,742
32	57,191	58,238	59,285	60,332	61,358
33	57,807	58,854	59,900	60,947	61,974
34	58,422	59,469	60,516	61,563	62,590
35	59,038	60,085	61,132	62,179	63,205
36	59,654	60,701	61,748	62,795	63,821
37	60,270	61,317	62,364	63,411	64,437

38	60,886	61,933	62,980	64,027	65,053
39	61,502	62,549	63,595	64,642	65,669
40	62,117	63,164	64,211	65,258	66,285
41	62,733	63,780	64,827	65,874	66,900

Steps do not necessarily denote years of experience for placement. Advancement on the schedule is earned annually during the term of the contract. No incoming employee shall be placed on the scale at a salary higher than an existing employee with the same years of experience and degree. **No teacher covered by this contract shall have a salary less than their salary for the previous contract.**

APPENDIX A-2 -- NURSES' SALARIES

“Nurses with a Bachelors or Masters degree licensed as a RN will be placed on the appropriate year’s salary step and will be paid 100% of that step. Nurses with an Associate’s degree licensed as a RN will be placed on the appropriate year’s salary step and will be paid at 90% of that step. Nurses licensed as a LPN will be placed on the appropriate year’s salary step and will be paid 70% of that step. Nurses will be placed on the appropriate step based on years of experience in the nursing field.”

APPENDIX B -- INSURANCE

B.1 The Board agrees to pay the cost to provide Blue Cross/Blue Shield “BlueChoice” Plan-up to the amount specified below prorated over a twelve (12) month period. The Board will pay for the term of the contract as follows:

	2009-2010	2010-2011	2011-2012
Single Plan	95%	95%	95%
Two Person Plan	85%	85%	85%
Family Plan	80%	80%	80%

B.2 The Board will pay the cost to provide Delta Dental Plan B-II with twenty-five dollars (\$25) deductible to employees covered by this Agreement except that the Board's liability shall not exceed \$725 for the term of the contract 2009-2012.

B.3 The Board will pay the cost to provide term life insurance of each employee covered by this Agreement, including a provision for accidental death and dismemberment up to the following amount:

<i>2009-2012</i>	<i>\$55,000</i>
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B.4 Teachers may select single, two (2) person, or family coverage.

B.5 The difference between the Board's maximum contribution set forth in this Appendix B.1 and B.2 above and the actual cost to the Board to provide the coverage selected by an employee under B.4 of this Appendix will be payroll deducted from an appropriate payroll period(s) by the Board.

B.6 A An employee currently eligible for health insurance, who elects no coverage for the entire year, shall receive one thousand six hundred dollars (\$1,600), in two (2) installments paid in January and June at the end of the month.

B. B. Such option must be exercised at the beginning of the contract year.

C. For a teacher working less than a full contract year, the supplement will be pro-rated.

D. 1. The employee shall sign a statement attesting to coverage under another health insurance plan and holding the district harmless as a result of the employee’s decision.

2. A meeting shall be scheduled between the employee and the business administrator or designee to familiarize the employee with the consequences of the waiver decision.

B.7 Long Term Disability Insurance:

The Board agrees to pay fifty per cent (50%) of a Long Term Disability plan. If less than seventy-five per cent (75%) of the bargaining unit chooses to participate in the LTD, the Association shall have the option of refusing the coverage. Those who elect this coverage must do so at the beginning of the school year.

APPENDIX C -- TEACHER CONTRACT

Name: _____ Location: _____

(Year) i.e. 2009-2010
**SCHOOL ADMINISTRATIVE UNIT FIFTY-NINE
WINNISQUAM REGIONAL SCHOOL DISTRICT
TEACHER CONTRACT**

Agreement Made (**DATE**), by and between the Winnisquam Regional School District, hereinafter called the "District", and (**TEACHER**), hereinafter called the "Teacher."

1. The District agrees to employ the Teacher for the ensuing year from (**DATE**) to (**DATE**) at an annual salary of \$(**AMOUNT**) paid in 21 or 26 installments bi-weekly commencing on (**month, day, year**).
2. The Teacher agrees to work for the District for said period in accordance with School Board policy GCB and agrees to conform to and carry out all laws and all lawful rules and regulations which may be enacted relative to the conduct of schools and teachers.
3. It is mutually agreed:
 - a. That the school year is not to be in excess of one hundred and eighty (180) school days and six (6) in 2009-2010, seven (7) in 2010-2011, eight (8) in 2011-2012 other days devoted to school and educational work between (**DATE**) and June 30.
 - b. That the Teacher may be assigned only to such position as the Teacher is qualified and certified by the State Department of Education to occupy.
 - c. That the District may, without liability, terminate this contract in accordance with New Hampshire RSA 189:13, 31 and 32 amendments. This contract shall become void, subject to appeal, if the Teacher is removed by the Superintendent or if the Teacher's certification, license, or permit is revoked by the Commissioner of Education.
 - d. That this contract shall automatically terminate and become void at any time the Teacher fails to hold a valid credential to teach in the position for which he/she has been employed and in which he/she is teaching.
 - e. That the District and the Teacher agree to be bound by all present and subsequent legislation made by the New Hampshire Legislature, and all administrative ruling of the New Hampshire Department of Education or the State Board of Education.
4. Accumulation of sick leave days as of March 10, 20__.

Step / Track _____ FTE: _____ Account #: _____
Base Salary _____ FTE: _____ Account #: _____
Other (additional days) _____ Revision # _____
Total Salary _____ Reason _____

IN WITNESS WHEREOF, the parties have hereunder set their hands.

WINNISQUAM REGIONAL SCHOOL DISTRICT

BY _____
Chairperson, School Board Date

BY _____
Teacher Date Pay Pay

APPENDIX E -- GRIEVANCE REPORT FORM

Grievance No. _____ School District _____
(Complete in four (4) copies with copies to: Principal, Superintendent, Association, Grievant)

To:

Principal

School

School

Name of Grievant

Date Filed

LEVEL A

Date of Grievance:

1. Statement of Grievance (be sure to include the specific violation or condition with proper reference to the contract agreement):

2. Relief Sought:

Signature/Date

Answer given by Principal:

Signature/Date

Position of Grievant:

Signature/Date

LEVEL B

Date received by Superintendent:

Answer given by Superintendent:

Signature/Date

Position of Grievant:

Signature/Date

* * * * *

LEVEL C

Date submitted to the Board:

Disposition of the Board:

Signature/Date

Position of Grievant:

Signature/Date

* * * * *

LEVEL D

Date submitted to Binding Arbitration:

Disposition of Arbitrator:

Signature/Date

APPENDIX F – ECOLOGY SCHOOL

The Board agrees to compensate each teacher who supervises students at Ecology School two hundred (\$200.00) dollars for the week.

AGREEMENT

This agreement is entered into this _____ of _____, 200__, by and between the Winnisquam Regional School Board, hereinafter called the "Board," and the Winnisquam Regional Teachers Association, affiliated with the New Hampshire Education Association and the National Education Association, hereinafter called the "Association." Except as otherwise provided herein, the parties agree to negotiate subject to the provisions of RSA 273-A.

IN WITNESS HEREOF, the parties have executed this Agreement on this ____ day of _____, as of the date and year first written above.

WINNISQUAM REGIONAL SCHOOL BOARD

BY

Superintendent of Schools, Dr. Tammy Davis

BY

Negotiating Chairperson, Nina Gardner

WINNISQUAM REGIONAL TEACHERS ASSOCIATION

BY

President, Brenda Lawrence

BY

Negotiating Chairperson, David Rogacki

Agreement was reached between the parties on