

Kearsarge Regional School District Municipal Budget Committee

Kearsarge Professional Development Center
165 Main Street, New London
(enter from Main Street by cupola)

6:30 pm
November 23, 2021

Agenda

1. Roll call
2. Review/Approval of Previous Minutes
3. 2022 Warrant
4. KREA Collective Bargaining Agreement
5. Other business as required
6. Non Public 91-A:34

<https://us02web.zoom.us/j/85714227711>

*Unapproved Draft Minutes
Subject to review and revision, pending final approval
at the next regularly scheduled meeting of the Municipal Budget Committee*

Municipal Budget Committee
Minutes of the Public Meeting
Kearsarge Regional School District
October 19, 2021

I. Call to Order	Richard Anderson , MBC Chair at 6:33 pm
II. Pledge of Allegiance	
III. Roll Call	Present: Richard Anderson – New London Robert Hemenway – Newbury Brian Dumais – New London Robert DeFelice – Sutton Michelle Kendrick – Warner (Virtual- No vote) David Bates - Warner James Bibbo – Bradford (Virtual 7:15pm – No vote) Tom Schamberg- Wilmot Luke Gorman – Springfield Winfried Feneberg – Superintendent Michael Bessette – Assistant Superintendent Larry LeBoeuf – Business Administrator Ben Cushing – School Board Rep.
IV. Approval of Minutes	<i>Mr. Shamburg made the motion to approve the minutes of 10-12-21. Seconded by Mr. Dumais. Mr. DeFelice opposed the motion. Mr. Anderson motioned to postpone vote until next meeting for an amended version of 10-12-21 minutes. All in favor.</i>
V. Public Comment	Ms. Mastin and Ms. Casey both School Board Representatives, were presented and added to discussion when it was pertinent.
VI. New Business	<p><i>Presentations:</i> The MBC members followed along with the presentations, individual Budget Books were provided.</p> <p>Facilities – Mr. Todd Fleury, Director of Facilities</p> <ul style="list-style-type: none"> • Each item discussed was described by line number with an explanation of increase or decrease. • Over all 246K reduction. • Cuts in contracted services, PPE supplies, electricity. • Smaller projects have been competed over the last several years. • Trash removal reduction based on the number of pick-ups. • Snow removal unchanged, close to actual. • Discussion about propane/ heating oil. • Discussion about staff morale. • Discussion about a plan for improvement jobs throughout the district, this is always a moving target. • Discussion about rebates from Ever Source. • Please email staff, MBC appreciates all of their efforts especially during the height of this pandemic. <p>Technology–Ms. Barbra Turner, Director of Technologies</p> <ul style="list-style-type: none"> • Each item discussed was described by line number with an explanation of increase or decrease. • Over all up by 96K, contracted services.

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	<ul style="list-style-type: none">• Increase in software purchases during covid.• Increase in IT support tickets, Aug – Oct 3k requests, requiring the 1/2 time technician to stay on.• IT demands in the modern setting dramatically increased.• Seeing supply issues for laptop orders.• There is a 4yr staggered replacement plan for district chrome books• Discussion about staff morale.• Offered PD on software over the summer to all the teachers, teachers are embracing the additional technology.• Please email staff, MBC appreciates all of their efforts especially during the height of this pandemic. <p>Special Education –Mr. Larry Elliott, Director of Special Education</p> <ul style="list-style-type: none">• Each item discussed was described by line number with an explanation of increase or decrease.• Number of Special Education students has increase by 12.3%• Explanation of step wages for increases.• Discussion about SPED staff vacancies.• IEP legal obligations are being met with in-house coverage.• Emotional/Social needs are increasing.• Dedicated staff working hard.• Propane buses are working well, too early to tell cost with fuel prices fluctuating.• <p>Food Service –Mr. Larry LeBoeuf, Business Administer</p> <ul style="list-style-type: none">• Each item discussed was described by line number with an explanation of increase or decrease.• Using the same Food Service, Fresh Picks since 2012.• Fresh Picks is short staffed by at least 5 people. <p>SAU- Mr. Larry LeBoeuf, Business Administrator</p> <ul style="list-style-type: none">• Each item discussed was described by line number with an explanation of increase or decrease.• SAU budget up 3.5 %• Operating budget down 7K <p>Revenues Ins/Outs – Mr. Larry LeBoeuf, Business Administrator</p> <ul style="list-style-type: none">• Each item discussed was described by line number with an explanation of increase or decrease.• SPED aid has dropped, less reimbursement equals less students out of district• Discussion of local tax rates. <p>STEAM Wing – Mr. Winfred Feneberg, Supt.</p> <ul style="list-style-type: none">• Power Point Presentation• STEAM project will most likely will be on the Warrant Article as a bond request.• Submitted a proposal for building aide.• Fundraising, possible sponsorships of local companies.
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	<ul style="list-style-type: none">• Goal is March, hoping for the support of the MBC.• Timeline- vote Spring 22' - began project summer 23' - finish project summer 24'• Discussion of current bonds, timelines and schedules. <p><i>Other Business as required : None</i> <i>Non Public 91-A:34: None</i></p>
VII. Old Business	None
IX. Adjourn	<i>Motion to adjourn the meeting by Mr. Schamberg. Seconded by Mr. Dumais, Motion carried. 7/0/0 Meeting adjourned at 8:48 pm</i>

Respectfully Submitted,

Carolyn Kershaw
MBC Clerk

KEARSARGE REGIONAL SCHOOL DISTRICT

2022 WARRANT

ANNUAL DISTRICT MEETING - 1ST SESSION (Deliberative), JANUARY 8, 2022

To the inhabitants of the pre-existing School Districts of Bradford, New London, Newbury, Springfield, Sutton, Warner, and Wilmot, comprising the Kearsarge Regional School District, qualified to vote in Kearsarge Regional School District affairs. You are hereby notified to meet at the Kearsarge Regional High School in N.Sutton, in said District, on the 8th day of January, 2022 at 9:00 a.m. This session shall consist of explanation, discussion, and debate of warrant articles. Warrant articles may be amended subject to the following limitations: (a) warrant articles whose wording is prescribed by law shall not be amended and (b) warrant articles that are amended shall be placed on the official ballot for a final vote on the main motion, as amended, and as originally set out in this warrant. Upon vote of the voters present and voting at the first session, the first session shall recess to reconvene at the second session of the annual meeting.

Article 1

To see if the District will vote to raise and appropriate the sum of **Twenty-Two Million Two Hundred Seventy Thousand Three Hundred Forty-Four Dollars (\$22,270,344.00)** for the purpose of financing [the renovation and construction costs of a STEAM (*Science, Technology, Engineering, Applied Arts, & Math*) wing at the Kearsarge Regional High School], **Twenty-Two Million Two Hundred Seventy Thousand Three Hundred Forty-Four Dollars (\$22,270,344.00)** of such sum to be raised through the issuance of bonds or notes under and in compliance with the Municipal Finance Act, RSA 33:1 et seq., as amended; to authorize the School Board to apply for, obtain and accept federal, state or other aid, if any, which may be available for said project, including, but not limited to, New Hampshire Department of Education School Building Aid estimated to be in the amount approximately thirty percent (30%) of the eligible project costs, and to use such funds to reduce the amount of bonds or notes issued for the project and to comply with all laws applicable to said project; to authorize the School Board to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and to authorize the School Board to take any other action or to pass any other vote relative thereto; [and further to raise and appropriate the additional sum of **Five Hundred Fifty-Six Thousand, Seven Hundred Fifty-Nine Dollars (\$556,759)** for the first year's payment on the bond]. (3/5 ballot vote required).

(School Board Recommends) (MBC Recommends)

Article 2 To see if the School District will vote to raise and appropriate the **Municipal Budget Committee's recommended amount of \$XXXXXXXXXX** for the support of schools, for the payment of salaries for the school district officials and agents, and for the payment for the statutory obligations of the District. The **School Board** recommends **Forty-Seven Million, One Hundred Seventy-Two Thousand, Four Hundred Ninety-Two Dollars \$47,172,492**. This article does not include appropriations voted in other warrant articles. This warrant article asks the voters to raise and appropriate for the support of schools, the salaries of School District Officials and Agents, and for the statutory obligations of said District, and to authorize the application against said appropriation of such sums as are estimated to be received from the State sources, together with other income, the School Board to certify to the Selectmen of each of the Towns of Bradford, New London, Newbury, Springfield, Sutton, Warner, and Wilmot, the amount to be raised by taxation by said towns.

(School Board Recommends) (MBC Recommends)

Article 3 To see if the School District will vote to approve the cost item included in the Collective Bargaining Agreement reached between the Kearsarge Regional School Board and Kearsarge Regional Educators Association which calls for the following increases in salaries and benefits:

<i>Year</i>	<i>Estimated Increase</i>
2022-23	\$432,569
2022-24	\$464,065
2024-25	\$449,928

And further to raise and appropriate the sum of **\$432,569** for the 2022-23 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels.

(School Board Recommends) (Municipal Budget Committee Recommends)

Article 4 Shall the District adopt the revisions to RSA 198:4-b, II enacted in 2020, which allows the District to **authorize, indefinitely until rescinded** to retain up to 5% of the District's net assessment in any year, allows the expenditure of any amount retained after the School Board first holds a public hearing, and requires the School Board to include an annual reporting of the retained fund balance in its annual report to the District? (School Board Recommends) (MBC Recommends)

Article 5 To see if the School District will vote to raise and appropriate up to **\$25,000** to be placed in the Special Education Expendable Trust Fund, established in 2008 within the provisions of RSA 198:20-c for the purpose of emergency funding of unforeseen Special Education costs incurred by the District, with such amount to be funded **from unassigned fund balance (surplus funds) remaining** on hand as of June 30, 2022.

(School Board Recommends) (MBC Recommends)

Article 6 To see if the School District will vote to raise and appropriate up to **\$35,000** to be placed in the School Buildings Maintenance Expendable Trust Fund for the purpose of repair, unanticipated utility costs, and maintaining the school buildings and equipment, with such amount to be funded **from unassigned fund balance (surplus funds) remaining** on hand as of June 30, 2022.

(School Board Recommends) (MBC Recommends)

Article 7 To transact any other business that may legally come before the meeting.

AGREEMENT

Between

KEARSARGE REGIONAL SCHOOL BOARD

and the

KEARSARGE REGIONAL EDUCATION ASSOCIATION

July 1, 2022 - June 30, 2025

Ratified by KREA and KRSD, October 2021

Proposed highlighted changes

To be presented to the voters March 8, 2022

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KEARSARGE REGIONAL SCHOOL DISTRICT - TEACHERS' AGREEMENT
2022-2025

Article I. RECOGNITION

A. For the purpose of collective negotiation, the Kearsarge Regional School Board (the Board) recognizes the Kearsarge Regional Education Association (the Association) as the bargaining representative of all (herein referred to as teacher, employee or staff):

1. Teachers
2. Department Coordinators
3. Guidance Counselors
4. Reading Specialists/Diagnosticians
5. Nurses
6. Media Specialists/Generalists
7. Speech/Language Pathologists
8. Social Workers
9. School Psychologists/Psychiatrists/Behavior Specialists
10. School to Work Coordinators
11. Occupational Therapists
12. Technology Integration Specialist

B. Definition

1. A part-time employee is an individual whose assigned duties require him/her to be regularly present at school for less than the usual full school week or day.
2. It is agreed that part-time employees shall be entitled to the same benefits as other employees prorated in accordance with contract time. This provision will not apply if it is contrary to the regulations of benefit providers.
3. Part-time non-continuing staff is not covered by any RIF provision under Article VII.
4. At the sole discretion of the administration, part-time staff (less than 0.80 FTE) may be assigned to either a greater or lesser percentage of work (percent Full-Time

Equivalent) than that amount assigned in their current year's contract without activating any provision of RIF under Article VII.

5. Any teacher less than 0.8 FTE is required to attend meetings and obligations on a prorated basis to be arranged with the building administrator. It shall be the obligation of the teacher to obtain all information from meetings that were not attended.

C. The above listed persons covered by this Agreement shall be referred to as "teachers" in this Agreement. The Association and the Board agree to enter into negotiations in accordance with RSA 273-A. All bargaining unit members are professionals and will fulfill the duties and responsibilities of their positions.

Article II. NEGOTIATION PROCEDURE

A. Initiation of Negotiations

Either party desiring to bargain shall serve written notice of its intention to the other party at least 120 days before the budget submission date, in accordance with RSA 273-A.

Negotiations shall begin no later than ninety (90) days before the budget submission date.

B. Scope of Negotiations

During negotiations, the Board and the Association may present relevant data, exchange points of view, and make proposals and counterproposals. The Board and the Association will, upon request, make available to one another for inspection all pertinent non-confidential records, dates, and information used in developing proposals. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.

C. Form of Agreement

The parties may by mutual agreement pass over mediation and go directly to fact-finding. Any agreement reached shall be reduced to writing and be signed by the Board and by the Association.

D. Matter for Negotiations

It is agreed that terms and conditions of employment shall not be changed or implemented without prior negotiations as required by RSA 273-A: 1 XI as interpreted and applied by the decisions of the Public Employee Labor Relations Board and the New Hampshire Supreme Court.

58 **Article III. TEMPORARY LEAVES OF ABSENCE**

59 A. Sick Leave

60 1. Each teacher in the first four years of employment with the District who is under
61 contract for a full professional year will be granted fifteen (15) days of sick leave
62 per year which can be cumulative to no more than sixty (60) days. After the
63 completion of the fourth year of employment, teachers will be granted sixty (60)
64 days of sick leave per year with no accumulation.

65 2. Employees who have over sixty (60) days of sick leave as of July 1, 2019, shall
66 keep their current balance, with no future accumulation. Should the balance drop
67 below the sixty (60) days per year, the employee will have available sixty (60) days
68 per year with their next contract.

69 These sick leave days may be used for:

- 70 a) Personal illness or injury
- 71 b) Illness or injury in the immediate family. Immediate family shall be
72 defined per the Family Medical Leave Act as a spouse, child, or parent of
73 the employee. Leave for other family members may be granted at the
74 discretion of the Superintendent who shall not be arbitrary or capricious in
75 such decisions.

76

77 The Association and the Board recognize that sick leave is to be taken only for
78 purposes listed in this Article III A. Sick leave is not intended to represent a form
79 of payment to a teacher or teachers, nor to grant any rights to be absent from school
80 for purposes other than as set forth in this Article III A. The provisions in this
81 Article and Article IV are in addition to the FMLA.

82 3. Sick leave should be prorated in accordance with contract time.

83 4. When the use of sick leave is required, appropriate notification will be submitted
84 as soon as possible

85 B. Personal Leave

86 Teachers shall have up to three (3) days non-cumulative personal leave with full pay
87 each school year. Appropriate notification will be submitted of the use of a Personal
88 leave day as soon as possible prior to taking such leave, but in no event later than five

(5) school days after taking that leave. Personal leave is not intended to be used for the purpose of extending a holiday weekend or a vacation period. Failure to give such notification will result in such leave being treated as sick leave under Article III A.

Personal leave shall be used only for:

- a) Circumstances beyond the control of the teacher.
- b) Personal affairs which cannot be accomplished at any other time.
- c) Duties as an official of a governmental agency.

Unpaid leave may be granted for reasons other than those stated within this article at the sole discretion of the Superintendent.

C. Professional Leave

All staff members shall be allowed two (2) professional days for attending conferences, workshops, or educational meetings as approved by their Principal. Additional days may be granted or required by the building Principal and the Superintendent.

D. Disciplinary Action

In the event a teacher takes leave, which is not authorized by this Article III A or III B, the teacher will be subject to disciplinary action. The Superintendent shall hold a hearing with the teacher. The teacher is expected to present evidence supporting the appropriate use of the leave. If that hearing results in a finding that unauthorized leave was taken, a written finding specifying the facts of the breach will be issued and there shall be an automatic deduction from that teacher's salary at the rate of 1/94th of the annual salary paid to said teacher for each such unauthorized leave day found to have been taken.

E. Bereavement Leave

Teachers shall be granted up to three (3) paid Bereavement Days each school year. Unusual circumstances that require more than three days will require Superintendent approval and any available sick time will be used for these absences.

F. Other Leaves

Leaves for other reasons not listed in this agreement, paid or not paid, shall be granted at the sole discretion of the Superintendent or designee. Extended other leave requests of over ten work days shall be subject to School Board approval. An "other leave" when possible, shall be requested 30 days in advance in writing to the Superintendent.

Article IV. EXTENDED LEAVES OF ABSENCE

A. Child-rearing Leave

1. Child-rearing leave shall be granted to any teacher who requests it provided that she/he is expecting or adopting a child. Such leave must be requested in writing by the teacher at least ninety (90) days prior to the anticipated birth or adoption date. The request shall specify the anticipated date such leave will begin and the date of return to full-time teaching. The return date shall be the first day of a term or other mutually agreed upon date. This leave will be without salary, but the district will contribute 50% of the premium cost for the health care plans in Article XI F and XI G and 100% of XI H and XI I (Life Insurance and Long Term Disability). The teacher's monthly portion of the premium shall be contributed monthly in advance, failing which the teacher risks termination of the plans for failure to pay to the insurer the full premium due. The portion of a leave taken during the contract year by a teacher due to disability resulting from pregnancy, miscarriage, or childbirth shall be charged to his/her available sick leave.

2. The child-rearing leave of absence shall not exceed one calendar (1) year, unless the Superintendent grants up to an additional year of child-rearing leave. A teacher taking child-rearing leave shall return and shall resume his/her duties no later than the beginning of the next school quarter following nine months after the birth or adoption for which the leave is taken. The teacher may, by mutual agreement with the Superintendent of Schools, return to full-time employment prior to the conclusion of the leave, providing the teacher notifies the Superintendent at least sixty (60) days prior to the start of the quarter for which he/she will return to teaching. A teacher on child-rearing leave will be subject to the same terms relating to termination and reduction in force as apply to all other teachers under this Agreement. Whenever possible the teacher will return to the same position or a similar position unless a request is made for a different position and is agreed upon between the teacher and Superintendent. An approved child-rearing leave in excess of one (1) calendar year, unless approved by the Superintendent, shall constitute a break in service.

151 B. Sabbatical Leave

152 1. Sabbatical leaves are granted at the discretion of the School Board and are designed
153 to encourage the improvement of instruction, supervision and administration in the
154 Kearsarge Regional School District. Any full-time teacher may apply for a sabbatical
155 leave during or after his/her seventh year of continuous service in the Kearsarge
156 Regional School District. Under exceptional circumstances, the Board may waive the
157 seven-year (7) requirement. The teacher must present a detailed sabbatical leave
158 proposal for approval by the School Board upon recommendation of the Superintendent
159 of Schools. This proposal must be submitted to the Superintendent prior to March 1 of
160 the school year preceding the sabbatical leave. Applicants will be notified of decisions
161 prior to May 1.

162 2. A Sabbatical Leave Committee will be established as needed and consist of two (2)
163 Board members, two (2) administrators and three (3) teachers – one (1) from each level
164 -- high school, middle school and elementary school -- which will make
165 recommendations to the Superintendent concerning the sabbatical leave proposals.

166 3. Sabbatical leaves will be available only for full-time study or research programs,
167 which offer potential benefit both to the individual teacher and to the school system.
168 Travel will not be approved except when necessary and incidental to a study program.
169 Not more than two (2) full-time teachers will be granted a leave during a school year.

170 4. For a full-year sabbatical, the teacher will receive one-half of the annual salary
171 he/she would receive in his/her position in Kearsarge Regional School District. For a
172 half school-year sabbatical, the teacher will receive the full salary he/she would have
173 received during this period. A half-year sabbatical will be approved only if satisfactory
174 arrangements can be made to cover a teacher's responsibilities during a partial year's
175 absence.

176 5. During the sabbatical the teacher will receive the benefits listed in Article XI A, E,
177 G, H and L and the credit allowance offered to a teacher in active service pursuant to
178 Article V B. A teacher will receive credit on the salary schedule for the sabbatical
179 leave.

180 6. The teacher will return to the Kearsarge Regional School District for a minimum of
181 two (2) years following the sabbatical. If he/she terminates his/her employment before

the end of the two-year (2) period, he/she must repay on a prorated basis within a five-year (5) period the amount of the sabbatical leave compensation.

7. Whenever possible the teacher will return to the same position or a similar position unless the teacher makes a request for a different position and it is agreed upon between the teacher and Superintendent.

Article V. PROFESSIONAL DEVELOPMENT

A. Each teacher is required to participate in the School Administrative Unit Professional Development Plan. It is the teacher's responsibility to maintain a current teaching credential and to notify the Superintendent by October 1st of any anticipated change in degree status for the next year.

B. The School Board will allow up to 1% of the total compensation as shown in Article XI Section A1, to be used for District Approved Graduate programs (Master's, Certificate of Advanced Graduate Studies and Doctoral degrees), course, conference, and workshop registration(s). The amount so determined will be allocated 50% to support of District Approved Graduate programs and 50% to other course, conference and workshop registration(s). Each year the district may identify no more than four (4) staff members to advance to the top of the waiting list for District Approved Graduation programs in order to address Critical Shortage (SBLP) areas within the district. This program is a pilot for the duration of this contract. This language will revert to that of the 2019-2022 collective bargain agreement at the end of the pilot, unless the parties agree otherwise.

C. District-Approved Graduate Degree Programs

1. Approval for a District Approved Graduate program shall be subject to the availability of funds. Priority shall be given to those seeking a degree in an area that meets the district's needs. Approval is the exclusive responsibility of the Superintendent. Employees who want to participate in a District Approved Graduate program must notify the Superintendent. A list of interested employees will be maintained by the district. Upon fund availability and approval by the Superintendent, employees will be notified of eligibility in the order in which they applied. Upon

notification, employees have the option to defer for one year without losing their place in the queue.

3. Reimbursement will be in the form of an interest free loan, which shall become due and payable if the teacher leaves the district voluntarily or for disciplinary reasons. Fifty percent of the loan shall be forgiven at the end of four years of teaching service to the district following graduation from the program and the remainder shall be forgiven five years after graduation.

4. Each teacher may receive funds towards District Approved Graduate programs totaling up to the per credit cost of the UNH state university system at the New Hampshire Resident rate for twenty (20) credits per the district's fiscal year or the cost of tuition for the employee's approved program, whichever is the lesser, up to a maximum of twelve (12) credits per year toward the cost of summer school courses and up to a maximum of four (4) credits per school semester for courses to meet the above requirements or to assist him/her in obtaining credits for a master's degree. This provision will not be met if the teacher is recompensed in some other way such as scholarships, grants, etc. Teachers desiring to qualify for more than this designated amount twelve (12) credits per summer must receive approval from the Superintendent. This program is a pilot for the duration of this contract. This language will revert to that of the 2019-2022 collective bargaining agreement at the end of the pilot, unless the parties agree otherwise.

5. All courses must be related to the teacher's professional development plan. Money for reimbursement will be set aside when the Superintendent approves the courses to be taken. The District will provide payment for approved courses when presented with a purchase order from the offering institution with the understanding that the teacher requesting this prepayment option must also execute a salary reduction agreement at the time of the request for graduate course approval and provide written evidence of a passing grade (B or better) within thirty (30) calendar days of the completion of the course either in the form of a transcript or letter on the school's stationery. In no case can this be later than June 10 so that accounts can be closed for the fiscal year. If the teacher withdraws from the class, he/she must give written notice to the District within fifteen (15) calendar days. The teacher will be responsible for any money not recovered

from the offering institution because of withdrawal. Failure to comply with these requirements will result in the implementation of the salary reduction agreement. Teachers who are pursuing an advanced degree must take at least one (1) course every semester until the degree is reached. If a semester is going to be missed, the teacher must inform the Superintendent in writing at least forty-five (45) calendar days before the beginning of the semester so that monies may be reallocated. If a teacher misses more than one (1) semester, he/she will need to reapply for inclusion in the Graduate program unless granted permission by the Superintendent.

6. Other Courses and Workshops: Money for course(s), conference(s), workshop(s) and related expenses including reasonable travel & lodging will be divided equally among teachers who are not participating in the District Approved Graduate program. Any unexpended funds available on June 1 of the contract year become available to any teacher not part of the Approved Graduate Program. Available funds can be applied for five business days prior to June 1 for reimbursement of courses, conferences, and workshops only, exclusive of related expenses. Applications for reimbursement will be considered only when all of the instructions for filing the application have been followed completely.

Available funds on June 1st, will first be disbursed to all applicants up to an amount of \$300.00 for each applicant (noted as round 1). After honoring the first group of requests that have a request balance, the remaining funds will be distributed in accordance with samples below.

For recipient's who request and receive over \$3,000.00, the teacher will be required to hold a two year commitment to the district in the years following the amount paid (example, a teacher is reimbursed \$5,000 in fiscal year 2016-2017, the commitment of work for the district must be for FY 2017-2018 and FY 2018-2019 or repay 50% of the total amount granted upon leaving the district (example, the same teacher listed above leaves the district during FY 2018-2019 that teacher must repay the district \$2,500).

Any reimbursement shall be for courses or workshops related to the teacher's professional development plan and shall be subject to the approval of the Principal and Superintendent.

Any remaining amounts after all disbursement have been made will be available for use by the KRSD Professional Development Committee to address the KRSD professional development goals. These funds have to be expended or encumbered in the current fiscal year.

SAMPLE 1 – Remaining funds available to reimburse all requests at 100%

- All request paid in full and/or up to the \$300 reimbursement
- Balance remaining enough to cover remaining balances
- Funds available for the KRSD Professional Development Committee to address the KRSD professional development goals.

Name	Date Received	Amount Requested	Amount Paid Round 1	Remaining Balance	Remaining Balance Minus Round 1 Payment	Running Remaining Balance
				\$ 34,319.00	\$ 33,269.00	
			Round 1 Payment		Round 2 Payment	
Teacher 1	5/29/2013	\$ 500.00	\$ 300.00	\$ 34,019.00	\$ 200.00	\$ 33,069.00
Teacher 2	5/29/2013	\$ 1,500.00	\$ 300.00	\$ 33,719.00	\$ 1,200.00	\$ 31,869.00
Teacher 3	5/29/2013	\$ 100.00	\$ 100.00	\$ 33,619.00	\$ -	\$ 31,869.00
Teacher 4	5/29/2013	\$ 700.00	\$ 300.00	\$ 33,319.00	\$ 400.00	\$ 31,469.00
Teacher 5	5/29/2013	\$ 50.00	\$ 50.00	\$ 33,269.00	\$ -	\$ 31,469.00
		\$ 2,850.00	\$ 1,050.00		\$ 1,800.00	

Funds available for use
by the KRSD Professional
Development Committee

SAMPLE 2 – Not enough funds to cover initial \$300

- Not enough remaining to cover the initial \$300 reimbursement
- We calculate the percentage “short” by
 - adding up all request up to \$300 = initial round 1
 - take the remaining balance of available funds divided by initial round 1 total
- This gives the percentage to apply to all requests against the initial round 1 total

							Remaining Balance (\$900) divided by Requests (\$1,050) = 85.71429%			
				Amount Less then Round 1 Requests		Remaining Balance \$ 900.00	85.71429%			
Name	Date Received	Amount Requested	Amount Paid Round 1	Initial Round 1	Round 1 Payment			Running Remaining Balance		
Teacher 1	5/29/2013	\$ 500.00	\$ 300.00	\$ 300.00	\$ 257.14	{= 300.00 x 85.71429%}	\$	642.86		
Teacher 2	5/29/2013	\$ 1,500.00	\$ 300.00	\$ 300.00	\$ 257.14	{= 300.00 x 85.71429%}	\$	385.71		
Teacher 3	5/29/2013	\$ 100.00	\$ 100.00	\$ 100.00	\$ 85.71	{= 100.00 x 85.71429%}	\$	300.00		
Teacher 4	5/29/2013	\$ 700.00	\$ 300.00	\$ 300.00	\$ 257.14	{= 300.00 x 85.71429%}	\$	42.86		
Teacher 5	5/29/2013	\$ 50.00	\$ 50.00	\$ 50.00	\$ 42.86	{= 50.00 x 85.71429%}	\$	0.00		
		\$ 2,850.00	\$ 1,050.00	\$ 900.00						
							Amount Paid equals Remaining Balance			

SAMPLE 3-Remaining funds after initial \$300 is not enough to cover balances in full

- All request paid in full and/or up to the \$300 reimbursement
- We calculate the percentage "short" by
 - adding up all remaining balances of initial requests minus round 1 payment = initial round 2
 - take the remaining balance of available funds divided by initial round 2 total
- This gives the percentage to apply to all requests against the initial round 2 total

							Remaining Balance (\$450.00) divided by Remaining Request (\$1,800.00) = 25.0000%		
				Remaining Balance after Round 1 Payment		Remaining Balance \$ 450.00			
Name	Date Received	Amount Requested	Amount Paid Round 1 Up To \$300	Remaining Balance \$ 1,500.00	Initial Round 2	Round 2 Payment			
Teacher 1	5/29/2013	\$ 500.00	\$ 300.00	\$ 1,200.00	\$ 200.00	\$ 50.00	{= 200.00 x 25.0000%}		
Teacher 2	5/29/2013	\$ 1,500.00	\$ 300.00	\$ 900.00	\$ 1,200.00	\$ 300.00	{= 1,200.00 x 25.0000%}		
Teacher 3	5/29/2013	\$ 100.00	\$ 100.00	\$ 800.00	\$ -	\$ -			
Teacher 4	5/29/2013	\$ 700.00	\$ 300.00	\$ 500.00	\$ 400.00	\$ 100.00	{= 400.00 x 25.0000%}		
Teacher 5	5/29/2013	\$ 50.00	\$ 50.00	\$ 450.00	\$ -	\$ -			
		\$ 2,850.00	\$ 1,050.00	\$ 1,800.00	\$ 450.00				
							Amount Paid equals Remaining Balance		
							Remaining Request		

7. The Superintendent may elect to spend funds for professional development purposes greater than the 1% referenced above in which case such additional funds are not subject to the provisions of this Article.

Article VI. GRIEVANCE PROCEDURE

A. A grievance means an alleged violation, misinterpretation, or misapplication of any

provision of this Agreement.

B. To be considered under this procedure, a grievance must be initiated in writing and signed by the teacher or teachers who allege the violation, misinterpretation, or misapplication within twenty-five (25) school days of its occurrence. If the grievance is within fifteen (15) school days of the end of the school year, then the teacher or teachers may file a grievance by September 7 of the following year.

C. The School Board, through the Superintendent, may notify the Association of similar grievances. A group grievance must meet the three criteria indicated below:

1. There must be a common issue
2. Each of the teachers must be identified by name
3. There must be mutual agreement by the School Board and the Association as to the subject matter of the grievance and the appropriateness of the group. The acceptance or rejection of a grievance as a group grievance is not subject to grievance.

D. The following matters are excluded from the Grievance Procedure:

1. Any matter for which a specific method of review is prescribed by law, or by any rule or regulation of the State Board of Education.
2. A complaint from a non-continuing contract teacher within the district, which is caused by his/her not being re-employed.

E. Procedure

1. Any teacher covered by this Agreement who has a grievance shall first discuss it with his/her immediate supervisor in an attempt to resolve the matter mutually at that level. A decision by the immediate supervisor shall be rendered within ten (10) school days. An individual teacher may present an oral grievance to his/her immediate supervisor without the intervention of counsel or a representative. Until the grievance is reduced to writing, the counsel or representative shall be excluded from a hearing.
2. If the teacher is not satisfied with the decision, he/she may appeal the decision to the Principal within ten (10) school days after the receipt of the decision of the immediate supervisor. The appeal shall be in writing, signed by the teacher and must specify:

- a) The nature of the grievance, i.e. the specific provisions of the Agreement, which have been violated or misinterpreted or misapplied

- b) The specific injury and loss to the teacher
- c) The remedies sought
- d) The date of the alleged violation, misinterpretation, or misapplication.

The Principal shall investigate the matter and communicate the decision in writing to the grievant within ten (10) school days from receipt of the written grievance.

3. If the teacher is not satisfied with the Principal's decision, he/she may appeal his/her grievance to the Superintendent in writing within ten (10) school days after the receipt of the Principal's decision. The teacher shall also notify the Association of the grievance at this time. The Superintendent or Assistant Superintendent shall investigate the grievance, hear the grievant if he/she requests it, and render a decision in writing within twenty (20) school days after the receipt of the appeal to the Superintendent level.

4. If the teacher is not satisfied with the Superintendent's decision, he/she may appeal his/her grievance to the Board within ten (10) school days after receipt of the Superintendent's decision. The Board shall hold a hearing within twenty (20) school days, at which the grievant shall present his/her grievance, to which the Superintendent shall offer his/her response. The Association and/or District may be represented by an outside party. Should the Association or the District seek representation by an outside party, that entity will notify the other at least five (5) school days before the hearing. The School Board shall make a decision on the issue and so advise the grievant and the Association in writing within twenty (20) school days of that hearing.

5. If the decision of the Board does not resolve the grievance and if the teacher through the Association decides to appeal that decision, the matter shall be submitted to Binding Arbitration providing the Association notifies the Superintendent of such a request within twenty (20) school days of the Board's decision.

6. Failure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure in any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed a waiver of future appeal of decision and will be considered acceptance of the decision rendered.

7. No reprisals of any kind will be taken by the District or teachers against any party in interest.

F. Arbitration

The following procedure shall be used to secure the services of an arbitrator:

1. The parties will attempt to agree upon a mutually satisfactory third party to serve as arbitrator. If no agreement is reached within ten (10) school days following the date the request for arbitration was received by the Board, the American Arbitration Association will be notified by either or both parties and requested to submit a roster of persons qualified to function as an arbitrator.
2. The arbitration shall be administered consistent with current Labor Arbitration Rules of the American Arbitration Association.
3. If the parties are unable to determine a mutually satisfactory arbitrator within ten (10) school days of receipt, the American Arbitration Association may be requested by either party to designate an arbitrator.
4. The arbitrator shall limit him/herself to the issues submitted to him/her and shall consider nothing else. He/She shall be bound by and must comply with all of the terms of this agreement. He/She shall have no power to add to, delete from, or modify in any way any of the provisions of this Agreement. The arbitrator may apply no penalty payments.
5. The Board, the aggrieved, and the Association shall receive copies of the arbitrator's report. This shall be accomplished within thirty (30) school days of the completion of the arbitrator's hearing.
6. The costs for the services of the arbitrator including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses shall be paid by the party incurring it.

Article VII. REDUCTION IN FORCE POLICY

A. In the event it becomes necessary in the Board's opinion to reduce the number of teachers due to reasons of economy, program elimination or reduction, declining enrollment in a given grade level, given subject area, or because of the consolidation or elimination of positions or programs, the basis for the decision to terminate a teacher or teachers shall be in accordance with the following:

1. Reductions will first be accomplished by attrition, such as resignations, retirements or probationary status. Teachers who have yet to obtain continuing contract status under RSA 189:14-a and any experienced educator who has been placed on a Formal Assistance Plan (FAP) as outlined in the Supervision and Professional Development Model who has not shown acceptable progress in six (6) months on the plan will be included in this pool of probationary teachers and considered for the reduction in force.
2. If more reductions are necessary, KRSD teachers who were moved (in the best interest of KRSD) into a different position that is currently being eliminated will be offered the opportunity to return to their previous position (or a similar position within their certification area) as long as they would not otherwise be terminated according to the criteria defined below.
3. All teachers will be classified according to their present assignment and shall be reduced by the following classifications of grade levels and subject areas.

Grade Level	Subject Area
Grade 6 - 12	Language arts, social studies, math, science, reading, foreign language or other primary assignments
Pre-K - 12	Music, art, special education, library, physical education, health, family and consumer science, information technology, guidance, nurse, speech/language pathologist, school psychologist/psychiatrist, social worker, school-to-work coordinator, occupational therapist, reading specialist, math coach or other primary assignments, including classroom teachers

4. In making staff reduction decisions among certified staff, from the classifications above, the Superintendent, in his or her sound discretion, will consider the criteria listed below, in no particular order:

- a) Qualifications to teach particular subjects or grades as determined by New Hampshire Certification Standards.
- b) Seniority, which is defined as the total number of years continuously employed in this bargaining unit.
- c) Academic and professional preparation beyond minimum standards.
- d) Previous years' professional performance evaluation, excluding the current year.

The Superintendent will provide to each teacher a synopsis of how his/her decision was reached which provides information about each ranking listed.

- B. A listing including all teachers, their certifications, years of continuous service from the date of last hire (the Date of Hire) with the District, and the Date of Hire will be posted in each school by November 1 by the Office of the Superintendent unless otherwise mutually agreed to by the Superintendent and Association President.
- C. As soon as reduction in force is seriously contemplated, the Superintendent of Schools shall notify the President of the Association and the teachers in the specific classifications within which it is contemplated a position will be eliminated. Teachers who will be non-renewed as a result of a RIF will be notified in writing no later than April 15. The affected teacher(s), along with a KREA representative, may provide the Superintendent with information pertaining to the criteria listed in Article VII A4.
- D. Teachers who are RIFed will be placed on a recall list for two (2) years. In order to exercise this right, the teacher must indicate in writing within ninety (90) calendar days of the notice of RIF, that he/she wishes to be placed on the recall list. Any teacher RIFed and indicating a desire for recall will be notified of any teaching vacancy which is of a full-time nature and lasting for one (1) year or more. If the RIFed teacher is interested in the opportunity, he/she must respond within fourteen (14) calendar days from the date the notice of vacancy is sent to him/her. Failure to respond within fourteen (14) calendar days from the date of the notice of vacancy is sent will result in removal from the recall list.

- E. A teacher indicating an interest in an opportunity will automatically be considered a finalist (one of not more than two to three candidates considered by the Superintendent for employment) for any position for which he/she is competent and fully qualified.

Article VIII. MANAGEMENT RIGHTS

- A. The parties agree that all the rights and responsibilities of the Board which have not been specifically provided for in this agreement are retained at the sole discretion of the Board or its designee(s), whose right to determine and structure the goals, purposes, functions, and policies of the District without being subject to the grievance and arbitration procedures of this agreement shall include, but not be limited to, the following:

1. The right to direct teachers, to determine qualifications, promotional criteria, hiring criteria, standards for work and to hire, promote, transfer, assign, retain teachers in positions; to suspend, demote, discharge or take other disciplinary actions against a teacher for proper and just cause, subject to the other provisions of this agreement, including grievance and arbitration;
2. The right to relieve a teacher from duty because of lack of work or other legitimate reasons;
3. The right to take such action as in its judgment it deems necessary to maintain the efficiency of District operations;
4. The right to determine the means, methods, budgetary and financial procedures, and personnel by which the operations are to be conducted;
5. The right to take such actions as may be necessary to carry out the missions of the District in case of emergencies;
6. The right to make rules, regulations and policies not inconsistent with the provisions of this agreement and to require compliance therewith; and
7. The right to subcontract.

- B. Nothing in this Agreement shall be construed to limit the right of the Superintendent or other supervisory personnel to direct the teachers, as their judgment requires in any and all emergency situations as he/she deems to be appropriate.

- C. It shall be the right of the Association to present and process grievances of its members whose wages, hours or working conditions are changed in violation of this Agreement as specified in Article VI whenever such grievances exist.

Article IX. TEACHER RIGHTS

- A. The Board agrees that every teacher shall have the right to freely organize and support the Association for the purpose of engaging in collective bargaining or negotiation. The Board will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment on the basis of race, creed, color, religion, national origin, gender, sexual orientation, marital status, handicap or age or by reason of his/her membership in the Association or collective negotiations with the Board; or his/her institution of any grievance, complaint or proceeding under this agreement or otherwise brought in good faith with respect to any terms or conditions of employment.
- B. The teacher or his/her designee (see Appendix D) shall have the right to review the contents of his/her personnel records. Other examinations of a teacher's file(s) shall be limited to the School Board, the Superintendent, the supervising Principal, and such attorney for the Board or other designated, qualified person with a need to know for legitimate Board purposes or supervisory reasons. No material related to a teacher's job performance or behavior, including complaints originating after initial employment, will be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher may submit a written notation regarding any material, and the same shall be attached to the file copy of the material to be placed in his/her file. If the teacher believes the material is inappropriate or in error, he/she may request that the material be corrected or expunged from the file, whichever is appropriate. When a teacher is requested to sign material placed in the file, the signature indicates that he/she has read the material, and the signature shall not be interpreted to mean agreement with the content of the material. Any person reviewing a teacher's file (including that teacher) shall sign and date a sheet attached to the file for this purpose. This review shall take place during an agreed upon time; requests to examine the file need to be made to the Superintendent or his/her designee at least twenty-four (24) hours prior and shall not be unreasonably withheld. The review may be sooner if mutually agreed upon.

C. It is the District's intent to hire a substitute whenever a teacher is absent. If a substitute is not available, the building administrator will make every effort to arrange for coverage. When employees provide peer coverage in lieu of a substitute, they will be compensated in accordance with the Peer Coverage Compensation Plan which is mutually agreed upon by the Association and district. The pilot program will be in effect through the duration of this contract and shall sunset at the termination of this contract unless the parties mutually agree to a continuation.

Article X. OTHER RIGHTS

A. Association Rights

The Association shall have the right upon prior notice to the building principal to use a school building at reasonable times for meetings. The Association and its designated representatives, who shall be specified in writing to the appropriate Principal, shall have the right to use school equipment at reasonable times, when such equipment is not otherwise in use upon terms for reimbursement to be mutually determined by the Association and the Superintendent.

B. School Board Rights

If a teacher signs a contract for the following school year, he/she will, notwithstanding that fact, be released from that contract if such release is requested by that teacher prior to the last regular school day of the current fiscal year. After that date, the signed contract for the ensuing year will be honored. If, after that date, a teacher desires release from his/her contract, the Board reserves the right to withhold that release until such time as a suitable replacement has been obtained. Teachers resigning after the last regular day of school will be responsible for repayment of any staff development payments made by the District for courses or other benefits provided under Article V B, which courses or other benefits are in effect or become available after the last regular day of the school year, and for all costs incurred by the School District to obtain a replacement, not to exceed \$1,500. This includes but is not limited to: advertising, differential in salary, administrative time, etc. In the event the reason for the failure to give notice prior to the last regular school day of that fiscal year is beyond the control of that teacher, then such repayment shall be limited to \$250.

Article XI. COMPENSATION

A. Salary Performance Compensation

1. Teachers will be paid in accordance with the salary schedules in Appendix A. Subject to Article XIII (D), teachers in their second and subsequent years of employment in this bargaining unit will advance one step or move to an off-step positions on the salary schedule.

B. Salary

1. Non-continuing contract teachers will receive automatic steps each year, regardless of performance rating.
2. Teachers' performance rating will be based on Domains 1-4.
3. Continuing contract teachers who receive a Proficient or Distinguished rating (top two rating categories) will receive a step increase if not yet on the top step.
4. Continuing contract teachers whose overall rating on the summative evaluation are Basic or Developing (bottom two rating categories) will not receive a step increase.
5. All compensation shall be prorated for teachers who work less than 1.0 full-time equivalent.
6. Salaries shall be paid in equal bi-weekly installments. **Group goal attainment compensation shall be paid in a lump sum in June.**
7. The steps outlined in 1-6 do not supersede the provisions in RSA 189:14-a regarding non-renewals.

C. Salary Schedule

1. The basic salaries of teachers covered by this agreement are set forth in Appendix A which are attached to and incorporated in this agreement. The Board will make every effort to hire teachers into the District on the salary schedule established under this Article X A1 based upon the degree status, years of experience in teaching, and other relevant criteria, except for special circumstances. These schedules shall remain in effect during the term of this agreement. In the event the Board determines it is necessary to hire off schedule, including the hiring of any certified teacher who does not have a Bachelor's degree, the Superintendent will notify the President of the Kearsarge Regional Education Association, in writing, of that fact.
2. Teachers shall be paid bi-weekly. Each teacher shall have the option of salary

583 payments pro-rated on the basis of twenty-two (22) or twenty-six (26) pay periods.
584 Teachers electing 22 pay periods shall have the choice of receiving the balance of
585 salary in a lump sum on the last day of school in June.

586 D. Graduate Credit Beyond the Master's Degree

587 1. Additional pay allowance of \$25 per credit hour for those credits earned after the
588 attainment of a Master's Degree will be paid to a maximum of thirty (30) credits. The
589 graduate credit must be in accordance with the teacher's Professional Development
590 Plan, except by special arrangements with the Superintendent of Schools. If the teacher
591 advances to the DOC/CAGS track, the credit allowance will be removed from their
592 base salary, as this is included in the track advancement.

593 2. It is the teacher's responsibility to notify the Superintendent by October 15 of any
594 anticipated change in graduate credit beyond the Master's Degree for the next year.

595 3. Teachers who are in an approved Graduate degree program beyond the Master's
596 Degree are not eligible for the additional pay allowance (per Article XI C1).

597 E. Any person changing a track who is at the top of the previous track will be given his/her
598 credited years to a maximum of three (3) additional steps.

599 F. Track and Step Changes

600 1. It is the teacher's responsibility to notify the Superintendent by October 15 of any
601 anticipated changes to their salary track for the following school year.

602 G. Additional Days

603 Any teacher asked and agreeing or required under the Supervision and Professional
604 Development Model to work for the District within his/her certification beyond his/her
605 contract will be paid at an hourly rate of the teacher's annual salary divided by a factor
606 of 1,400, up to a maximum of the annual salary at the Master's track Step 7 divided by
607 1,400.

608 G. Incentive Teams

609 1. The fundamental elements of the Incentive Plan are outlined in Appendix E.
610 Appendix E. may be amended by the District Professional Development Committee.

611 2. The Incentive Plan provides for a \$2,000/year payment per participant for the
612 successful participation on an Incentive Team. Incentive Team participation is

613 voluntary. Team Incentive pay is different from and in addition to other compensation

awards. Teachers on a Formal Assistance Plan will not be eligible to participate on an Incentive Team. Those in their first year of employment in the District will not be eligible to participate on an Incentive Team.

3. A pool of funds of \$12,000 is designated to for the Incentive Team Program.

H. Insurance Clause:

In accordance with terms and conditions as set forth by the insurance providers, the following insurance benefits will be afforded:

1. Health Insurance

a) The District will provide the following SchoolCare plans for employees to choose from:

- Yellow with Choice Fund Plan
- Yellow without Choice Fund Plan
- Orange Plan

b) **The District will provide a payment of 93% in 2022-2023, 92.5% in 2023-2024 and 92% in 2024-2025 of the cost of the Yellow with Choice Fund Plan (formally known as the SchoolCare “Yellow” CDHP, Consumer Driven Health Plan) towards any plan chosen by the employee.**

c) The District reserves the right to offer additional health plan choices as long as the current plan remains in effect.

d) Married couples both employed by the District will contributed 0% toward the cost of either two-person or family plan. Both spouses must notify the SAU in writing for this election.

e) Any change to the existing plans in effect on July 1, 2016, must be mutually agreed upon.

f) Teachers who are currently enrolled in the District provided health plan and opt to be removed during open enrollment for the following year, will receive a one-time opt-out payment of \$1,400 for a single plan opt out, and \$2,800 for a 2-person or family plan opt-out, not to be added to the employee’s base pay. Payment shall be made to the

employee on or before September 30 of the first year of the opt-out during a regular payroll. This opt-out option is to be offered during the term of this contract and shall sunset on the expiration date of this agreement if employee participation has not resulted in anticipated savings to the District. The District reserves the right to open contract negotiations if Federal or State of New Hampshire health care laws change during the term of this contract.

2. Dental Insurance

The District shall pay 100% of the Premium towards a Core Flex Plan for each teacher and his/her eligible dependents, in accordance with the district plan with a \$50 deductible option and shall make available a Dental High Flex Plan with the employee paying additional premium costs. In lieu of the above, the District may provide equivalent or greater coverage from another carrier. Should the district be notified of a change in the plan, the District will notify the Association.

3. Death Benefit

The District will provide group term life insurance through such company or plan as it deems appropriate in the face amount of \$50,000 not to exceed the limit of non-taxable benefit by the I.R.S., payable to the beneficiary designated by the covered teacher. Eligibility will be in accordance with plan documents.

4. Long-Term Disability Insurance

The District shall provide long-term disability insurance for eligible employees. Ninety (90) days after being disabled, the teacher can apply to receive sixty-six and two-thirds percent ($66 \frac{2}{3} \%$) of their current salary for the length of the approved disability. Teachers collecting disability insurance may not receive sick day compensation. Eligibility will be in accordance with plan documents.

A teacher who is absent under LTD will maintain all of their benefits for the school year in which they are initially approved, in the same manner as if they were actively working. Upon request of the Superintendent, with School Board approval, the position will be held for an additional year, with

benefits cost for medical and/or dental to be paid by the employee at 50% of the premium cost. A position will be held no longer than 2 contract years.

I. Flexible Spending Account

Teachers may enroll in the Flexible Spending Account during open enrollment. The plan will allow for a \$500 roll-over to the next FSA plan year.

J. Mileage Reimbursement

Approved mileage will be reimbursed per IRS mileage rate as of September 1 of the preceding school year.

K. Early Retirement

1. Only full time teachers who have a date of hire prior to December 31, 1992 and who have not had a break in service since December 31, 1992 may submit a written request for early retirement to the Board. This request for early retirement shall be dated and signed by the teacher and submitted by June 30 of the year preceding the year in which the retirement shall commence. The Board shall notify all applicants within ninety (90) days of the deadline. As of July 2, 2021, no current employee is eligible to retire early

under this provision and subsequently the remainder of the article is eliminated.

However, all previous language remains in full force and effect for any employee who retired under this provision with benefits provided as stipulated in the negotiated collective bargaining agreement in effect at the time of their early retirement.

2. Medical coverage will be provided up to a two person Yellow with Choice Fund plan, which will be available to the retired teacher from the plan offered by the District. Each teacher is obligated to pay the same co-payment amount as required of active full time teachers. L. Longevity

1. Teachers will receive longevity payment for continuous years of service within the District as an acknowledgement of proficiency in their profession.

2. Teachers who have had a step increase or step increases withheld will not receive credit for longevity payment for the year or years in which the step increases were withheld. Any teacher who has had more than two step increases withheld will not be eligible for longevity pay.

3. Child-rearing, sabbatical leaves, the Family and Medical Leave Act, and long-term disability absences of up to one (1) year, or longer at the discretion of the Board, will

not be considered as a break in continuous service.

4. Notwithstanding the following, the longevity will be frozen at the 1994-95 levels for all teachers. Teachers who did not receive a longevity payment in 1994-95 will not receive a payment under this Agreement, nor will any longevity payment be increased under this section from the 1994-95 amounts.

5. Longevity will be paid according to the following formula:

10th to 14th contract	-	\$ 300 per contract year
15th to 19th contract	-	\$ 500 per contract year
20th to 24th contract	-	\$ 750 per contract year
25th and beyond	-	\$1,000 per contract year

6. Full time teachers hired after January 1, 1993 are eligible to receive the following:

a) A teacher with ten (10) to fourteen (14) years of continuous service is eligible to receive a \$500 match deposited annually in a tax-sheltered annuity in accordance with the District Plan. The teacher must also deposit \$500 annually into the same tax-sheltered annuity in order to be eligible for this benefit. **Note:**

\$500 match will be processed in years 11 through 15; \$1,500 employer contribution will begin in year 16; \$2,500 employer contribution will begin in year 21

b) A full time teacher with fifteen (15) years of continuous service is eligible to receive \$1,500 deposited annually in a tax-sheltered annuity in accordance with the District Plan.

c) A full time teacher with twenty (20) years of continuous service is eligible to receive \$2,500 deposited annually in a tax-sheltered annuity in accordance with the District Plan.

Once eligible for the benefit, the teacher must make an initial notification to the District in writing by April 15th requesting participation, including the name of the tax sheltered annuity vendor and the account number. Once initial notification has been verified, all subsequent eligible deposits will be automatically applied. It is the teacher's responsibility to notify the District if they choose to change their TSA. Initial deposits will be made within 90 days of verification and all subsequent deposits will be made in June of each fiscal year.

7) 3. The District will provide no less than 5 tax sheltered annuity plans (403b), chosen after consultation with KREA. The District may use a retirement plan administrator to manage these vendors. Teachers will have the choice as to which vendor they choose to establish an account with. The plans are subject to relevant IRS regulations.

O. Co-curricular Activities

1. Advisors/coaches of Co-curricular activities shall receive a fixed stipend determined by the negotiated formula as outlined in Appendix B, which is attached to and incorporated in this agreement. The dollar amount will remain fixed for the term of this agreement. The listing of an activity does not constitute a commitment that the position will be filled. If additional positions are added, the rate of pay will be determined by the negotiated formula outlined below in paragraph 3. This formula and schedule will remain in effect during the term of this agreement.

2. To add a position to this schedule, after two (2) years of an organized group being active, the Superintendent, through the building principal, shall be notified by the group's leader that a request is going to be made. The request will be presented in writing to the School Board and Superintendent. The request shall include the necessary information from the bottom on Appendix B. The School Board shall respond in writing with its decision by the second meeting after the presentation. If the School Board denies the request, the Board will include its reasons. Requests for additions to a subsequent budget must be made by October 1 of the year preceding the inclusion in the budget.

3. In order to determine the salary for a new Co-curricular stipend, the Superintendent will use the following Tier ranges and make a final salary recommendation to the School Board:

1. MS Co-curricular non sport Tier range will be 1 to 8
2. HS Co-curricular non sport Tier range will be 2 to 10
3. HS Varsity sports Tier range will be 12 to 15
4. HS Junior Varsity sports Tier range will be 8 to 12
5. HS sports not listed as Varsity or JV tier range will be 5 to 15
6. MS sports A team Tier range will be 9 to 11
7. MS sports B team Tier range will be 7 to 8

- 769 8. MS sports C team Tier range will be 3 to 7
- 770 9. MS sports not listed as A, B, C Tier range will be 1 to 5
- 771 4. Any removal for a stipend will be done collectively between the KREA and
- 772 Superintendent and documented. Funds can be retained for future additions.
- 773 5. Elementary co-curricular stipends will be annually assigned by the Building Principal
- 774 in accordance with building need. The cumulative amount of the stipend(s) assigned
- 775 cannot exceed what is listed on the schedule by building. The KREA Building Rep will
- 776 sign off on the assignments.
- 777 6. In the event that a co-curricular sport and/or activity is not filled due to lack of student
- 778 participation, the funds can be used to support other student activities in that school year
- 779 only. This will be done in collaboration with the Building Administrator, Superintendent,
- 780 and KREA President and documented.
- 781 P. Notwithstanding any other provision in this Agreement, the amount otherwise payable
- 782 to a teacher shall be reduced by such amount as is necessary to prevent the District
- 783 from being assessed by the New Hampshire Retirement System under RSA 100-A:16,
- 784 III-a.
- 785 Q. Whenever a bargaining unit member is absent from work as a result of an injury arising
- 786 out of, or during the course of, employment for the KRSD that is compensable under
- 787 the workers compensation statute and the member receives indemnity benefits in
- 788 accordance therewith, the District shall reduce the employee's gross wages by the
- 789 amount received as workers compensation benefits. The absences shall be recorded as
- 790 "other" paid leave and shall not be deducted from the employee's sick leave. In the
- 791 event sick leave is deducted during the pendency of a worker's compensation claim,
- 792 such leave will be returned to the employee in the event the claim is approved.

793

794 Article XII. APPROPRIATIONS

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796 A. Any agreement reached which requires the expenditure of public funds for its implementation

797 shall not be binding upon the School Board unless and until the necessary appropriations have

798 been made by the voters of the District.

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Article XIII. TEACHER EVALUATION

- A. The purpose of evaluation shall be the assessment and improvement of teacher performance in order to maintain a high quality of education. Both parties agree that teachers' relationships within the school with other teachers, students, the public and school personnel are important.
- B. The building principal or his or her designee will work with each new teacher to help him/her orient him/herself to the District. The building principal or his or her designee will work with all teachers individually to improve instruction throughout the District. All evaluations will be based on normal evaluation techniques and daily activities. Teachers will cooperate fully in this effort. All evaluations will be conducted by an individual who holds an administrative certification or is in process of getting administrative certification, and has completed the appropriate evaluation and supervision course work. Teachers will be evaluated using the Supervision /Evaluation Model. The Supervision /Evaluation Model does not contradict the terms of the collective bargaining agreement and does not change the terms and conditions of employment. Any changes to the Supervision /Evaluation Model must be mutually agreed upon. The Supervision and Evaluation Committee, where the Supervision and Evaluation Model is developed, shall be composed of administration and staff from all levels (Elementary, Middle School and High School level). In addition, one member will be selected by the KREA Executive Boards as the KREA representative.
- C. Each teacher with fewer than three (3) years' experience in the Kearsarge Regional School District will be evaluated at least two (2) times each year. Thereafter, formal or informal evaluations will be made at least once each year.
- D. The School Board reserves the right to withhold a teacher's pay increase and/or put a teacher on a Formal Assistance Plan if performance deficiencies exist and are communicated to the teacher. The teacher will first be given written notification by his/her direct supervisor, either department head or principal, which will include examples or illustrations of deficiencies, expected corrections, and a reasonable time period in which to make the corrections. If the deficiencies still exist at the end of this time period, then written notice will be given to the teacher by his/her principal that the

teacher may have a pay increase withheld and/or be placed on a Formal Assistance Plan. All information forming the basis for withholding a pay increase or being placed on a Formal Assistance Plan will be made available to that teacher.

- E. A teacher who disagrees with an evaluation that results in the withholding of a pay increase or being placed on a Formal Assistance Plan as a result of that evaluation, may submit a written answer to be attached to the file copy of the evaluation. Evaluations may only be grieved under Article VI of this agreement based on alleged procedural violation.
- F. Because of an unfavorable evaluation, if the contract of a continuing teacher is in jeopardy, or there is a possibility of having a pay increase withheld, the teacher will be notified in writing not later than February 1. If the contract of a continuing teacher is not to be renewed, or an increase is to be withheld in whole or in part, the teacher will be notified in writing on or before April 15.

Article XIV. JUST CAUSE

- A. A continuing teacher shall not be warned, disciplined, discharged, or non-renewed without just cause.
- B. Notwithstanding Section A of this Article, any teacher who is determined through the exercise of reasonable care by the administration to constitute a potential danger or threat to the health, safety, or welfare of any student or staff member or is determined to contribute to situations where the District or its teachers would be exposed to legal liability from the teacher's conduct may be relieved of his/her job duties and responsibilities with pay. Except in cases of emergency this would include the initiation of an investigation.
- C. Any teacher relieved of duties and responsibilities under Section B of this Article is entitled to appeal directly to the School Board in accordance with the grievance procedure provided for in this Agreement. The standard used by the School Board in evaluating the decision of the Administration in the situation is whether or not there are facts and evidence, which should allow a reasonable person under the same circumstances to make the decision that is being reviewed.
- D. A teacher returned to work after a suspension under this section, and upon finding no

wrong doing, shall have all pertinent District files expunged of any material adverse to the teacher's interests and shall not be used in evaluations.

Article XV. VACANCIES, TRANSFERS, AND REASSIGNMENTS

A. Notice of teacher vacancies within the District will be posted on KRSD staff email for seven (7) calendar days. Such notices shall contain the date of posting and the date until which applications and requests for transfers will be accepted. On the same day as the email to staff, the Administration will post vacancies on the district website for internal applicants. Staff applying for vacancies covered by endorsement areas for which they currently are employed will be considered as transfers prior to having the posting opened to outside applicants. Current staff members applying for vacancies under endorsement areas different than their current role in the district will be considered as part of the public applicant pool. All internal applications will be abbreviated as a courtesy to district staff.

B. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building within the District preemptively before any vacancy is posted may file a written statement both electronically and hard copy of such desire with the Superintendent and receiving/leaving building principals no later than the third Friday in March. Such a statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which the transfer is desired, in order of preference, and will expire at the beginning of the following school year. Staff members expressing interest in a transfer shall not be subject to prejudice if they remain in their current position.

C. Under extreme circumstances during the school year, and when the needs of students are in jeopardy due to late resignations, the length of an internal posting can be waived if mutually agreed upon between the Superintendent and the KREA President.

D. From July 1 through September 1, notice of teacher vacancies within the District shall be posted on the official KRSD staff email for 2 consecutive business days (including Friday, Monday).

E. Prior to involuntary transfer of any teacher, the Superintendent shall post a position internally for seven (7) calendar days with a disclaimer identifying it as a position that

will result in an involuntary transfer of an employee if not filled voluntarily and then consider any volunteers to fill said vacancy.

Article XVI. SCHOOL DAY

- A. The school day shall be seven and three quarters (7 3/4) hours in duration. Teachers are required to be on site during the school day, unless otherwise authorized by Administration. All teachers shall be provided with a daily duty-free preparation time of one (1) period (a minimum of 40 minutes), and a duty free lunch. If the school day is modified, the preparation time will be adjusted.
- B. During each contract year no more than thirty (30) hours will be designated for staff meetings. Staff meetings may be held on the first and third Wednesdays of each month during the school year. All teachers are required to attend. There will be no school, Association or District activities scheduled during staff meeting times, except at the discretion of the Superintendent or designee.
- C. Association meetings are held on the second Wednesday of each month during the school year. There will be no school or District activities scheduled during Association meeting times, except at the discretion of the Association President or designee. The Association President will notify the Superintendent of any exceptions.
- D. In the event that staff meetings are cancelled due to weather or other unforeseen circumstances, the building administrator may choose an alternative make-up day with at least a seven (7) day calendar notice. Teachers with pre-existing commitments that are in conflict with the rescheduled staff meeting shall be exempt from attending and will be responsible for making an appointment with administration to make-up missed material.

Article XVII. ALCOHOL AND DRUG-FREE WORKPLACE

The Association and District recognize and support the value of a drug and alcohol free work environment.

Article XVIII. CONTRACT YEAR

- A. The contract year is one hundred eighty-eight (188) days: one hundred eighty (180) days of instruction, eight (8) other days of non-instructional activity such as curricular

development, advising of students, parental conferences, preparation for the school year, school closure activities, etc.

A teacher new to the district shall have one (1) additional non-instructional day prior to the first teacher work day of the calendar paid at their per diem rate for the purpose of orientation

In addition to the 188 days above, staff shall also complete the following:

B. Teachers shall participate in District professional activities consisting of up to four (4) KRSD sponsored sessions per year. These activities will: 1) not exceed two (2) hours in length, 2) end by 5:30pm, and 3) not be scheduled on a Friday, Saturday, Sunday or day before a school holiday. These professional activity dates (including make-up dates) will be scheduled on the approved school calendar by April 1 of the preceding school year. Teachers who are designated for attendance will not participate in other school activities until after the professional activity has been adjourned. If a professional development session is cancelled due to unforeseen circumstances, the Association and Administration will mutually agree to a rescheduled day.

C. Choice Time

1. Teachers shall engage in eight (8) hours of PD “Choice Time” annually, during non-contracted times (i.e., evenings, weekend, vacations, summer).
2. “Choice Time” must be pre-approved by the teacher’s building administrator.
3. “Choice Time” must be an accepted PD activity related to an individual, school, or district goal(s), or certification
4. “Choice Time” will be logged and submitted via form on MLP.

D. The KREA President will be provided a draft school year calendar prior to the presentation to the Board in order to provide feedback that will be considered, in the presentation of the calendar to the Board. Any changes to the calendar during the school year are subject to impact bargaining.

Article XIX. SAVING CLAUSE

If any article or part of the Agreement is held to be invalid by operation law or by tribunal of competent jurisdiction, or if compliance with or enforcement of any article or part should be restrained by such tribunal, the remainder of the Agreement shall not be affected.

Article XX. DURATION

This Agreement will be effective as of July 1, 2022 and remain in full force and effect until June 30, 2025.

Article XXI. INTENT

A. This Agreement constitutes the entire Agreement between the parties. During the term of this Agreement, neither party will be obligated to bargain with respect to any subject or matter covered or referred to in this Agreement or with respect to any subject or matter not specifically covered by it. In reaching this Agreement, the parties have considered all matters lawfully subject to collective bargaining. The Board further agrees not to negotiate with any individual, teacher's group or organization other than the KREA in regard to any matter covered by this Agreement.

B. This Agreement may not be modified in whole or in part, by deletion or addition to, except by an instrument in writing duly executed by both parties.

C. This Agreement may be reopened upon mutual consent of the Kearsarge Regional Education Association and the Kearsarge Regional School Board

Appendix

FY 2022/2023 - Schedule				
Step	BA	BA +15	MA	CAGS, DOC
1	\$40,852	\$42,362	\$45,956	\$47,469
2	\$42,893	\$44,402	\$48,001	\$49,511
3	\$44,934	\$46,449	\$50,041	\$51,553
4	\$46,978	\$48,490	\$52,084	\$53,595
5	\$49,021	\$50,531	\$54,126	\$55,635
6	\$50,959	\$52,446	\$55,988	\$57,478
7	\$52,320	\$53,809	\$57,350	\$58,840
8	\$54,334	\$55,822	\$59,363	\$60,850
9	\$56,344	\$57,834	\$61,376	\$62,861
10		\$59,845	\$63,387	\$64,875
11		\$61,857	\$65,400	\$66,888
12		\$63,868	\$67,413	\$68,901
13			\$69,423	\$70,911
14			\$71,435	\$72,923
15			\$73,447	\$74,934
16			\$75,460	\$76,947

FY 2023/2024 - Schedule				
Step	BA	BA +15	MA	CAGS, DOC
1	\$41,016	\$42,532	\$46,140	\$47,659
2	\$43,065	\$44,580	\$48,194	\$49,710
3	\$45,114	\$46,635	\$50,242	\$51,760
4	\$47,166	\$48,684	\$52,293	\$53,810
5	\$49,218	\$50,734	\$54,343	\$55,858
6	\$51,163	\$52,656	\$56,212	\$57,708
7	\$53,180	\$54,675	\$58,230	\$59,726
8	\$54,552	\$56,046	\$59,601	\$61,094
9	\$56,570	\$58,066	\$61,622	\$63,113
10		\$60,085	\$63,641	\$65,135
11		\$62,105	\$65,662	\$67,156
12		\$64,124	\$67,683	\$69,177
13			\$69,701	\$71,195
14			\$71,721	\$73,215
15			\$73,741	\$75,234
16			\$75,762	\$77,255

FY 2024/2025 - Schedule				
Step	BA	BA +15	MA	CAGS, DOC
1	\$41,181	\$42,703	\$46,325	\$47,850
2	\$43,238	\$44,759	\$48,387	\$49,909
3	\$45,295	\$46,822	\$50,443	\$51,968
4	\$47,355	\$48,879	\$52,503	\$54,026
5	\$49,415	\$50,937	\$54,561	\$56,082
6	\$51,368	\$52,867	\$56,437	\$57,939
7	\$53,393	\$54,894	\$58,463	\$59,965
8	\$55,421	\$56,921	\$60,490	\$61,989
9	\$56,797	\$58,299	\$61,869	\$63,366
10		\$60,326	\$63,896	\$65,396
11		\$62,354	\$65,925	\$67,425
12		\$64,381	\$67,954	\$69,454
13			\$69,980	\$71,480
14			\$72,008	\$73,508
15			\$74,036	\$75,535
16			\$76,066	\$77,565

Offstep	\$61,563	\$69,352	\$81,366	\$82,902
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Offstep	\$62,795	\$70,497	\$82,506	\$84,063
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Offstep	\$63,989	\$71,661	\$83,662	\$85,240
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Nurses who were hired before July 1, 2022 who received the \$1,500.00 for holding a Master's Degree in Nursing shall be grandfathered and continue to receive this amount. Nurses hired after July 1, 2022 who have a Master's Degree in Nursing shall be placed on the Master's Track on the salary schedule

A Nurse with a state certification as a Health Educator may be place on a the teachers' salary schedule at the step that is the nearest dollar equivalent but in no case lower than he/she would have received had he/she remained on the nurses' salary schedule.

A nurse with less than a BA/BS in nursing will be paid \$1,500 less than the scheduled step. A nurse with a master's degree in nursing will be paid \$1,500 more than the scheduled step.

CoCurricular

Appendix B									
<u>Stipend Description</u>	<u>Location</u>	<u>Tier</u>	<u>%</u>	<u>Stipend</u>	<u>Stipend Description</u>	<u>Location</u>	<u>Tier</u>	<u>%</u>	<u>Stipend</u>
HIGH SCHOOL					Ski, Nordic	KRHS	13	8.75%	\$ 3,621.00
Band Outside Events	KRHS	9	6.25%	\$ 2,586.00	Soccer, B JV	KRHS	12	8.13%	\$ 3,362.00
Baseball, JV	KRHS	11	7.50%	\$ 3,104.00	Soccer, B V	KRHS	14	9.38%	\$ 3,880.00
Baseball, V	KRHS	13	8.75%	\$ 3,621.00	Soccer, G JV	KRHS	12	8.13%	\$ 3,362.00
Basketball, B JV	KRHS	12	8.13%	\$ 3,362.00	Soccer, G V	KRHS	14	9.38%	\$ 3,880.00
Basketball, B V	KRHS	15	10.63%	\$ 4,397.00	Softball, JV	KRHS	11	7.50%	\$ 3,104.00
Basketball, G JV	KRHS	12	8.13%	\$ 3,362.00	Softball, V	KRHS	13	8.75%	\$ 3,621.00
Basketball, G V	KRHS	15	10.63%	\$ 4,397.00	Spirit, Fall	KRHS	12	8.13%	\$ 3,362.00
Choreographer	KRHS	2	1.88%	\$ 776.00	Stu. Council Advisor	KRHS	5	3.75%	\$ 1,552.00
Chorus Outside Events	KRHS	9	6.25%	\$ 2,586.00	Swimming	KRHS	11	7.50%	\$ 3,104.00
Class Advisor, Fresh	KRHS	2	1.88%	\$ 776.00	Swimming	KRHS	13	8.75%	\$ 3,621.00
Class Advisor, Junior	KRHS	5	3.75%	\$ 1,552.00	Tennis, B	KRHS	12	8.13%	\$ 3,362.00
Class Advisor, Senior	KRHS	10	6.88%	\$ 2,845.00	Tennis, G	KRHS	12	8.13%	\$ 3,362.00
Class Advisor, Soph	KRHS	2	1.88%	\$ 776.00	Track and Field	KRHS	15	10.63%	\$ 4,397.00
Costumer	KRHS	2	1.88%	\$ 776.00	Track & Field Asst-1	KRHS	10	6.88%	\$ 2,845.00
Cross Country, B	KRHS	13	8.75%	\$ 3,621.00	Track & Field Asst-2	KRHS	10	6.88%	\$ 2,845.00
Cross Country, G	KRHS	13	8.75%	\$ 3,621.00	Track & Field Asst-3	KRHS	10	6.88%	\$ 2,845.00
Dance Team	KRHS	9	6.25%	\$ 2,586.00	Track, Winter	KRHS	10	6.88%	\$ 2,845.00
Dance Team Assistant	KRHS	5	3.75%	\$ 1,552.00	Wrestling	KRHS	14	9.38%	\$ 3,880.00
Drama Stage Dir.	KRHS	8	5.63%	\$ 2,328.00	Wrestling Assistant	KRHS	5	3.75%	\$ 1,552.00
Drama Tech Dir	KRHS	4	3.13%	\$ 1,293.00	Yearbook, HS	KRHS	10	6.88%	\$ 2,845.00
Field Hockey JV	KRHS	11	7.50%	\$ 3,104.00	MIDDLE SCHOOL				
Field Hockey, V	KRHS	13	8.75%	\$ 3,621.00	Band Outside Events	KRMS	8	5.63%	\$ 2,328.00
First Robotics	KRHS	7	5.00%	\$ 2,069.00	Baseball A	KRMS	9	6.25%	\$ 2,586.00
Football, Asst, 1	KRHS	10	6.88%	\$ 2,845.00	Baseball B	KRMS	7	5.00%	\$ 2,069.00
Football, JV	KRHS	10	6.88%	\$ 2,845.00	Basketball, Boys A	KRMS	11	7.50%	\$ 3,104.00
Football, V	KRHS	15	10.63%	\$ 4,397.00	Basketball, Boys B	KRMS	8	5.63%	\$ 2,328.00
Golf, JV	KRHS	8	5.63%	\$ 2,328.00	Basketball, Boys C	KRMS	3	2.50%	\$ 1,035.00
Golf, V	KRHS	12	8.13%	\$ 3,362.00	Basketball, Girl's A	KRMS	11	7.50%	\$ 3,104.00
Hockey Co-op	KRHS	15	10.63%	\$ 4,397.00	Basketball, Girls B	KRMS	8	5.63%	\$ 2,328.00
Ice Hockey, Asst 1	KRHS	10	6.88%	\$ 2,845.00	Basketball, Girls C	KRMS	3	2.50%	\$ 1,035.00
Ice Hockey, Asst 2	KRHS	10	6.88%	\$ 2,845.00	Chorus Outside Events	KRMS	8	5.63%	\$ 2,328.00
Lacrosse, B JV	KRHS	12	8.13%	\$ 3,362.00	Cross Ctry, Assist.	KRMS	4	3.13%	\$ 1,293.00
Lacrosse, B V	KRHS	14	9.38%	\$ 3,880.00	Cross Ctry, Coach	KRMS	9	6.25%	\$ 2,586.00
Lacrosse, G JV	KRHS	12	8.13%	\$ 3,362.00	Dance Team	KRMS	5	3.75%	\$ 1,552.00
Lacrosse, G V	KRHS	14	9.38%	\$ 3,880.00	Destination Imag.	KRMS	6	4.38%	\$ 1,810.00
Math Intermediate	KRHS	4	3.13%	\$ 1,293.00	Drama Tech. Direc.	KRMS	4	3.13%	\$ 1,293.00
Math Team, HS	KRHS	4	3.13%	\$ 1,293.00	Drama Stage Direc.	KRMS	8	5.63%	\$ 2,328.00
Musical Music Dir	KRHS	3	2.50%	\$ 1,035.00	Excel	KRMS	6	4.38%	\$ 1,810.00

Agreement between Kearsarge Regional School Board

And the Kearsarge Regional Education Association

2022-2025

Musical Stage Dir	KRHS	8	5.625%	\$ 2,328.00	Excel	KRMS	6	4.38%	\$ 1,810.00
Musical Tech Dir	KRHS	4	3.13%	\$ 1,293.00	Excel	KRMS	6	4.38%	\$ 1,810.00
Musical, Accompanist	KRHS	2	1.88%	\$ 776.00	Excel	KRMS	6	4.38%	\$ 1,810.00
National Honor Society	KRHS	4	3.13%	\$ 1,293.00	Field Hockey, A MS	KRMS	9	6.25%	\$ 2,586.00
Pit Band Director	KRHS	2	1.88%	\$ 776.00	Field Hockey, B MS	KRMS	7	5.00%	\$ 2,069.00
Project Climb, Advisor	KRHS	10	6.88%	\$ 2,845.00	Golf Club	KRMS	4	3.13%	\$ 1,293.00
Project Climb, Advisor	KRHS	10	6.88%	\$ 2,845.00	Green Team	KRMS	4	3.13%	\$ 1,293.00
Project Climb, Advisor	KRHS	10	6.88%	\$ 2,845.00	Intramural Sports	KRMS	2	1.88%	\$ 776.00
Reserve Coach	KRHS	7	5.00%	\$ 2,069.00	Intramural Sports	KRMS	2	1.88%	\$ 776.00
Reserve Coach	KRHS	7	5.00%	\$ 2,069.00	Intramural Sports	KRMS	2	1.88%	\$ 776.00
Reserve Coach	KRHS	7	5.00%	\$ 2,069.00	Intramural Sports	KRMS	2	1.88%	\$ 776.00
Ski, Alpine	KRHS	13	8.75%	\$ 3,621.00	Intramural Sports	KRMS	2	1.88%	\$ 776.00
Ski, Alpine	KRHS	13	8.75%	\$ 3,621.00	Intramural Sports	KRMS	2	1.88%	\$ 776.00
Ski, Nordic	KRHS	13	8.75%	\$ 3,621.00	Zone	KRMS	7	5.00%	\$ 2,069.00
Maker Space	KRMS	3	2.50%	\$ 1,035.00	Zone	KRMS	7	5.00%	\$ 2,069.00
Math Team, MS	KRMS	4	3.13%	\$ 1,293.00	Zone	KRMS	7	5.00%	\$ 2,069.00
Musical Stage Director	KRMS	8	5.63%	\$ 2,328.00	Zone	KRMS	7	5.00%	\$ 2,069.00
Musical Tech Director	KRMS	4	3.13%	\$ 1,293.00					
Newspaper	KRMS	3	2.50%	\$ 1,035.00	KRES -Bradford	Elem.	NoTier	N/A	\$ 2,100.00
Nordic Coach	KRMS	1	1.25%	\$ 517.00	KRES –New London	Elem.	NoTier	N/A	\$ 4,000.00
Ski Team Coach 1	KRMS	3	2.50%	\$ 1,035.00	Simonds Elementary	Elem.	NoTier	N/A	\$ 2,100.00
Ski Team Coach 2	KRMS	3	2.50%	\$ 1,035.00	Sutton Central Elem.	Elem.	NoTier	N/A	\$ 1,300.00
Soccer, Boys A MS	KRMS	11	7.50%	\$ 3,104.00					
Soccer, Boys B MS	KRMS	7	5.00%	\$ 2,069.00					
Soccer, Boys C MS	KRMS	7	5.00%	\$ 2,069.00					
Soccer, Girls A MS	KRMS	11	7.50%	\$ 3,104.00					
Soccer, Girls B MS	KRMS	7	5.00%	\$ 2,069.00					
Soccer, Girls C MS	KRMS	7	5.00%	\$ 2,069.00					
Softball, A MS	KRMS	9	6.25%	\$ 2,586.00					
Softball, B MS	KRMS	7	5.00%	\$ 2,069.00					
Student Council Advis.	KRMS	3	2.50%	\$ 1,035.00					
Track & Field, A	KRMS	10	6.88%	\$ 2,845.00					
Track & Field, Asst	KRMS	5	3.75%	\$ 1,552.00					
Track & Field, Asst	KRMS	5	3.75%	\$ 1,552.00					
Track & Field, Asst	KRMS	5	3.75%	\$ 1,552.00					
Winter Activity	KRMS	3	2.50%	\$ 1,035.00					
Winter Activity	KRMS	3	2.50%	\$ 1,035.00					
Yearbook, MS	KRMS	4	3.13%	\$ 1,293.00					

Stipend Amount Represents % multiplied by \$41,382

Agreement between Kearsarge Regional School Board

And the Kearsarge Regional Education Association

2022-2025

Appendix C

DESIGNATION FORM TO REVIEW PERSONNEL RECORDS

I designate _____ to be my attorney-in-fact for the purpose of the review of my complete personnel file.

Signed this _____ day of _____, _____.

By: _____ Witness:

Note: Access will be provided within 48 hours from the receipt of this form. The hours referred to include only business days. If copies of materials are required, they will be provided at the standard cost per copy.

CRITERIA	EXCELLENCE INDICATORS
Stated Objectives:	<ul style="list-style-type: none"> · specifically limited (no more than 4) · measurable and observable · bounded within a specific time frame · accurately reflects and supports the intended audience · concise and realistic · clearly contributes and relates to SIP goals and efforts
Specific strategies	<ul style="list-style-type: none"> · action statements · completion is clearly identifiable · ambitious (stretches us) and achievable · evidence of contribution toward stated objective · specifically limited (no more than 4) · directly supports local efforts (district)
Desired results:	<ul style="list-style-type: none"> · observable within a specific time frame · measurable (data would provide evidence of achievement) · quantitative and qualitative · identifies process outcome(s) · must relate to objective
Anticipated impact:	<ul style="list-style-type: none"> · contributes to systemic change · responsive to dynamic nature of educational improvement · directly links to local efforts (district) · mobilizes increased resources for education at the local level · students are better prepared for life in some specific ways
Resource Needs:	<ul style="list-style-type: none"> · identifies a variety of resources (not just dollars) · leverages resources within the system · specifically stated · long quarter and short quarter (sustainability)
Time lines/bench marks:	<ul style="list-style-type: none"> · realistic and doable · covers a 1 year period · established milestones · provides for revisions · has identifiable start and end date
Persons responsible:	<ul style="list-style-type: none"> · team members

Appendix E Definitions

Date of Hire: The most recent date hired by the District.

Years of Continuous Service: Years covered by the Collective Bargaining Agreement without a Break in Service.

Break in Service:

A Sabbatical Leave in excess of one (1) school year.

Child Rearing Leave in excess of one (1) year unless approved by the Superintendent.

Child Rearing Leave in excess of two (2) years.

Resignation, termination, not signing a teaching contract by the prescribed date.

Signature Page

IN WITNESS WHEREOF the parties have executed this agreement this day of
March, 2022, for the school year 2022-2025.

KEARSARGE REGIONAL EDUCATION ASSOCIATION

by
KREA President

KEARSARGE REGIONAL SCHOOL BOARD

by
KRSB Chairperson

by
Superintendent of Schools