

AGREEMENT BETWEEN
THE PELHAM EDUCATION
ASSOCIATION
AND
THE PELHAM
SCHOOL BOARD
2007-2010

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District, Pelham, New Hampshire, (hereinafter called the "Board") and the Pelham Education Association (hereinafter called the "Association").

ARTICLE I

Recognition

- A. The Board recognizes the association as the exclusive representative of all permanent full-time teachers, including nurses, employed by the Pelham School District for the purpose of negotiating with the Board with respect to salaries, fringe benefits, and conditions of employment. The Board agrees to meet, confer, and negotiate with representatives of the Association concerning such matters.
- B. The Association agrees to represent equally all teachers covered by this Agreement without regard to membership in the Association.
- C. During the term of this agreement, the Board agrees not to negotiate with any teacher, teacher's group, or association other than the designated unit in regard to any matter subject to negotiation under Article I of the Agreement as long as the Association shall represent a majority of the employees in the bargaining unit. Provided, however, that this shall not prevent the Board from communicating or consulting with any individual teacher or group of teachers for any purpose the Board shall deem desirable in the discharge of its responsibilities, nor shall it preclude any teacher from appearing before the Board in his/her own behalf on matters relating to his/her employment by the Board.
- D. The term "teacher" as used in the Agreement shall mean professional employee of the Pelham School District whose position requires certification by the State Board of Education as a professional engaged in classroom teaching for more than 50 percent of their duty hours, as well as all certified nurses employed by the district. Those excluded are the Superintendents, Assistant Superintendents, Principals, Assistant Principals, Directors, Coordinators in a supervisory role, Department Heads, Teacher Consultants, Business Administrators, or persons employed by the State Board of Education.
- E. The parties of this agreement will not discriminate against any teacher because of race, creed, color, religion, nationality, domicile, sex, marital status, disability, handicap or by reason of any activity in the association not in contravention of any provision of this Agreement.

ARTICLE II

Definitions

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

- A. The term "School", as used in the Agreement, means any work location, or functional division maintained by the Board where instruction is offered to the children enrolled in the Pelham School District, School Administrative Unit #28.
- B. The term "Principal", as used in this Agreement, means the responsible administrative head of the respective school.
- C. The term "Teacher", as used in this Agreement, means a person employed by the Board included in the unit defined in Article I which shall include classroom teachers, guidance counselors, therapists, special education teachers, **media specialist, enrichment teachers**, music teachers, art teachers, physical education teachers, reading teachers, long-term substitutes under contract and nurses.
- D. Wherever the singular is used in this Agreement, it is to include the plural.

ARTICLE III

Jurisdiction and Authority of the School Board

- A. The Board, subject only to the language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right in accordance with applicable laws and regulations to direct and manage all activities of the school district.
- B. The parties understand that neither the Board nor the Superintendent may lawfully delegate powers, discretions, and authorities which by law are vested in them and this Agreement shall not be construed so as to limit or impair their respective statutory powers, discretions, and authorities.

ARTICLE IV

Negotiation Procedure

- A. Negotiations shall be in accordance with RSA 273-A.
- B. Any agreement reached shall be reduced to writing and signed by the Board and the Association. Any agreement reached which requires the expenditure of public funds for its implementation shall not be binding upon the Board unless, and until, the necessary appropriations have been made by the voters of the District. The Board shall make every effort to secure the funds necessary to implement said agreements.
- C. During such negotiations, the Board and Association will present relevant data, exchange points of view, and make proposals and counter proposals. The Board will make available to the Association for inspection all pertinent, non-confidential records, data, and information of the Pelham School System in the public domain. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in negotiations.

ARTICLE V

Conditions of Employment

- A. **Salary Schedule Placement:** Newly hired teachers will be placed at the salary level reflecting their years of experience and academic preparation, provided that no newly hired teachers will be placed at a step or salary higher than that of a current employee with the same years of teaching experience. Notwithstanding any other provision in this agreement, the Superintendent, at his sole discretion, may place newly hired teachers for positions in critical shortage areas (as defined annually by the New Hampshire Department of Education) one step higher than the step as determined by the language of this article. After initial hire the person will advance one step on the salary schedule for each year of satisfactory service to the school district unless the prevailing collective bargaining agreement provides no step advancement in any year or years of its duration.

Upon request of the PEA President, the Superintendent will notify the PEA President, in writing, by September 15 of all new hires, their placement on the salary schedule and identify employees, if any, hired under the critical shortage provisions of this article.

- B. **Work Year:** The teacher work year shall be 187 days each year. No later than June 30 of the previous school year, the Association will submit a design proposal for use of one of the non-instructional days to the Professional Development Committee for its approval. That day will be scheduled in accordance with Article V(B).

The teacher work day on teacher workshop days shall be of seven (7) hours duration.

The School Calendar: Prior to a recommendation to the School Board concerning the school year calendar, the Superintendent will consult with and consider the suggestions of the representatives of the Association in that regard and in the use and placement of workshop days. Final decisions concerning the school calendar shall remain the sole and exclusive responsibility of the Board.

In the event that the calendar includes release days, each school will establish a building Professional Development committee to work with the principal and the school council to plan the agenda for those days. Committee members will be elected by the teaching staff in each building in an election conducted by the PEA following procedures developed jointly with building principals and reviewed with the Superintendent.

There will be two workshop days before the students' first day of school. At least one will be a meeting-free, uninterrupted, teacher preparation day.

Once the school year calendar has been adopted and prior to making any recommendations to the School Board relative to modification therein, the Superintendent will, if possible and if time and circumstances permit, consult with the Association and consider their recommendations.

- C. **Review of Personnel Files**

1. A teacher shall have the right to review the contents of his/her personnel file upon reasonable notification and to receive copies of any documents contained herein. The teacher may be charged a reasonable copying fee for more than one copy of any individual document(s) requested. A teacher shall be entitled to have a representative of the Association accompany him/her during such review.
 2. No material derogatory to a teacher's conduct or service to the district shall be placed in his personnel file until the teacher has had the opportunity to review the material. The teacher shall acknowledge that he/she has had the opportunity to review the material by affixing his/her signature to the copy to be filed with the expressed understanding that the signature does not indicate agreement with the contents. The teacher does have the right to submit a signed written response to such material and his/ her response will be reviewed by the appropriate supervisor(s) and attached to all copies. In the event a teacher refuses to sign any document related to his/her performance or evaluation prior to placement in his/her file, the Association will be notified of the same in writing and the signed written response will fulfill the requirement for review by the teacher.
 3. All documents, communications, and records dealing with processed grievances of this contract shall be filed separately from the personnel files of the participant and shall not be forwarded to any prospective employer of the grievant.
- D. Just Cause: No teacher will be given a written reprimand without just cause. No member of the bargaining unit who is on continuing contract shall be disciplined, suspended, dismissed, and/or failed to be renominated or reelected without just cause.
- E. Coverage of Additional Classes: That the school district may assign each teacher during a preparation period of that teacher to cover an additional classroom in an emergency.

For all teachers, the maximum number of substituting duties will be 180 minutes per school year, per teacher. Any teacher required to cover more than 180 minutes per school year shall be reimbursed that proportion of his or her per diem pay equal to the time of additional coverage at the respective school.

- F. Attendance at District Hearings: Any teacher who is required by the District to attend School District hearings during non-teaching hours shall be paid at a rate of 1/187th of the teacher's salary for each day of attendance.
- G. Evaluation: Teacher evaluation shall be conducted fairly, openly, and in a procedurally consistent manner throughout the district and with full knowledge of the teachers. Teachers who receive unsatisfactory evaluations from administrators will be offered peer and administrative consultants who work with them to improve performance prior to a final evaluation.
- H. Notification of Performance Deficiencies: If, in the judgment of the administration, deficiencies exist in the performance of a teacher on continuing contract that could result in termination of employment or other disciplinary action, the teacher shall be notified in writing.

The administration shall clearly state in writing the deficiencies, suggestions, or directions for

improvement, and a reasonable length of time for correction.

- I. **Disciplinary Conference:** In the event disciplinary action is taken, any teacher may have a representative of the Association present during a disciplinary conference or hearing. When possible, teachers will be notified in advance prior to any disciplinary conference or hearing.
- J. For cafeteria duty and lunch recess duty the administration first shall request teachers to volunteer for the duties. In the event that teachers in addition to volunteers are needed to perform these duties, the administration may assign teachers hired on or after July 1, 2004 to such duties. Such assignments shall be made on as fair and as equitable a basis as is reasonably practicable. ¹ No bargaining unit members hired on or after July 1, 2004 shall be excluded from consideration of such assignments, and the principal shall hear input from the Association's building representative prior to making these assignments. Teachers who volunteer for or are assigned to such duties shall be paid stipends of \$12.50 per duty.

K. **Assignment Notification:**

- 1. Every effort shall be made to notify teachers no later than April 30th of any change in teaching assignment for the next school year, including the school or schools to which they will be assigned, the grade and/or subject they will teach, and any special or unusual classes which may require special preparation beforehand.
- 2. When changes in assignment are necessary, the preferences of the individual teacher with respect to grade and/or subject assignment will receive the fullest consideration.

- L. **Class Size:** The Pelham School Board acknowledges the educational value of favorable student-teacher ratio when establishing class size. To that end the Board and administration will make every effort to follow the following guidelines for maximum class size:

Readiness	16 students
Grades 1-3	22 students
Grades 4-8	25 students
High School	25 students
Lab Classes	Shall be influenced by necessary available equipment.

- M. **Safe Environment:** Teachers will have a safe environment in which to work. In the event that testing of the environmental quality of any or all of the Pelham Schools is performed, copies of results and an explanation will be sent to the PEA Executive Board on or before ten (10) working days from their receipt by the school district.

Using designated faculty rooms and faculty lavatories to perform hygiene or medical procedures, except in the cases of emergencies, will not occur.

- N. **Medical Procedures:** Teachers will not be required to perform personal hygiene or medical procedures for any student, unless it is a specific expectation attendant to an individual's

¹ The parties acknowledge that in schools where lunch and lunch recess are divided by grade-level, a classroom teacher for one grade-level usually cannot be assigned to another grade-level's lunch or lunch recess duty.

particular position which will be known and understood at the time of hiring, or unless the individual has volunteered to do so.

- O. Posting of Positions: The board shall post all teaching, extra curricular, summer tutoring, other summer employment that is planned prior to the closing of the school year, and part-time employment that occurs before or after the regular school day. Such positions shall be posted in all three schools for ten (10) working days unless specific circumstances call for filling a vacancy within a shorter period.
- P. Vacancies: Team leader, department head and dean positions shall be declared vacant and open for application by qualified members of a department or team every three (3) years.
- Q. Systemic Change: When changes of a systemic nature are being planned and implemented every effort will be made to give affected teachers time during the school day, other than individual planning or lunch periods, to plan, provide input and collaborate over these plans.
- R. Inclusion and Mainstreaming:
 - a. Release time will be provided for the sending and receiving teachers to be participants in the development of an I.E.P. for which they will have responsibility.
 - b. Classroom teachers will have an opportunity for input into the instructional assistants assigned to students in their classrooms.
 - c. Teachers will be compensated for attendance at special education meeting scheduled before or after the school day and during non-contract days at a rate of \$27.50 per hour.

ARTICLE VI

Sick Leave

- A. Teachers shall be credited with 15 days of sick leave at the beginning of each year. Sick leave shall be applicable on all duty days of the teacher and may be used for the care of an immediate family member and/or a member of said teacher's household.
- B. If a teacher needs more sick days than he/she has earned, unearned sick leave may be charged against future sick leave days which may be earned during that year.

If the teacher resigns or takes leave of absence before the end to the year, unearned sick leave days shall be regarded as lost time, with appropriate deductions made from the final salary check.

- C. Unused sick leave shall be accumulated to a maximum of ninety (90) days. Employees whose accumulated total of sick leave days exceeds ninety (90) days as of June 30, 1982 will retain their accumulated total.
- D. The Board shall inform each teacher on a request of the amount of sick leave he/she has accumulated no later than the second pay period of each school year.
- E. To be eligible for sick leave payments, an employee may be required to furnish satisfactory medical proof of illness or disability.

In such cases, the Board would require the teacher to be examined by doctor(s) selected by the Board of the employee. If the teacher selects his own doctor(s), the expense of the examination will be paid by the employee. If, however, the employee chooses to go to the Board's doctor(s), the Board will pay the cost of the examination. If the employee is examined by a doctor(s) of his own choosing, the Board may still require further examination by doctor(s) of its own choosing. The further examination shall be at the Board's expense.

- F. Teachers injured as a result of a willful violent act while performing their professional duties shall not be penalized through loss of sick days or compensation. Any differences between an employee's salary at the time of injury and compensation paid by worker's compensation insurance shall be reimbursed to the employee by the district.

The district shall reimburse all insurance deductibles and co-payments incurred by the injured employee. All sick days used by the injured employee shall be deducted from the district sick bank.

- G. Sick Leave Bank:

1. Employees who have completed one or more years of service to the School District shall be eligible to participate in a sick leave bank. Each eligible employee who elects to participate in the sick leave bank shall donate one day from the 15 sick leave days credited each year until the sick leave bank accumulates 150 days. If at anytime thereafter the sick leave bank reaches a level of 50 days, then every teacher who has elected to participate in the sick leave bank shall donate one sick leave day to the bank.

Unused sick leave days in the bank at the close of the school year will carry over into the next year. Any teacher who wishes to rescind a prior election to participate in the sick leave bank may do so by submitting a letter to the Superintendent or his/her designee wherein the teacher specifies that he/she no longer shall participate in the sick leave bank.

2. A teacher who has elected to participate in the sick leave bank may request sick leave benefits from the bank if (1) the teacher has exhausted all his/her accrued sick leave; (2) the teacher is not eligible to receive long-term disability insurance payments; (3) the teacher presents physicians' statements and/or such other satisfactory medical evidence of disability or illness as the Sick Bank Administrative Committee may require; and (4) the Sick Bank Administrative Committee approves the request for sick bank leave. No employee may receive more than 40 days from the sick leave bank in any school year.

3. The Sick Bank Administrative Committee shall administer the sick bank. The Committee shall consist of two members appointed by the Association and one member appointed by the School Board. The Committee shall determine which applicants for sick bank leave are qualified to use the bank, how many days each applicant may use, and what information applicants must provide to the Committee. Decisions of the Sick Bank Administrative Committee shall be final, and shall not be subject to the grievance procedure.

H. Each teacher shall receive two (2) additional day's pay at the end of any half year period during which he/she does not use any sick leave or personal leave. Teachers not using sick leave or personal leave for the entire school year will receive a fifth (5th) day salary. This provision is not affected by the teachers contribution to the sick bank. Payment will be made within four (4) weeks after the end of the first half-year period and by June 30 for the second one-half year period.

I. Severance - A teacher who is eligible for retirement in the New Hampshire Retirement System and retires from the Pelham School District after fifteen (15) years of continuous service (except leaves of absence as approved by the School Board) shall receive reimbursement for all unused sick leave at \$75.00 per day, not to exceed \$6,750.00.

J. Long Term Disability Insurance - After an employee has been totally disable for a continuous period of ninety (90) days or the expiration of accumulated sick leave which ever comes later, the plan pays a monthly benefit of two-thirds (2/3) of basic monthly earnings to a maximum benefit of \$5,000 per month. The benefit duration is as set forth in the long-term disability insurance policy. If the School District changes the long term disability insurance carrier or plan, the new carrier or plan shall have the same or better benefits. Each member of the bargaining unit shall be provided a copy of the long term disability policy.

ARTICLE VII

Paid Leave of Absence

- A. Bereavement in the immediate family up to three days per occurrence during the school year shall be granted with pay to any teacher due to death in his immediate family. "Immediate Family" shall mean a teacher's spouse, child, parent, brother, sister, parent-in-law, son-in-law, daughter-in-law, grandparent, grandparent-in-law, grandchildren, brother-in-law, sister-in-law, aunt, uncle, niece, nephew, cousin, or any "relative" living in the household of the teacher. Unused bereavement leave may not be carried over to succeeding school years. Teachers will notify their principal when using bereavement leave.

Bereavement in the immediate family may be extended to up to two (2) additional days without loss of pay for bereavement leave based upon the individual leave as determined and approved by the Superintendent of Schools.

- B. Personal Leave - A teacher may request up to three (3) days of personal leave per year without loss of salary. Such request will be made in writing to the Superintendent's office at least twenty-four (24) hours in advance except in emergencies. The teacher shall not be required to state any reason for two of these three days of personal leave. This leave shall be granted to those requiring it for personal business and emergencies, which can only be conducted during school hours.
- C. Jury Duty Leave - A teacher called to appear for jury duty during school hours shall be compensated the difference between the pay received for jury duty and his regular pay.
- D. Absences – For all absences other than those specifically authorized in advance by the Superintendent or for which provision is made in Section A, B or C above, a deduction will be made for each day of absence at the rate of 1/187 of the teacher salary.
- E. Under no circumstances should any teacher be absent from school without the advance knowledge of the building principal. However, when it is impossible to give advance knowledge of his/her absence, the teacher must do so as soon as possible.
- F. Professional Leave - Professional leave may be granted to attend workshops, conferences, seminars, and visitations to other schools of up to three (3) days per year, but with no more than a maximum of five (5) of teachers being absent from school on any one day providing at least one does not require a substitute. These activities must be directly related to the teacher's certification area(s) and must have prior approval of the Superintendent.
- G. In addition to the types of paid leaves of absence noted above, leave of up to three (3) additional days may be granted by securing permission from the Superintendent or his designees in a manner consistent with the procedures suggested in Paragraph B of this Article, said permission not to be unreasonably withheld, for a teacher to conduct the business of the Association without loss of pay; provided nevertheless, that when such leaves of absence are granted the Association agrees to reimburse the Board for the costs of any substitutes which have to be hired to replace the teacher(s) granted such leave to conduct business of the Association.
- H. Grant Writing Leave. A teacher may be permitted up to two days of paid leave for the purpose of writing a grant. The grant proposal must be directly related to the teacher's present teaching responsibility or specifically address a district or building goal.

Grant writing leave must have prior approval of the Superintendent, and granting of such will

be at the sole discretion of the superintendent.

ARTICLE VIII

Unpaid Leaves of Absence

- A. The Board will consider requests for all leaves of absence, without pay or benefits submitted by teachers who have completed at least (1) one year of service in the Pelham School District. All leaves which are granted shall be in writing specifying beginning and termination dates of said leave.
- B. Child-Rearing Leave of up to one year will be granted, without pay or other benefits to teachers to care for newborn or newly adopted children. Except in cases of emergency, the teacher shall give at least thirty (30) days notice prior to the date on which the leave is to begin.

Return from child-rearing leave shall coincide with the expiration date indicated on the teacher's leave request as approved by the Board.

A teacher on an approved child-rearing leave of absence may request that the leave be terminated earlier than requested and approved. Such a request must be based upon unusual circumstances beyond the teacher's control and must be in accordance with the following procedure:

Teachers must notify the Superintendent of the desire to terminate the leave within sixty (60) days of his/her anticipated date of returning.

In any event, the teacher may not return early from an approved child-rearing leave of absence at other than the beginning of the educational period in each school (i.e., either at the beginning of the quarter or a semester) unless the Superintendent approves the teacher's early return from leave.

- C. Military Leave of Absence without pay or benefits shall be granted to any teacher who is drafted or enlists in any branch of the armed service of the United States for the period of his/her induction or initial enlistment.
- D. Other requests for leave of absence, such as, but not limited to elective office, health, family illness, study, may be granted at the discretion of the Board.
- E. Extensions, renewals, or modifications of leaves may be granted upon the teacher's written request to the Superintendent of Schools and the Superintendent's recommendation to the Board and subsequent Board approval. Said leave if granted, shall be in writing.
- F. All benefits to which a teacher was entitled at the time his/her leave of absence commenced and which are in effect for teachers, including unused accumulated sick leave shall be restored to him/her upon his/her return. In order to insure that pupils are taught by teachers working within their areas of competence, a teacher returning from a leave of absence will be assigned to a position within the scope of his/her certification as determined by the Superintendent. Failure to return from a leave at the expiration date will be considered as a resignation unless such leave has been extended by the Board.

- G. All employees on an unpaid leave of absence must notify the Superintendent of Schools no

later than April 15 of their intent to return to the employment of the school district for the succeeding year. The Superintendent will send one notice to such employee, prior to February 15 stating Article VIII Section G.

ARTICLE IX

Sabbatical Leave

- A. A teacher who has completed seven (7) years of service with the Pelham School District may be granted a Sabbatical Leave for the purpose of approved full-time graduate study in an accredited college or university or for an approved activity based upon a written proposal describing the intended activity and the benefits that would accrue to the individual's class, school or school district. Such activities may include, but may not be limited to, research, curriculum development, teacher exchange programs, preparing work for publication, or coordinating/facilitating a school program. The term of the sabbatical leave shall coincide with the regular school year (July 1 to June 30). A maximum of two (2) teachers shall be eligible to participate in the Sabbatical Leave Program in any school year. Teachers who have applied and otherwise qualify, and meet the conditions described in this paragraph, shall be granted such leave consistent with the provisions of Article IX.
- B. Written requests for sabbatical leave must be received by the Superintendent no later than December 1 of the year prior to the year for which leave is requested. A detailed summary of the intended plan of study or a complete description of the proposed activity shall be submitted to the Superintendent not later than the first working day following January 1.

The Superintendent will make recommendations to the Board by February 1, and the teacher selected shall accept or reject this appointment on or before March 1. Upon request of the teacher selected for this leave, the acceptance/rejection date may be extended for cause by the Superintendent.

- C. The compensation for a teacher on full-year sabbatical leave shall be one-half the salary that would have been received the coming year, i.e., the teacher on sabbatical leave will advance one step on the salary schedule in effect during the term of his leave and receive one-half that amount. Teachers on half-year sabbatical shall be compensated the full salary that would have been received the coming year.

The continuation of fringe benefits during sabbatical leave is contingent upon the teacher's continuing his/her required contributions.

Upon return from a sabbatical leave, a teacher will be placed on the salary schedule on the step following the one on which he/she last taught. His/her position upon returning to the school district shall be the one that best services the school district as determined by the Superintendent, provided that he/she shall not be assigned outside the area of his/her certified qualifications.

As a condition of the sabbatical leave and in consideration of the payments made by the Board to the teacher during his/her leave, the teacher must file with the Superintendent an agreement which stipulates that he/she will return to the Pelham School District for at least two (2) full years at the conclusion of his/her sabbatical leave or reimburse the district the full amount received as salary during the sabbatical leave, in equal amounts monthly over a four year period.

ARTICLE X

Professional Improvement

- A. The Board shall reimburse the full cost of tuition, textbooks, meals, and an allowance for miles at \$.40 cents per mile incurred in connection with any course, workshop, conference, in-service training session or other such session which a teacher is required and/or requested by the administration to take as part of a work assignment during school hours.
- B. Teachers taking courses in their assigned areas during their employment with the Pelham School District shall receive reimbursement for eight (8) credit hours of reimbursement during a given fiscal year. If funds remain unencumbered as of June 1, teachers may apply to receive reimbursement for more than eight (8) credits. Such application shall be submitted by June 15. The course(s) must be approved by the Superintendent no more than six (6) weeks prior to the beginning of the course. Reimbursement shall be made at the rate of \$474 per credit. The Board shall budget the following amounts for the cost of course reimbursement: \$52,000 in 2007-08, \$55,000 in 2008-09, and \$58,000 in 2009-10. Course reimbursements will be available on a first-come first-served basis until the funds appropriated have been exhausted.
- B. Teachers shall also be reimbursed for workshops and seminar costs up to \$190 per teacher, per school year, upon the prior approval of the Superintendent.

The Board shall budget \$20,000 in 2007-08, \$22,000 in 2008-09 and 2009-10 for the cost of workshop and seminar reimbursement. Any funds not used will apply to reimburse teachers whose expenses are greater than \$190, on a first-come first-served basis.

Any workshops and seminars which are provided by the staff development program in the Pelham Schools shall not be reimbursable, since they are provided free of charge.

- D. The Pelham School District will endeavor to offer opportunities for teachers to earn recertification credits as defined in the staff development guidelines.
- E. Reimbursement for courses will be made after the teacher presents evidence of successful completion (B- or better) or a passing grade if a Pass/Fail system is in effect and a receipt indicating the tuition charges have been paid by the teacher.

Summer school credits, and workshop, and seminar costs will be reimbursed after school starts provided the teacher has been in the employ of the Pelham School District the preceding school year.

- F. Salary track changes will be made effective twice a year on September 1st and February 1st. Teachers will request a change one (1) year prior to the effective date of the change.

ARTICLE XI

Insurance Provisions

- A. The board's final cost shall remain constant regardless of which insurance plan the teacher selects. The board's payment is conditioned upon the teacher completing their contractual obligations.

The Board shall contribute 83% in 2007-08, 82% in 2008-09, and 80% in 2009-10 of the cost of the premium for the Blue Cross/Blue Shield Comp 100 indemnity plan toward the support of participating in any of the following: Blue Cross/Blue Shield Comp 100, Blue Cross/Blue Shield POS, or Blue Cross/Blue Shield HMO plans.

- B. In the event the Board or the Association wish to change to another insurance carrier or plan, that change will only become effective upon the mutual agreement of both the Board and the Association.
- C. Should a teacher elect not to subscribe to the medical insurance plan for a full school year, the teacher shall be paid the sum of \$3,000 for that school year. Payment will be made on or about June 1st of the year in which the teacher elects not to subscribe. The teacher must present proof of medical insurance in order to elect not to subscribe to the medical insurance plan.
- D. The Board shall pay 100% of the premium cost to the teacher for term life insurance (including accidental death and dismemberment) for an amount equal to the nearest \$1,000 annual salary or \$25,000, whichever is greater.
- E. The Board will continue to provide Worker's Compensation coverage for teachers.
- F. A teacher on an unpaid leave may continue all insurance benefits at the group rate provided the teacher pays the total cost of said insurance. This payment shall be a pre-payment of premiums on a monthly basis.
- G. Each year the Board shall pay the full cost of the single Delta Dental plan, and 80% of the 2-person and family plans.

The following coverages are included:

- A - 100%
- B - 80%
- C - 50%
- D - 50%

No deductible, \$1000 contract year maximum per person.

- H. A teacher who is eligible for retirement in the New Hampshire Retirement System and retires from the Pelham School District, shall be offered the option of maintaining membership in the group's medical insurance plan. If the retiring teacher chooses to remain a part of the insurance plan, he/she shall assume full financial responsibility for maintaining his/her membership.
- I. Subject to the insurer's permission, the insurance benefits of teachers who work part-time shall be pro-rated.

ARTICLE XII

Standard Clause

Except as this Agreement shall otherwise provide, all terms and conditions of employment in effect at the time this Agreement is signed, shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, nor otherwise detract from any teacher benefit existing prior to its effective date.

ARTICLE XIII

Savings Clause

If any article or part of this Agreement is held to be invalid by operation of law or by any 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 thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or part. Failure of the parties to agree on such issue shall not affect the remainder of the agreement. If such replacement is determined by the force holding the article or part of this Agreement invalid, the parties will not meet and enter into negotiations over the issue.

ARTICLE XIV

Voluntary Deductions

- A. It is agreed by and between the Pelham School District and the Pelham Education Association that upon receipt of written authorization, signed by the teacher, the Board shall deduct an amount to provide ten (10) consecutive payments of dues for membership in the Pelham Education Association, New Hampshire Education Association, and the National Education Association from the regular salary check of such teacher each month and that the amounts so deducted pursuant to such authorization of the teacher shall be promptly remitted directly to the Pelham Education Association
- B. It is further agreed by and between Pelham School District and Pelham Education Association, that such authorization for deduction of dues shall continue in full force and effect with the Pelham School District until the teacher submits a written revocation of such authorization to the Board not less than thirty (30) days prior to the effective date of such written revocation.
- C. It is further agreed that the Association releases and discharges the Pelham School District from any and all liability whatsoever arising as a result of the remittance of any money to the Association under the provisions of this Article.
- D. Payroll deductions shall be made available to all employees covered by this Agreement for the Service Federal Credit Union and deductions for tax-sheltered annuities.
- E. The parties agree that all employees in the bargaining unit should share in the costs of negotiating and maintaining the Master Agreement. Therefore, teachers who are not

members of the PEA shall be required to pay a fair share fee, not to exceed actual membership dues. This fee will be payroll deducted in accordance with the other provisions in the Article. It is understood that teachers who were employed and were non-members at the time the Agreement was signed on November 10, 1987 shall be exempt from payment of this fair share fee.

ARTICLE XV

Association Rights and Privileges

- A. The Association will have the right to use school buildings, facilities, and equipment at reasonable times when scheduled in advance with prior approval of the principal.
- B. Twice during each month of the school year, members of the Association Executive Board will be released at the dismissal time of their respective students in order to meet and conduct Association business provided that the Superintendent has granted approval. Approval shall not be unreasonably denied.

ARTICLE XVI

Grievance Procedure

The parties of this contract, recognizing that honest differences do arise from comprehensive agreements such as this and that fair peaceful resolution of such differences is in the best interest of the Pelham School District, set forth the following procedure to be used by employees governed by this Agreement whenever a difference as to the meaning of any part of this Agreement arises.

- A. Definition. A "Grievance" shall be any claim by a teacher and/or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this contract, except that the term "Grievance" shall not apply to any matter as to which the School Board is without authority to act. A grievance to be considered under this procedure must be initiated within thirty (30) calendar days of its occurrence, or thirty (30) days of when the employee should have reasonable knowledge of its occurrence.
- B. Initiation and Processing.
 - 1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person to proceed to appeal a grievance to the next step. Failure to proceed within the specified time limits initiation and processing shall be deemed to be acceptance of the decision tendered at that step.

Level One - Principal.

- a. Any teacher who has a grievance shall discuss it first with his/her immediate supervisor or building principal, if applicable, in an attempt to resolve the matter informally at that level. The teacher shall state at the meeting that this is Level One of the grievance process.
- b. If, as a result of the discussion, the matter is not resolved to the satisfaction of the teacher within five (5) school days, he shall set forth his grievance in writing to the principal specifying:

- (i) the nature of the grievance and date occurred;
- (ii) the nature and extent of the injury, loss or inconvenience;
- (iii) the results of previous discussions;
- (iv) his dissatisfaction with decisions previously rendered. The principal shall communicate his decision to the teacher in writing within three (3) school days of receipt of the written grievance.

c. Grievances arising out of decisions made by the Superintendent or the School Board may bypass Level One and be submitted initially at Level Two.

Level Two - Superintendent.

The teacher, no later than five (5) school days after receipt of the principal's decision, may appeal the principal's decision to the Superintendent. The appeal must be made in writing, reciting the matter submitted to the principal, as specified above, and his dissatisfaction with decisions previously rendered. The Superintendent shall meet with the employee to attempt to resolve the matter, as quickly as possible, but within a period not to exceed five (5) school days. The Superintendent shall communicate his decision in writing to the employee, the principal, and the immediate superior or department head, if applicable, within five (5) school days.

Level Three.

If the grievance is not resolved to the grievant's satisfaction at Level Two, he may either request a review by the Board or request that the Association submit the issue to arbitration. Arbitration shall be advisory only.

IF HE/SHE SUBMITS THE ISSUE FOR REVIEW BY THE BOARD, THE FOLLOWING PROCEDURE SHALL BE FOLLOWED.

Such request must be made within five (5) school days after receipt of the Superintendent's decision at Level Two, and shall be submitted in writing through the Superintendent, who shall attach all related papers and forward the request to the Board.

The Board shall hold a hearing with the grievant within twenty (20) calendar days of the receipt of the appeal. Within twenty (20) calendar days of the close of the hearing, the Board shall render a decision in writing and forward copies of the decision to the grievant and to the administrators involved at the previous steps of the grievance procedure and the President of the Association.

IF HE/SHE SUBMITS THE ISSUE TO ADVISORY ARBITRATION, THE FOLLOWING PROCEDURE SHALL BE FOLLOWED:

He/she shall notify the Association within five (5) school days of the receipt of the Superintendent's decision. If the Association determines that the matter should be arbitrated, it shall in writing so advise the Superintendent within ten (10) school days of receipt of the grievant's request. The parties will then initiate a request for arbitration pursuant to the rules of the American Arbitration Association, which are hereby incorporated into this Agreement. In the event the Association in its sole discretion determines not to submit the grievance to the advisory arbitration, the grievant may within five (5) school days of receipt of the Association's decision submit the grievance to the School Board for hearing as outlined above.

The parties will then attempt to agree upon a mutually satisfactory third party to serve as an arbitrator. If no agreement is reached within five (5) calendar days, either party may request the American Arbitration Association, pursuant to its rules, that roster of persons qualified to function as an arbitrator be submitted to both the Association and the School Board, through the Superintendent of Schools.

The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He shall be bound by and must comply with all of the terms of this Agreement. He shall have no power to add to, delete from, or modify in any way any of the provisions of this Agreement.

The Board, the aggrieved, and the Association shall receive copies of the arbitrator's report. This shall be accomplished within thirty (30) calendar days of the completion of the arbitrator's hearing.

After due consideration of the arbitrator's advisory recommendations for settlement of a grievance, the School Board shall make a decision on the issue and so advise the grievant and the Association in writing. If the School Board fails to make a decision on the arbitrator's advisory opinion within thirty (30) calendar days from receipt of the opinion of the School Board's non-action shall be deemed to be acceptance of the arbitrator's report and that report shall then become binding.

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 incurred shall be paid by the party incurring same.

The Association recognizes the difficulty the Board encounters in dealing with grievances during the months of July and August. Towards this end, the Association agrees that for any grievance filed between June 30 and August 28, the term school days throughout the grievance procedure should be changed to non-weekend calendar days.

C. Right of Teachers to Representation.

1. An aggrieved person may be represented at Levels 2 and 3 of the grievance procedure by himself/herself, or, at his/her option, by the Association.
2. When a teacher is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Superintendent, or any higher level have the right to be present and present its position in writing at all

hearing sessions held concerning such grievances and shall receive a copy of all decisions rendered.

3. The Board and the Association shall assure that the parties in interest and witnesses are guaranteed freedom from restraint, interference, coercion, discrimination, or reprisal with respect to the processing of a grievance.

D. Uniform Interpretation of Regulations. All rules and regulations applying to teachers shall be interpreted and applied uniformly throughout the District.

ARTICLE XVII

Reduction in Force

A. When it is determined to reduce the number of professional teaching staff, the following procedure will be utilized:

1. As soon as a reduction in force is being considered by the School Board, the President of the Association shall be notified in writing, specifying the nature of the proposed reduction.
2. Reductions will first be accomplished by attrition: resignations, retirements, etc.
3. If more reductions in force are necessary, then part-time staff shall be laid off.
4. If further reductions are necessary, then teachers shall be laid off based on the following classifications:
 - a. Grades R-4
 - b. Grades 5-8
 - c. Grades 9-12 (Business, English, Foreign Language, Home Economics, Industrial Arts, Math, Science, Social Studies)
 - d. Specialists, Grades K-12 by the following subject areas: Art, Music, P.E. Library/Media, Guidance, Nurses and Gifted and Talented.
 - e. Special Education (by areas of Certification)
5. Within these classifications, probationary teachers shall be laid off first. If further reductions are necessary, then teachers on continuing contract will be laid off. A continuing contract teacher is one who qualifies for notice, reasons, and a school Board hearing under the provisions of RSA 189:14a. Among continuing contract teachers, the following criteria will be utilized: Seniority, Certification, Academic and Professional Preparation, and Job Performance. Seniority is defined as the total years of uninterrupted service to the Pelham School District within a bargaining unit position. Approved leave or transfers to non-bargaining unit positions shall not result in loss of previously accrued seniority. However, resignation shall terminate all previously accrued seniority.
6. If a teacher on continuing contract is determined to be laid off due to a reduction in force in his classification, said teacher will be considered for positions held by probationary teachers.

B. Teachers shall be recalled in reverse order of layoff for any open position within the

classification in which the layoff occurred. Only continuing contract teachers shall be eligible for recall rights. The same conditions as A.4 shall apply to recall.

1. Laid off teachers shall be eligible for recall for a two year period following their final date of employment.
2. Teachers shall be responsible for notifying the Superintendent in writing of their current address. Recall notices shall be mailed certified, return receipt request.
3. Teachers shall have twenty (20) business days to respond to any recall notice. Failure to accept recall to a permanent full-time position shall terminate the teacher's rights under this Article.
4. No new employees shall be hired for any vacancy within a classification while there are laid off personnel from those classifications available to fill those positions.
5. Teachers recalled shall retain previous seniority and other accrued contract benefits, such as accumulated sick leave.

ARTICLE XVIII

Administration Selection Committee

In the event that a committee is created by the Superintendent to take part in the selection process to fill a vacancy in a principalship or assistant principalship, the Board agrees that such a committee will include teacher representation chosen by the Association from the faculty of the affected school. If a committee is not created, teacher representatives from the affected school will be given an opportunity to meet with the Superintendent for the purpose of giving input into the selection.

Any committee or group taking part in the selection process to select a principal or assistant principal will include a teacher representative specifically chosen by the Association for this purpose from the teaching faculty of the effected school.

ARTICLE XIX

Duration

- A. The provisions of this Agreement will be effective as of September 1, 2007 and will continue and remain in full force until August 31, 2010.”
- B. Any individual contract between the Board and an individual teacher heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement shall be controlling.
- C. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. The Provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- D. Monetary compensation agreements will be found in Appendices A & B.

- E. Copies of this Agreement between the Pelham School District and the Pelham Education Association, NHEA-NEA, shall be printed within thirty days after the Agreement is signed and presented to all teachers now employed, hereafter employed, or considered for employment by the Board. Further, that the Board shall furnish thirty (30) copies of the Agreement to the Association for its use. The parties will share the expenses for this printing.

ARTICLE XX

Retirement Severance

- A. **Experience and Eligibility.** Bargaining unit members covered by this agreement who have at least twenty (20) years of service, a minimum of fifteen (15) with the Pelham School District in one or more of the job classifications defined in Article I and who are at least fifty (50) years of age are eligible for this benefit upon retirement from professional service through the N.H. State Retirement System.
- B. **Notice of Intent.** Notice of one's intention to retire under this plan must be submitted in writing to the Superintendent of Schools no later than September 30th of the year prior to the year in which retirement is intended (this is approximately a 22 month notice). Exceptions to this deadline will be made for hardship/emergency/unforeseen circumstances at the sole discretion of the board and with a waiver of the notification period by the Pelham Education Association.
- C. For those who qualify under Article XX(A) and who had completed at least 10 years of service to the Pelham School District by July 1, 2007, the retirement benefit will be as follows:

1. 20 years of service:

25% x last salary x 2 years

- 21 – 25 years of service:

35% x last salary x 2 years

- 26 or more years of service:

45% x last salary x 2 years

The individual may choose to accept the first year's payment in a single sum to be paid by the district by June 30 in the year of retirement with the second installment to be paid 13 months later.

OR

2. Same Service Years/Percentage Chart as in (1) above for the first year, and an amount contributed annually towards the cost of the employee's medical and dental insurance equal to the annual amount being paid by the district during the year of retirement.

Such annual payment to continue until the employee reaches age 65. The liability of the school district is capped at 100% of the premium in any year for health and dental insurance.

- D. For those who qualify under Article XX(A) and who had not completed at least 10 years of service to the Pelham School District by July 1, 2007, the retirement benefit will be as follows:

20 years of service: 25% x last salary x 1 year

21-25 years of service: 35% x last salary x 1 year

26 or more years of service: 45% x last salary x 1 year.

E. Definitions.

Years of Service. Years of employment for a full school year, determined by the number of individual teacher contracts executed for professional service.

Last Salary. Shall mean that amount earned in: (a) teaching salary as determined by the face amount of the teacher’s contract in the years of retirement; (b) any PCM earnings earned in the year of retirement; and (c) board approved special assignment contracts.

Insurance Benefits. Except as noted in Article XX (C2) employees retiring shall receive the same medical and dental insurance benefits as set forth in Article XI (A) and XI (E) provided under this agreement with respect to such insurance until said employee attains the age of 65. Said insurance will be provided at the expense of the retired employee and not the District.

Survivors Payment. Should an employee, who has elected to retire under this article, die prior to receiving any payment described in Article XX(C) to which they are entitled, the district will make the agreed payments in accordance with that schedule.

F. **District Obligation.** If there are applicants, at least three (3) requests per year shall be approved by the school district. Those bargaining unit members with the greatest seniority within the district will be given first consideration. If a person is not granted early retirement for the year of initial request and he/she reapplies the following year, that person will be given preference.

G. Persons taking advantage of this program would waive rights to severance benefits as described in Article VI (H).

APPENDIX A--SALARY SCHEDULES

2007-08 Salary Schedule

Step	B	B+12	B+24	M	M+15	M+30	C/D/2M
1	32,770	33,470	34,470	36,170	37,170	38,170	40,170
2	33,770	34,470	35,470	37,170	38,170	39,170	41,170

3	34,770	35,470	36,470	38,170	39,170	40,170	42,170
4	35,770	36,470	37,470	39,170	40,170	41,170	43,170
5	36,770	37,470	38,470	40,170	41,170	42,170	44,170
6	37,770	38,470	39,470	41,170	42,170	43,170	45,170
7	38,770	39,470	40,470	42,170	43,170	44,170	46,170
8	39,770	40,470	41,470	43,170	44,170	45,170	47,170
9	40,770	41,470	42,470	44,170	45,170	46,170	48,170
10	41,770	42,470	43,470	45,170	46,170	47,170	49,170
11	42,770	43,470	44,470	46,170	47,170	48,170	50,170
12	43,770	44,470	45,470	47,170	48,170	49,170	51,170
13	44,770	45,470	46,470	48,170	49,170	50,170	52,170

2008-09 Salary Schedule

Step	B	B+12	B+24	M	M+15	M+30	C/D/2M
1	34,110	34,810	35,810	37,510	38,510	39,510	41,510
2	35,110	35,810	36,810	38,510	39,510	40,510	42,510
3	36,110	36,810	37,810	39,510	40,510	41,510	43,510
4	37,110	37,810	38,810	40,510	41,510	42,510	44,510
5	38,110	38,810	39,810	41,510	42,510	43,510	45,510
6	39,110	39,810	40,810	42,510	43,510	44,510	46,510
7	40,110	40,810	41,810	43,510	44,510	45,510	47,510
8	41,110	41,810	42,810	44,510	45,510	46,510	48,510
9	42,110	42,810	43,810	45,510	46,510	47,510	49,510
10	43,110	43,810	44,810	46,510	47,510	48,510	50,510
11	44,110	44,810	45,810	47,510	48,510	49,510	51,510
12	45,110	45,810	46,810	48,510	49,510	50,510	52,510
13	46,110	46,810	47,810	49,510	50,510	51,510	53,510

2009-10 Salary Schedule

Step	B	B+12	B+24	M	M+15	M+30	C/D/2M
1	35,565	36,265	37,265	38,965	39,965	40,965	42,965
2	36,565	37,265	38,265	39,965	40,965	41,965	43,965
3	37,565	38,265	39,265	40,965	41,965	42,965	44,965
4	38,565	39,265	40,265	41,965	42,965	43,965	45,965
5	39,565	40,265	41,265	42,965	43,965	44,965	46,965
6	40,565	41,265	42,265	43,965	44,965	45,965	47,965
7	41,565	42,265	43,265	44,965	45,965	46,965	48,965
8	42,565	43,265	44,265	45,965	46,965	47,965	49,965
9	43,565	44,265	45,265	46,965	47,965	48,965	50,965
10	44,565	45,265	46,265	47,965	48,965	49,965	51,965
11	45,565	46,265	47,265	48,965	49,965	50,965	52,965
12	46,565	47,265	48,265	49,965	50,965	51,965	53,965
13	47,565	48,265	49,265	50,965	51,965	52,965	54,965

All bargaining unit members will receive the following:

2007-08	\$2,430	increase
2008-09	\$2,340	increase
2009-10	\$2,455	increase

APPENDIX B

Extra-Curricular Salary Schedule

PELHAM ELEMENTARY SCHOOL

Newsletter

Intramural Volleyball

**2007-10
STIPEND
\$880
\$1,035**

Intramural Soccer	\$1,035
Intramural Jump Rope	\$1,066
Destiny Imagination	\$1,031
Banking Program Coordinator	\$880
4th Grade Recorder Club	\$1,066
Homework Club	\$1,035
<i>Poetry Club</i>	\$1,035
<i>Art Club</i>	\$466
<i>Literacy Circle (2)</i>	\$932
<i>Chorus</i>	\$518
<i>Student Council</i>	\$362
<i>Drama Club</i>	\$400
<i>Computer Club</i>	\$400

MEMORIAL SCHOOL

Athletic Director	\$3,375
<i>Boys' Soccer</i>	\$2,070
<i>Girls' Soccer</i>	\$2,070
Field Hockey	\$2,070
Boys' Basketball	\$2,070
Girls' Basketball	\$2,070
Boys' Basketball B Team	\$1,035
Girls' Basketball B Team	\$1,035
Baseball	\$2,070
Softball	\$2,070
Track and Field (Spring)	\$2,070
<i>Cheerleading A Team</i>	\$1,035
<i>Cheerleading B Team</i>	\$1,035
Chorus	\$1,035
Band	\$1,035
Newspaper	\$1,035
Student Council (2)	\$2,070
Intramural Volleyball	\$1,242
Drama	\$2,381
<i>Science Club</i>	\$1,035
Golf Club	\$2,070
Wrestling Club	\$2,070
Cross Country (Fall)	\$2,070
National Honor Society	\$1,242
Homework Club	\$1,035
Web Club	\$1,035
Chess Club	\$1,035
Jazz Band	\$1,035
Literary Circle	\$1,035
<i>Yearbook</i>	\$1,035
<i>Chamber Ensembles</i>	\$1,164
<i>Boys' Varsity Lacrosse</i>	\$3,622
<i>Girls' Varsity Lacrosse</i>	\$3,622

PELHAM HIGH SCHOOL

Athletic Director	\$6,750
Boys' Varsity Soccer	\$3,623
Girls' Varsity Soccer	\$3,623
Boys' JV Soccer	\$2,070
Girls' JV Soccer	\$2,070
Golf	\$2,070
Field Hockey	\$3,623
JV Field Hockey	\$2,070
Cross Country (2)	\$3,105
Track and Field (2)	\$3,105

Varsity Volleyball	\$3,623
JV Volleyball	\$2,070
Varsity Football	\$4,140
Football JV/Assistant	\$2,070
Football Assistant (2)	\$1,553
Varsity Cheerleading (Fall)	\$2,070
Varsity Cheerleading (Winter)	\$2,070
JV Cheerleading (Winter)	\$1,553
Boys' Varsity Basketball	\$3,623
Girls' Varsity Basketball	\$3,623
Boys' JV Basketball	\$2,588
Girls' JV Basketball	\$2,588
Varsity Baseball	\$3,623
JV Baseball	\$2,070
Girls' Softball	\$3,623
Girls' JV Softball	\$2,070
Boys' Tennis	\$3,623
Girls' Tennis	\$3,623
Wrestling	\$3,623
Drama	\$3,623
Band Director	\$3,105
Yearbook	\$2,719
Senior Class Advisor (2)	\$1,474
Junior Class Advisor (2)	\$1,139
Sophomore Class Advisor (2)	\$767
Freshman Class Advisor (2)	\$767
Student Government (2)	\$2,070
National Honor Society	\$1,242
<i>Assistant National Honor Society (5)</i>	\$150
Spanish Honor Society	\$1,242
<i>French Honor Society</i>	\$1,242
Technology Honor Society	\$1,242
Academic Decathlon	\$1,035
Newspaper	\$917
Granite State Challenge	\$1,035
Creating Writing Club	\$1,035
Peer Outreach	\$806
Debate	\$507
Future Business Leaders	\$1,035
Mock Trial	\$1,035
Spirit Week Director	\$507
Technical Director (Drama)	\$2,070
<i>Fashion Show</i>	\$518
<i>Chess Club</i>	\$1,190
<i>Snowboard Club</i>	\$1,553

All teachers will have an equal opportunity to apply annually for any extra-curricular position which becomes available. The position shall be posted at each school in the district for ten (10) contracted days during the school year or ten (10) working days during the summer. All other qualifications being equal amongst the applicants, bargaining unit members who have applied shall be given preference and hired to fill the position

APPENDIX C

PELHAM COMPENSATION MODEL

The Pelham Compensation Model (PCM) is designed to compensate teachers for performing services and assuming responsibilities that support school district and building goals that are beyond the usual high expectations for Pelham teachers.

It is the Pelham School Board's intention to work with the Pelham Education Association to create an incentive program and design opportunities for work, achievement and professional growth that will enrich work performance while making important contributions to the programs of the district.

It is the goal of the PCM to compensate teachers for performing services and assuming responsibilities that support school district and building goals that are beyond the usual high expectations for Pelham classrooms.

The Performance Compensation Model will have four component areas:

- Degree/experience base pay
- Responsibility pay
- Teacher Grants and Initiatives program
- School Improvement pay

The PCM will be funded in the amount of \$107,500 in 2007-08, \$112,500 in 2008-09 and \$115,000 in 2009-10. A report will be generated by each committee and submitted to the Superintendent and the Association to delineate how the funds were distributed by June 15. Monies not expended will be rolled into Professional Development to provide professional development opportunities for teachers.

RESPONSIBILITY POOL

The Responsibility Pool is intended to award payments to teachers for performing specific additional duties as determined by the building principal and teachers in each building. The amount of money will vary depending on the scope and complexity of the work, time involved, quality of the results and contribution toward building or school district goals. It is understood that all teachers make contributions and assume responsibilities beyond job description and classroom instruction; it is not the intention of the Responsibility Pay component to compensate for all of these.

Each school in the Pelham School District will develop a responsibility pay plan to meet the specific needs, goals, and interests of that school. The building plan is to be cooperatively developed by building principals and teachers and to be placed on file with the Superintendent. The plan should identify the process to be followed and the sums of the payment to be made to the teacher.

PROCESS FOR DETERMINING RESPONSIBILITY PAY

School building teaching staff shall develop a process and the criteria by which responsibility pay will be distributed. Each process shall adhere to the following standards:

1. The process shall be jointly developed by building teachers (as defined in the CBA) and administration, and a copy filed with the superintendent.
2. The process shall outline how decisions will be made regarding those responsibilities that will be compensated, and how monetary compensation will be allocated. These decisions shall be made no later than the eighth (8th) week after the school year has commenced.

3. Decisions regarding the approved responsibilities and monetary compensation shall be disclosed to the entire teaching staff prior to the assignment of responsibilities.
4. Money allocated to each building under this section will be spent solely for the purpose of responsibility pay.
5. Allocation of available monetary compensation will be equitable. Opportunities for participation in the program will be equitable and voluntary.
6. Guidelines – Responsibility pay will be considered in the following situations, but is not limited to these:
 - Beyond the scope of the typical job description;
 - Committee work;
 - Curriculum work;
 - Positively impacts/affects students;
 - Mentor role for colleagues;
 - Draws upon professional skills and knowledge;
 - Additional responsibility during the school day.

Each school will be annually notified each fall of the amount of money available based on the number of teachers assigned to that school.

PROBLEM RESOLUTION PROCESS

Responsibility pay decisions should be made collaboratively at the building. Accordingly, teacher and building administrators should work cooperatively with each other to resolve problems in the implementation of this section.

Members of the Pelham Education Association (PEA) Executive Board and central office administrators may assist to resolve problems if requested. Neither the PEA nor district level personnel can substitute their judgment for decisions made at the building level.

FUNDING

The district will provide each school with a pool of money to support site-based responsibilities based on the total number of teachers assigned to that school.

2007-08	\$47,500
2008-09	\$52,500
2009-10	\$55,000

Note: Responsibility pay is in addition to activities defined in Appendix B of the Master Agreement by and between the Pelham School Board and the Pelham Education Association.

PAYMENT PROCESS

After a teacher(s) has completed the responsibility for which he/she is to be paid, a payroll authorization form is to be completed and presented to the building principal for signature and submission to the payroll department for processing.

TEACHER GRANTS AND INCENTIVES

Recognizing that teachers cherish creativity, freedom and independence, the goal of the initiatives component is to provide grants to teachers that will enable them to put into practice innovative ideas that extend and enrich the curriculum, including creative arts activities, improve student performance, improve the professional working environment, or improve methods and materials. A wide variety of projects, including but not limited to, independent studies, mentoring/coaching colleagues, the research and planning of interdisciplinary units, research resulting in improved services to students, programs leading to improved student learning, and unique units that extend beyond curricular expectations. Individuals or teams could apply for grants that would access funds for stipends, supplies and reasonable costs necessary to realize the intended outcome of product. Projects will be approved first by the building principal and subsequently by the PCM committee. If a proposal is denied at any step, the teacher may appeal the decision at that level. If the proposal remains unfunded the teacher may appeal to the Superintendent who will make the final decision. All proposals must include a complete description of the initiative, the intended results, and the methods of evaluation outcomes. The procedure for applying will be the responsibility of the PCM committee and distributed through the PCM building representative. Available monies will be distributed using the standard PCM formulas for stipend and material costs. Teachers will be compensated at an hourly rate of \$27.50 for time spent planning and implementing their project up to a maximum of \$3,000 for a single project per individual. Complete payment is available for all projects that meet all of the objectives of the stated evaluation. Each school will be awarded funding for a minimum of one proposal which meets full criteria.

FUNDING

2007-08	\$30,000
2008-09	\$30,000
2009-10	\$30,000

SCHOOL IMPROVEMENT PAY

The school improvement pay is designed to recognize individual and group efforts that improve student performances and promote strong community partnerships. This would include the acquisition and sharing new skills with colleagues, and special projects that are extensions of the Teacher Grant Incentive Program that have reached their intended outcome and demonstrated a positive impact on student learning and teacher performance. It will allow the school community to determine the value of a program for inclusion in the budget and establish a means on continuing worthwhile endeavors.

Proposals must address one or more of several areas: (1) school goals, (2) improved student performance; (3) curriculum; and (4) school-community partnerships. This could include:

- the acquisition and sharing of new skills with colleagues;
- new programs or special projects; and
- programs that are extensions of the Teacher Grants and Incentives Program that have reached their intended outcome, which have demonstrated a positive impact on student learning and teacher performance.

In order to receive funding from the School Improvement Pay option, proposals will be determined as a result of a collaborative effort between the teacher(s) and Principal. Proposals must be approved by the Principal first and then sent to the PCM committee for approval. If a TGIF program or project has run successfully for two years, the teacher(s) may seek funding for one more year through this component of the PCM Model. The teacher(s) must give evidence of successful implementation and show how it has improved one or more the four areas cited above. If a proposal is denied by the Principal or PCM Committee, the teacher(s) may appeal the decision to the Superintendent who will make the final decision.

The PCM committee will set aside \$6,000 (\$2,000 per school) per year for skills application monies to be made available to teachers who acquire skills that have been identified by the professional development committee as supporting the goals of the school district. The skills and training eligible for such funds will be decided through discussion with the building principal and pending the notification of the PCM Committee. Assessment will be developed by the building principal and will define the required standards for demonstrating these skills. Skills developments monies will be awarded to teachers who train colleagues to apply the same skills in their classroom/schools. Payment for training staff will be paid \$27.50 hourly, up to \$500 for each person who is training during preparation time or before or after school. Staff who are receiving training will receive \$27.50 per hour up to a maximum stipend of \$200.00 for acquiring and demonstrating proficiency in the skill and \$200 for sharing the skill. In the event there are funds not used or encumbered by March 30th, the PCM committee may open up the application process for use of the available funds, to be used by June 30th.”

FUNDING

2007-08	\$30,000
2008-09	\$30,000
2009-10	\$30,000

PCM COMMITTEE

The Performance Compensation Model Committee is an integral part of this initiative. As such, it should represent the stakeholders of the Pelham education community (board, teachers and administration); with a majority representation to teachers, to serve a term of 2 or 3 years.

- 1 School board member
- 1 Assistant Superintendent
- 1 Full time administrator appointed by the superintendent
- 4 Teachers, including one from each building, appointed by the PEA, subject to approval of a majority vote of the teachers in the affected school

SIDEBAR AGREEMENT

The Pelham Education Association agrees to establish an on-going committee to discuss the issues and solutions encompassing the following propositions:

- o Teachers will be offered the opportunity to evaluate building level administrators. All evaluations will be submitted directly to the chairperson on the Pelham School Board.
- o Evaluations and processes shall be consistent in all three schools.

MEMORANDUM OF AGREEMENT

A joint committee shall be created to study cost-effective medical insurance options. The committee shall consist of eight members, four appointed by the School Board and four appointed by the Association. The committee shall begin convening by January 1, 2009, and shall issue written recommendations to the Board and the Association by June 30, 2009. The committee's recommendations shall not be binding on the Board or the Association.

WITNESS our hands this

PELHAM SCHOOL BOARD

Michael Conrad

Cindy Kyzer

Bruce Couture

Linda Mahoney

Eleanor Burton

PELHAM EDUCATION ASSOCIATION

Susan Harden, President

Donna Strasburger

Darlene Greenwood

Roger Lyder

Paul Santerre

David Gilcreast