

AGREEMENT

Between

KEARSARGE REGIONAL SCHOOL BOARD

and the

KEARSARGE REGIONAL EDUCATION ASSOCIATION

July 1, 2019 - June 30, 2022

(Ratified by KREA and KRSD, November 2018)
Approved by voters of the KRSD, March 2019)

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KEARSARGE REGIONAL SCHOOL DISTRICT - TEACHERS' AGREEMENT
2019-2022

1 **Article I. RECOGNITION**

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

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

17 B. Definition

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

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

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

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

36
37 **Article II. NEGOTIATION PROCEDURE**

38 A. Initiation of Negotiations

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

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

42 B. Scope of Negotiations

43 During negotiations, the Board and the Association may present relevant data,
44 exchange points of view, and make proposals and counterproposals. The Board and the
45 Association will, upon request, make available to one another for inspection all
46 pertinent non-confidential records, dates, and information used in developing proposals.

47 Either party may, if it so desires, utilize the services of outside consultants and may call
48 upon professional and lay representatives to assist in the negotiations.

49 C. Form of Agreement

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

53 D. Matter for Negotiations

54 It is agreed that terms and conditions of employment shall not be changed or
55 implemented without prior negotiations as required by RSA 273-A: 1 XI as interpreted
56 and applied by the decisions of the Public Employee Labor Relations Board and the
57 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

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

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

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

80 B. Personal Leave

81 Teachers shall have up to three (3) days non-cumulative personal leave with full pay
82 each school year. Appropriate notification will be submitted of the use of a Personal
83 leave day as soon as possible prior to taking such leave, but in no event later than five
84 (5) school days after taking that leave. Personal leave is not intended to be used for the
85 purpose of extending a weekend or a vacation period. Failure to give such notification
86 will result in such leave being treated as sick leave under Article III A. Personal leave
87 shall be used only for:

88

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

92 C. Professional Leave

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

96 D. Disciplinary Action

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

105 E. Bereavement Leave

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

109 F. Other Leaves

110 Leaves for other reasons not listed in this agreement, paid or not paid, shall be granted
111 at the sole discretion of the Superintendent or designee. Extended other leave requests
112 of over ten work days shall be subject to School Board approval. An “other leave”
113 when possible, shall be requested 30 days in advance in writing to the Superintendent.
114

115 **Article IV. EXTENDED LEAVES OF ABSENCE**

116 A. Child-rearing Leave

117 1. Child-rearing leave shall be granted to any teacher who requests it provided that
118 she/he is expecting or adopting a child. Such leave must be requested in writing by the
119 teacher at least ninety (90) days prior to the anticipated birth or adoption date. The

120 request shall specify the anticipated date such leave will begin and the date of return to
121 full-time teaching. The return date shall be the first day of a term or other mutually
122 agreed upon date. This leave will be without salary, but the district will contribute 50%
123 of the premium cost for the health care plans in Article XI F and XI G and 100% of XI
124 H and XI I (Life Insurance and Long Term Disability). The teacher's monthly portion
125 of the premium shall be contributed monthly in advance, failing which the teacher risks
126 termination of the plans for failure to pay to the insurer the full premium due. The
127 portion of a leave taken during the contract year by a teacher due to disability resulting
128 from pregnancy, miscarriage, or childbirth shall be charged to his/her available sick
129 leave.

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

144 B. Sabbatical Leave

145 1. Sabbatical leaves are granted at the discretion of the School Board and are designed
146 to encourage the improvement of instruction, supervision and administration in the
147 Kearsarge Regional School District. Any full-time teacher may apply for a sabbatical
148 leave during or after his/her seventh year of continuous service in the Kearsarge
149 Regional School District. Under exceptional circumstances, the Board may waive the
150 seven-year (7) requirement. The teacher must present a detailed sabbatical leave

151 proposal for approval by the School Board upon recommendation of the Superintendent
152 of Schools. This proposal must be submitted to the Superintendent prior to January 1 of
153 the school year preceding the sabbatical leave. Applicants will be notified of decisions
154 prior to May 1.

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

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

163 4. For a full-year sabbatical, the teacher will receive one-half of the annual salary
164 he/she would receive in his/her position in Kearsarge Regional School District. For a
165 half school-year sabbatical, the teacher will receive the full salary he/she would have
166 received during this period. A half-year sabbatical will be approved only if satisfactory
167 arrangements can be made to cover a teacher’s responsibilities during a partial year’s
168 absence.

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

173 6. The teacher will return to the Kearsarge Regional School District for a minimum of
174 two (2) years following the sabbatical. If he/she terminates his/her employment before
175 the end of the two-year (2) period, he/she must repay on a prorated basis within a five-
176 year (5) period the amount of the sabbatical leave compensation.

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

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182 **Article V. PROFESSIONAL DEVELOPMENT**

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

187 B. The School Board will allow up to 1% of the total compensation as shown in Article XI
188 Section A1, to be used for District Approved Graduate programs (Master’s, Certificate
189 of Advanced Graduate Studies and Doctoral degrees), course, conference, and
190 workshop registration(s). The amount so determined will be allocated 50% to support
191 of District Approved Graduate programs and 50% to other course, conference and
192 workshop registration(s).

193 C. District-Approved Graduate Degree Programs

194 1. Approval for a District Approved Graduate program shall be subject to the
195 availability of funds. Priority shall be given to those seeking a degree in an area that
196 meets the district’s needs. Approval is the exclusive responsibility of the
197 Superintendent.

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

203 3. Each teacher may receive up to the per credit cost of the UNH state university
204 system or the cost of tuition, whichever is the lesser, up to a maximum of twelve (12)
205 credits per year toward the cost of summer school courses and up to a maximum of four
206 (4) credits per school semester for courses to meet the above requirements or to assist
207 him/her in obtaining credits for a master’s degree. This provision will not be met if the
208 teacher is recompensed in some other way such as scholarships, grants, etc. Teachers
209 desiring to qualify for more than twelve (12) credits per summer must receive approval
210 from the Superintendent.

211 4. All courses must be related to the teacher’s professional development plan. Money
212 for reimbursement will be set aside when the Superintendent approves the courses to be

213 taken. The District will provide payment for approved courses when presented with a
214 purchase order from the offering institution with the understanding that the teacher
215 requesting this prepayment option must also execute a salary reduction agreement at the
216 time of the request for graduate course approval and provide written evidence of a
217 passing grade (B or better) within thirty (30) calendar days of the completion of the
218 course either in the form of a transcript or letter on the school's stationery. In no case
219 can this be later than June 10 so that accounts can be closed for the fiscal year. If the
220 teacher withdraws from the class, he/she must give written notice to the District within
221 fifteen (15) calendar days. The teacher will be responsible for any money not recovered
222 from the offering institution because of withdrawal. Failure to comply with these
223 requirements will result in the implementation of the salary reduction agreement.
224 Teachers who are pursuing an advanced degree must take at least one (1) course every
225 semester until the degree is reached. If a semester is going to be missed, the teacher
226 must inform the Superintendent in writing at least forty-five (45) calendar days before
227 the beginning of the semester so that monies may be reallocated. If a teacher misses
228 more than one (1) semester, he/she will need to reapply for inclusion in the Graduate
229 program unless granted permission by the Superintendent.

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

239 Available funds on June 1st, will first be disbursed to all applicants up to an amount of
240 \$300.00 for each applicant (noted as round 1). After honoring the first group of requests
241 that have a request balance, the remaining funds will be distributed in accordance with
242 samples below.

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244 For recipient's who request and receive over \$3,000.00, the teacher will be required to
 245 hold a two year commitment to the district in the years following the amount paid
 246 (example, a teacher is reimbursed \$5,000 in fiscal year 2016-2017, the commitment of
 247 work for the district must be for FY 2017-2018 and FY 2018-2019 or repay 50% of the
 248 total amount granted upon leaving the district (example, the same teacher listed above
 249 leaves the district during FY 2018-2019 that teacher must repay the district \$2,500).
 250 Any reimbursement shall be for courses or workshops related to the teacher's
 251 professional development plan and shall be subject to the approval of the Principal and
 252 Superintendent.
 253 Any remaining amounts after all disbursement have been made will be available for use
 254 by the KRSD Professional Development Committee to address the KRSD professional
 255 development goals. These funds have to be expended or encumbered in the current
 256 fiscal year.

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

- 260 • All request paid in full and/or up to the \$300 reimbursement
- 261 • Balance remaining enough to cover remaining balances
- 262 • Funds available for the KRSD Professional Development Committee to address the KRSD
- 263 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

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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

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

Remaining Balance (\$900) divided by Requests (\$1,050) = 85.71429%

Amount Paid equals Remaining Balance

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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

Name	Date Received	Amount Requested	Amount Paid Round 1	Remaining Balance	Remaining Balance after Round 1 Payment	Remaining Request	Round 2 Payment
			Up To \$300	\$ 1,500.00			
Teacher 1	5/29/2013	\$ 500.00	\$ 300.00	\$ 1,200.00	\$ 450.00	\$ 200.00	\$ 50.00
Teacher 2	5/29/2013	\$ 1,500.00	\$ 300.00	\$ 900.00	\$ 450.00	\$ 1,200.00	\$ 300.00
Teacher 3	5/29/2013	\$ 100.00	\$ 100.00	\$ 800.00	\$ 450.00	\$ -	\$ -
Teacher 4	5/29/2013	\$ 700.00	\$ 300.00	\$ 500.00	\$ 450.00	\$ 400.00	\$ 100.00
Teacher 5	5/29/2013	\$ 50.00	\$ 50.00	\$ 450.00	\$ 450.00	\$ -	\$ -
		\$ 2,850.00	\$ 1,050.00	\$ 1,800.00	\$ 450.00	\$ 1,800.00	\$ 450.00

Remaining Balance (\$450.00) divided by Remaining Request (\$1,800.00) = 25.0000%

Amount Paid equals Remaining Balance

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

293 **Article VI. GRIEVANCE PROCEDURE**

294 A. A grievance means an alleged violation, misinterpretation, or misapplication of any
295 provision of this Agreement.

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

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

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

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

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

314 E. Procedure

- 315 1. Any teacher covered by this Agreement who has a grievance shall first discuss it
316 with his/her immediate supervisor in an attempt to resolve the matter mutually at that
317 level. A decision by the immediate supervisor shall be rendered within ten (10) school
318 days. An individual teacher may present an oral grievance to his/her immediate
319 supervisor without the intervention of counsel or a representative. Until the grievance
320 is reduced to writing, the counsel or representative shall be excluded from a hearing.

321 2. If the teacher is not satisfied with the decision, he/she may appeal the decision to the
322 Principal within ten (10) school days after the receipt of the decision of the immediate
323 supervisor. The appeal shall be in writing, signed by the teacher and must specify:

- 324 a) The nature of the grievance, i.e. the specific provisions of the
- 325 Agreement, which have been violated or misinterpreted or misapplied
- 326 b) The specific injury and loss to the teacher
- 327 c) The remedies sought
- 328 d) The date of the alleged violation, misinterpretation, or misapplication.

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

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

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

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

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

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

359 F. Arbitration

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

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

383 **Article VII. REDUCTION IN FORCE POLICY**

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

390 1. Reductions will first be accomplished by attrition, such as resignations, retirements
391 or probationary status. Teachers who have yet to obtain continuing contract status
392 under RSA 189:14-a and any experienced educator who has been placed on a Formal
393 Assistance Plan (FAP) as outlined in the Supervision and Professional Development
394 Model who has not shown acceptable progress in six (6) months on the plan will be
395 included in this pool of probationary teachers and considered for the reduction in force.

396 2. If more reductions are necessary, KRSD teachers who were moved (in the best
397 interest of KRSD) into a different position that is currently being eliminated will be
398 offered the opportunity to return to their previous position (or a similar position within
399 their certification area) as long as they would not otherwise be terminated according to
400 the criteria defined below.

401 3. All teachers will be classified according to their present assignment and shall be
402 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

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

409 a) Qualifications to teach particular subjects or grades as determined by New
410 Hampshire Certification Standards.

411 b) Seniority, which is defined as the total number of years continuously
412 employed in this bargaining unit.

413 c) Academic and professional preparation beyond minimum standards.

414 d) Previous years' professional performance evaluation, excluding the current
415 year.

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

418 B. A listing including all teachers, their certifications, years of continuous service from the
419 date of last hire (the Date of Hire) with the District, and the Date of Hire will be posted
420 in each school by November 1 by the Office of the Superintendent unless otherwise
421 mutually agreed to by the Superintendent and Association President.

422 C. As soon as reduction in force is seriously contemplated, the Superintendent of Schools
423 shall notify the President of the Association and the teachers in the specific
424 classifications within which it is contemplated a position will be eliminated. Teachers
425 who will be non-renewed as a result of a RIF will be notified in writing no later than
426 April 15. The affected teacher(s), along with a KREA representative, may provide the
427 Superintendent with information pertaining to the criteria listed in Article VII A4.

428 D. Teachers who are RIFed will be placed on a recall list for two (2) years. In order to
429 exercise this right, the teacher must indicate in writing within ninety (90) calendar days
430 of the notice of RIF, that he/she wishes to be placed on the recall list. Any teacher
431 RIFed and indicating a desire for recall will be notified of any teaching vacancy which
432 is of a full-time nature and lasting for one (1) year or more. If the RIFed teacher is
433 interested in the opportunity, he/she must respond within fourteen (14) calendar days
434 from the date the notice of vacancy is sent to him/her. Failure to respond within
435 fourteen (14) calendar days from the date of the notice of vacancy is sent will result in
436 removal from the recall list.

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

440

441 **Article VIII. MANAGEMENT RIGHTS**

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

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

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

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

471 **Article IX. TEACHER RIGHTS**

472 A. The Board agrees that every teacher shall have the right to freely organize and support
473 the Association for the purpose of engaging in collective bargaining or negotiation.

474 The Board will not discriminate against any teacher with respect to hours, wages, or
475 any terms or conditions of employment on the basis of race, creed, color, religion,
476 national origin, gender, sexual orientation, marital status, handicap or age or by reason
477 of his/her membership in the Association or collective negotiations with the Board; or
478 his/her institution of any grievance, complaint or proceeding under this agreement or
479 otherwise brought in good faith with respect to any terms or conditions of employment.

480 B. The teacher or his/her designee (see Appendix D) shall have the right to review the
481 contents of his/her personnel records. Other examinations of a teacher's file(s) shall be
482 limited to the School Board, the Superintendent, the supervising Principal, and such
483 attorney for the Board or other designated, qualified person with a need to know for
484 legitimate Board purposes or supervisory reasons. No material related to a teacher's job
485 performance or behavior, including complaints originating after initial employment,
486 will be placed in his/her personnel file unless the teacher has had an opportunity to
487 review the material. The teacher may submit a written notation regarding any material,
488 and the same shall be attached to the file copy of the material to be placed in his/her
489 file. If the teacher believes the material is inappropriate or in error, he/she may request
490 that the material be corrected or expunged from the file, whichever is appropriate.

491 When a teacher is requested to sign material placed in the file, the signature indicates
492 that he/she has read the material, and the signature shall not be interpreted to mean
493 agreement with the content of the material. Any person reviewing a teacher's file
494 (including that teacher) shall sign and date a sheet attached to the file for this purpose.
495 This review shall take place during an agreed upon time; requests to examine the file
496 need to be made to the Superintendent or his/her designee at least twenty-four (24)
497 hours prior and shall not be unreasonably withheld. The review may be sooner if
498 mutually agreed upon.

499 C. It is the District’s intent to hire a substitute whenever a teacher is absent. If a substitute
500 is not available, the building administrator will make every effort to arrange for
501 coverage.
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503 **Article X. OTHER RIGHTS**

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505 A. Association Rights

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

512 B. School Board Rights

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

531 A. Salary Performance Compensation

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

536 B. Salary

537 1. Non-continuing contract teachers will receive automatic steps each year, regardless
538 of performance rating.

539 2. Teachers' performance rating will be based on Domains 1-4.

540 3. Continuing contract teachers who receive a Proficient or Distinguished rating (top
541 two rating categories) will receive a step increase if not yet on the top step.

542 4. Continuing contract teachers whose overall rating on the summative evaluation are
543 Basic or Developing (bottom two rating categories) will not receive a step increase.

544 5. All compensation shall be prorated for teachers who work less than 1.0 full-time
545 equivalent.

546 6. Salaries shall be paid in equal bi-weekly installments. Group goal attainment
547 compensation shall be paid in a lump sum in June.

548 7. The steps outlined in 1-6 do not supersede the provisions in RSA 189:14-a regarding
549 non-renewals.

550 C. Merit

551 The School Board and the Kearsarge Regional Education Association agree that merit
552 compensation of District educational staff supports collaborative opportunities for
553 enhancing positive learning outcomes for students. As such, the School Board and
554 KREA agree that:

555 1. Members of the Association and Administration at each district school will
556 work collaboratively to develop a specific, measureable, actionable, relevant,
557 and time-bound (SMART) goal to be presented to the Board for approval as a
558 Building –Based Merit Target by October 1st of the school year.

559 2. The Building-Based Merit Target shall reflect a school-based focus of relevance
560 that, through the school's partial or full attainment of the goal, provides

- 561 demonstrable and measureable data in evidence of the improvement of student
562 learning outcomes.
- 563 3. Building- Based Merit Target proposals will provide a description of each of the
564 SMART elements, as well as a description detailing the rationale for the
565 proposal of the target.
- 566 4. The Superintendent or designee will review and approve all proposed Building-
567 Based Merit Targets by November 1st. The Superintendent reserves the right to
568 reject proposals and remit them to schools with specific feedback for revision
569 until the goal is approved.
- 570 5. Building-Based Merit Targets shall be reviewed for progress by school
571 administration in collaboration with their association members by no later than
572 the conclusion of the third school week in May. This review will provide the
573 Superintendent or designee demonstrable and measureable data indicating the
574 percentage of attainment of the Building –Based Merit Target.
- 575 6. Teachers who receive a Teacher Summative Rating Report score in the two
576 highest rating bands (Proficient and Distinguished) will be eligible to receive
577 Building- Based Merit Target Compensation. Any teacher related in the two
578 lowest bands (Basic or Ineffective) will be ineligible for Building – Based Merit
579 Target compensation.
- 580 7. Building- Based Merit Target compensation for eligible staff will be paid based
581 on the school’s percentage of attainment of the Building- Based Merit Target.
582 Specifically, schools at least 85% of their goal will earn \$650.00 per eligible
583 staff member.
- 584 8. If Building-Based Merit Target compensation is earned, it will be paid in a lump
585 sum in June, will be taxed as regular income, and will not be cumulative to the
586 next year.

587 D. Salary Schedule

- 588 1. The basic salaries of teachers covered by this agreement are set forth in Appendix A
589 which are attached to and incorporated in this agreement. The Board will make every
590 effort to hire teachers into the District on the salary schedule established under this
591 Article X A1 based upon the degree status, years of experience in teaching, and other

592 relevant criteria, except for special circumstances. These schedules shall remain in
593 effect during the term of this agreement. In the event the Board determines it is
594 necessary to hire off schedule, including the hiring of any certified teacher who does
595 not have a Bachelor's degree, the Superintendent will notify the President of the
596 Kearsarge Regional Education Association, in writing, of that fact.

597 2. Teachers shall be paid bi-weekly. Each teacher shall have the option of salary
598 payments pro-rated on the basis of twenty-two (22) or twenty-six (26) pay periods.
599 Teachers electing 22 pay periods shall have the choice of receiving the balance of
600 salary in a lump sum on the last day of school in June.

601 E. Graduate Credit Beyond the Master's Degree

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

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

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

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

614 G. Additional Days

615 Any teacher asked and agreeing or required under the Supervision and Professional
616 Development Model to work for the District within his/her certification beyond his/her
617 contract will be paid at an hourly rate of the teacher's annual salary divided by a factor
618 of 1,400, up to a maximum of the annual salary at the Master's track Step 7 divided by
619 1,400.

620 H. Incentive Teams

621 1. The fundamental elements of the Incentive Plan are outlined in Appendix E.

622 Appendix E. may be amended by the District Professional Development Committee.

623 2. The Incentive Plan provides for a \$2,000/year payment per participant for the
624 successful participation on an Incentive Team. Incentive Team participation is
625 voluntary. Team Incentive pay is different from and in addition to other compensation
626 awards. Teachers on a Formal Assistance Plan will not be eligible to participate on an
627 Incentive Team. Those in their first year of employment in the District will not be
628 eligible to participate on an Incentive Team.
629 3. A pool of funds of \$12,000 is designated to for the Incentive Team Program.

630 I. Insurance Clause:

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

633 1. Health Insurance

634 a) The District will provide a payment of 94% of the cost of the Yellow Plan
635 (formally known as the School Care “Yellow” CDHP, Consumer Driven
636 Health Plan).

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

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

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

644 e) If any excise tax will be levied, the parties shall reopen this Agreement.

645 Teachers who show proof of otherwise being covered by a health insurance plan will
646 receive additional compensation of \$1,400 for opting out of the coverage offered by the
647 District. The School District shall offer this additional compensation option each year
648 of the contract, providing at least forty-six (46) employees participate in the benefit
649 annually. The opt-out payments will be pro-rated and paid with each ordinary
650 paycheck. No more than once every sixty (60) days the District may request of any
651 teacher that has opted out to show proof of continuing coverage in the comparable plan.
652 Any employee who wishes to exercise his/her option must notify the business office in
653 writing thirty (30) days prior to issuance of his/her first paycheck of the school year.

654 This opt-out option is to be offered during the term of this contract and shall sunset on
655 the expiration date of this agreement if employee participation has not resulted in
656 anticipated savings to the District. The District reserves the right to open contract
657 negotiations if Federal or State of New Hampshire health care laws change during the
658 term of this contract.

659 2. Dental Insurance

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

667 3. Death Benefit

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

673 4. Long-Term Disability Insurance

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

680 J. Flexible Spending Account

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

683 K. Mileage Reimbursement

684 Approved mileage will be reimbursed per IRS mileage rate as of September 1 of the

685 preceding school year.

686 L. Early Retirement

687 1. Only full time teachers who have a date of hire prior to December 31, 1992 and who
688 have not had a break in service since December 31, 1992 may submit a written request
689 for early retirement to the Board. This request for early retirement shall be dated and
690 signed by the teacher and submitted by June 30 of the year preceding the year in which
691 the retirement shall commence. The Board shall notify all applicants within ninety (90)
692 days of the deadline.

693 2. All teachers who have taught in the District less than 1.0 FTE up until June 30, 2007
694 will receive credit for those years as Full-Time Equivalent (FTE) years for the purpose
695 of years of service only. This adjustment is for years of service only and not for
696 calculation of benefits. Beginning July 1, 2007 all teachers who work less than 1.0 FTE
697 will receive credit for years teaching based upon their contractual proportion of full
698 time and are not considered full time.

699 3. Any full time teacher who applies for early retirement and does not receive early
700 retirement will be placed in chronological order by date of hire in subsequent years.

701 4. For any full time teacher who has been less than full time in the previous five (5)
702 years who qualified for and is granted early retirement, the retirement benefit will be
703 figured as follows: teachers will be paid 30% of the average of the last five (5) year's
704 annual salary multiplied by the FTE average of the last five (5) years annually for a five
705 (5) year period, or until age 65, whichever is shorter.

706 5. For any full time teacher who is granted early retirement and who has taught 1.0
707 FTE for five (5) continuous years prior to applying the salary benefit will be: teachers
708 will be paid 30% of the last year's salary annually for a five (5) year period, or until age
709 65, whichever is shorter.

710 6. Medical coverage will be provided up to a two person Yellow plan, which will be
711 available to the retired teacher from the plan offered by the District. Each teacher is
712 obligated to pay the same co-payment amount as required of active full time teachers. If
713 a teacher has worked less than full time within the last five (5) years the insurance
714 benefit will be paid as follows: the average FTE over the past five (5) years times the
715 District contribution.

716 7. Teachers who receive early retirement may work in the District less than full time or
717 as a temporary employee. The employment will be consistent with the District's policy
718 on contracted services.

719 8. If there are applicants, at least four (4) requests for early retirement per year shall be
720 approved by the School Board. Applicant(s) with the greatest number of FTE years of
721 continuous service shall be given first consideration.

722 9. Any full time teacher who has a date of hire prior to December 31, 1992 will be
723 given the option of early retirement or a \$2,500 annual deposit into a tax-sheltered
724 annuity in accordance with the District plan. Teachers electing the \$2,500 annual
725 deposit option are no longer eligible for any other early retirement benefits as described
726 in this section.

727 M. 1. Once eligible for the benefit, the teacher must make an initial notification to the
728 District in writing by April 15th requesting participation, including the name of the tax
729 sheltered annuity vendor and the account number. Once initial notification has been
730 verified, all subsequent eligible deposits will be automatically applied. It is the
731 teacher's responsibility to notify the District if they choose to change their TSA. Initial
732 deposits will be made within 90 days of verification and all subsequent deposits will be
733 made in June of each fiscal year.

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

738 N. Longevity

739 1. Teachers will receive longevity payment for continuous years of service within the
740 District (including the pre-existing Warner and New London Districts) as an
741 acknowledgement of proficiency in their profession.

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

746 3. Child-rearing, sabbatical leaves, the Family and Medical Leave Act, and long-term

747 disability absences of up to one (1) year, or longer at the discretion of the Board, will
748 not be considered as a break in continuous service.

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

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

754	10th to 14th contract	-	\$ 300 per contract year
755	15th to 19th contract	-	\$ 500 per contract year
756	20th to 24th contract	-	\$ 750 per contract year
757	25th and beyond	-	\$1,000 per contract year

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

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

763 b) A full time teacher with fifteen (15) years of continuous service is eligible to
764 receive \$1,000 deposited annually in a tax-sheltered annuity in accordance with
765 the District Plan.

766 c) A full time teacher with twenty (20) years of continuous service is eligible to
767 receive \$2,000 deposited annually in a tax-sheltered annuity in accordance with
768 the District Plan.

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

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- 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
 - 8. MS sports C team Tier range will be 3 to 7
 - 9. MS sports not listed as A, B, C Tier range will be 1 to 5
 - 4. Any removal for a stipend will be done collectively between the KREA and Superintendent and documented. Funds can be retained for future additions.
 - 5. Elementary co-curricular stipends will be annually assigned by the Building Principal

809 in accordance with building need. The cumulative amount of the stipend(s) assigned
810 cannot exceed what is listed on the schedule by building. The KREA Building Rep will
811 sign off on the assignments.

812 6. In the event that a co-curricular sport and/or activity is not filled due to lack of student
813 participation, the funds can be used to support other student activities in that school year
814 only. This will be done in collaboration with the Building Administrator, Superintendent,
815 and KREA President and documented.

816 P. Notwithstanding any other provision in this Agreement, the amount otherwise payable
817 to a teacher shall be reduced by such amount as is necessary to prevent the District
818 from being assessed by the New Hampshire Retirement System under RSA 100-A:16,
819 III-a.

820 Q. Whenever a bargaining unit member is absent from work as a result of an injury arising
821 out of, or during the course of, employment for the KRSD that is compensable under
822 the workers compensation statute and the member receives indemnity benefits in
823 accordance therewith, the District shall reduce the employee's gross wages by the
824 amount received as workers compensation benefits. The absences shall be recorded as
825 "other" paid leave and shall not be deducted from the employee's sick leave. In the
826 event sick leave is deducted during the pendency of a worker's compensation claim,
827 such leave will be returned to the employee in the event the claim is approved.

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829 **Article XII. APPROPRIATIONS**

830 A. Any agreement reached which requires the expenditure of public funds for its
831 implementation shall not be binding upon the School Board unless and until the
832 necessary appropriations have been made by the voters of the District.

833

834 **Article XIII. TEACHER EVALUATION**

835 A. The purpose of evaluation shall be the assessment and improvement of teacher
836 performance in order to maintain a high quality of education. Both parties agree that
837 teachers' relationships within the school with other teachers, students, the public and
838 school personnel are important.

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- 840 B. The building principal or his or her designee will work with each new teacher to help
841 him/her orient him/herself to the District. The building principal or his or her designee
842 will work with all teachers individually to improve instruction throughout the District.
843 All evaluations will be based on normal evaluation techniques and daily activities.
844 Teachers will cooperate fully in this effort. All evaluations will be conducted by an
845 individual who holds an administrative certification or is in process of getting
846 administrative certification, and has completed the appropriate evaluation and
847 supervision course work. Teachers will be evaluated using the Supervision /Evaluation
848 Model. The Supervision /Evaluation Model does not contradict the terms of the collective
849 bargaining agreement and does not change the terms and conditions of employment. Any
850 changes to the Supervision /Evaluation Model must be mutually agreed upon. The
851 Supervision and Evaluation Committee, where the Supervision and Evaluation Model is
852 developed, shall be composed of administration and staff from all levels (Elementary,
853 Middle School and High School level). In addition, one member will be selected by the
854 KREA Executive Boards as the KREA representative.
- 855 C. Each teacher with fewer than three (3) years' experience in the Kearsarge Regional
856 School District will be evaluated at least two (2) times each year. Thereafter, formal or
857 informal evaluations will be made at least once each year.
- 858 D. The School Board reserves the right to withhold a teacher's pay increase and/or put a
859 teacher on a Formal Assistance Plan if performance deficiencies exist and are
860 communicated to the teacher. The teacher will first be given written notification by
861 his/her direct supervisor, either department head or principal, which will include
862 examples or illustrations of deficiencies, expected corrections, and a reasonable time
863 period in which to make the corrections. If the deficiencies still exist at the end of this
864 time period, then written notice will be given to the teacher by his/her principal that the
865 teacher may have a pay increase withheld and/or be placed on a Formal Assistance Plan.
866 All information forming the basis for withholding a pay increase or being placed on a
867 Formal Assistance Plan will be made available to that teacher.
- 868 E. A teacher who disagrees with an evaluation that results in the withholding of a pay
869 increase or being placed on a Formal Assistance Plan as a result of that evaluation, may
870 submit a written answer to be attached to the file copy of the evaluation. Evaluations may

871 only be grieved under Article VI of this agreement based on alleged procedural violation.
872 F. Because of an unfavorable evaluation, if the contract of a continuing teacher is in
873 jeopardy, or there is a possibility of having a pay increase withheld, the teacher will be
874 notified in writing not later than February 1. If the contract of a continuing teacher is not
875 to be renewed, or an increase is to be withheld in whole or in part, the teacher will be
876 notified in writing on or before April 15.

877
878

879 **Article XIV. JUST CAUSE**

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

898 **Article XV. VACANCIES, TRANSFERS, AND REASSIGNMENTS**

- 899 A. Notice of teacher vacancies within the District will be posted on KRSD staff email for
900 seven (7) calendar days. Such notices shall contain date of posting and the date until
901 which applications and requests for transfers will be accepted.

- 902 B. Teachers who desire a change in grade and/or subject assignment or who desire to
903 transfer to another building within the District may file a written statement both
904 electronically and hard copy of such desire with the Superintendent and
905 receiving/leaving building principals no later than the third Friday in March. Such
906 statement shall include the grade and/or subject to which teacher desires to be assigned
907 and the school or schools to which the transfer is desired, in order of preference, and
908 will expire at the beginning of the following school year.
- 909 C. Under extreme circumstances during the school year, and when the needs of students
910 are in jeopardy due to late resignations, the length of an internal posting can be waived
911 if mutually agreed upon between the Superintendent and the KREA President.
- 912 D. From July 1 through September 1, notice of teacher vacancies within the District shall
913 be posted on the official KRSD staff email for 2 consecutive business days (including
914 Friday, Monday).

915 **Article XVI. SCHOOL DAY**

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

933 are in conflict with the rescheduled staff meeting shall be exempt from attending and
934 will be responsible for making an appointment with administration to make-up missed
935 material.

936

937 **Article XVII. ALCOHOL AND DRUG-FREE WORKPLACE**

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

940

941 **Article XVIII. CONTRACT YEAR**

942 A. The contract year is one hundred eighty-eight (188) days: one hundred eighty (180)
943 days of instruction, eight (8) other days of non-instructional activity such as curricular
944 development, advising of students, parental conferences, preparation for the school
945 year, school closure activities, etc.

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

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

956 C. Choice Time

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

963

964 **Article XIX. SAVING CLAUSE**

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

968 **Article XX. DURATION**

969 This Agreement will be effective as of July 1, 2019 and remain in full force and effect until
970 June 30, 2022.

971 **Article XXI. INTENT**

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

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

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

Appendix A

FY 2019/2020 - Schedule				
Step	BA	BA +15	MA	CAGS, DOC
1	\$39,806	\$41,279	\$44,780	\$46,254
2	\$41,796	\$43,267	\$46,773	\$48,244
3	\$43,785	\$45,260	\$48,761	\$50,234
4	\$45,776	\$47,249	\$50,752	\$52,224
5	\$47,767	\$49,238	\$52,742	\$54,212
6	\$49,511	\$50,975	\$54,460	\$55,927
7	\$51,490	\$52,956	\$56,440	\$57,908
8	\$53,472	\$54,937	\$58,421	\$59,886
9	\$55,450	\$56,917	\$60,402	\$61,865
10		\$58,897	\$62,382	\$63,847
11		\$60,877	\$64,363	\$65,828
12		\$62,856	\$66,344	\$67,809
13			\$68,322	\$69,788
14			\$70,302	\$71,768
15			\$72,282	\$73,747
16			\$74,263	\$75,728
Off Step	\$58,352	\$65,973	\$77,712	\$79,221

FY 2020/2021 - Schedule				
Step	BA	BA +15	MA	CAGS, DOC
2	\$40,205	\$41,692	\$45,228	\$46,717
2	\$42,214	\$43,700	\$47,241	\$48,727
3	\$44,223	\$45,713	\$49,249	\$50,737
4	\$46,234	\$47,722	\$51,260	\$52,747
5	\$48,245	\$49,731	\$53,270	\$54,755
6	\$49,759	\$51,230	\$54,733	\$56,207
7	\$51,748	\$53,221	\$56,723	\$58,198
8	\$53,740	\$55,212	\$58,714	\$60,186
9	\$55,728	\$57,202	\$60,705	\$62,175
10		\$59,192	\$62,694	\$64,167
11		\$61,182	\$64,685	\$66,158
12		\$63,171	\$66,676	\$68,149
13			\$68,664	\$70,137
14			\$70,654	\$72,127
15			\$72,644	\$74,116
16			\$74,635	\$76,107
Off Step	\$59,029	\$66,739	\$78,614	\$80,140

FY 2021/2022 - Schedule				
Step	BA	BA +15	MA	CAGS, DOC
1	\$40,608	\$42,109	\$45,681	\$47,185
2	\$42,637	\$44,137	\$47,714	\$49,215
3	\$44,666	\$46,171	\$49,742	\$51,245
4	\$46,697	\$48,200	\$51,773	\$53,275
5	\$48,728	\$50,229	\$53,803	\$55,303
6	\$50,008	\$51,487	\$55,007	\$56,489
7	\$52,007	\$53,488	\$57,007	\$58,489
8	\$54,009	\$55,489	\$59,008	\$60,487
9	\$56,007	\$57,489	\$61,009	\$62,486
10		\$59,488	\$63,008	\$64,488
11		\$61,488	\$65,009	\$66,489
12		\$63,487	\$67,010	\$68,490
13			\$69,008	\$70,488
14			\$71,008	\$72,488
15			\$73,008	\$74,487
16			\$75,009	\$76,488
Off Step	\$59,667	\$67,460	\$79,464	\$81,006

A Nurse with a state certification as a Health Educator may be placed on 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.

Appendix B									
Stipend Description	Location	Tier	%	Stipend	Stipend Description	Location	Tier	%	Stipend
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
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					
Maker Space	KRMS	3	2.50%	\$ 1,035.00	KRES -Bradford	Elem.	NoTier	N/A	\$ 2,100.00
Math Team, MS	KRMS	4	3.13%	\$ 1,293.00	KRES -New London	Elem.	NoTier	N/A	\$ 4,000.00
Musical Stage Director	KRMS	8	5.63%	\$ 2,328.00	Simonds Elementary	Elem.	NoTier	N/A	\$ 2,100.00
Musical Tech Director	KRMS	4	3.13%	\$ 1,293.00	Sutton Central Elem.	Elem.	NoTier	N/A	\$ 1,300.00
Newspaper	KRMS	3	2.50%	\$ 1,035.00					
Nordic Coach	KRMS	1	1.25%	\$ 517.00					
Ski Team Coach 1	KRMS	3	2.50%	\$ 1,035.00					
Ski Team Coach 2	KRMS	3	2.50%	\$ 1,035.00					
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					
Zone	KRMS	7	5.00%	\$ 2,069.00					
Zone	KRMS	7	5.00%	\$ 2,069.00					
Zone	KRMS	7	5.00%	\$ 2,069.00					
Zone	KRMS	7	5.00%	\$ 2,069.00					

Stipend Amount Represents % multiplied by \$41,382

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 13th day of March, 2019, for the school year 2019-2022.

KEARSARGE REGIONAL EDUCATION ASSOCIATION

by 
KREA Co-President

by 
KREA Co-President

KEARSARGE REGIONAL SCHOOL BOARD

by 
KRSB Chairperson

by 
Superintendent of Schools