

Date: December 17, 2024
To: School Board
From: Negotiating Team - Attorney Michael Elwell, Cindy McMahon, Dan Black, Kevin Gray, Bob Slater, Kim Carpinone, Amity Small & Sheryl Rich
Subject: Allied Health Professional Negotiations Summary

Recommending a 3-year agreement - "July 1, 2025 through June 30, 2028"

1. Recognition (Article 1)

Section A & B Under the Public Employees Relations Board licensure or order of October 9, 2024 and in accordance with RSA 273-A as amended, the Londonderry School Board recognizes the Londonderry Association of Allied Health Professionals/NEA-NH as Allied Health Professionals or AHP to include Occupational Therapists, Physical Therapists, Speech Language Pathologists, Certified Occupational Therapy Assistants, Speech Assistants and Nurses.

Section (F) -A probationary AHP shall be defined as an AHP during their first five consecutive years of employment in the Londonderry School District or during their first three consecutive years of employment in the Londonderry School District after having completed five or more consecutive years of employment in another New Hampshire school district, calculated in the same manner as teachers under RSA 189:14-a.

2. Grievance Procedure (Article 5) Section D-F

Change Principal Level to Director of Student Services

3. Sick Leave (Article 6) – Pro-rated for AHP. Maximum accumulation limit increased from 110 to 130 days. Non-use of sick leave payment increased from \$675 to \$900. For full or partial sick day use, amount will decrease by \$300.

AHPs retiring with 15 years of service and at least being age 55, or 25 years of service at least age 50 within the calendar year, with intent to retire provided to the Superintendent on or before February 1st, shall receive a retirement payment equal to 50% of their per diem up to 130 days of unused sick leave.

4. Personal Leave (Article 7) – Pro-rated for part-time AHPs. Personal days cannot be used with a sick day or another personal day on consecutive workdays without the Superintendent's approval. Unpaid leave shall not be used unless approved. Non-use of personal days payment will increase from \$50 to \$100.

5. Extended Leaves of Absence (Article 8) – Employees who are absent without leave that is not approved by the Administration or the Board will be subject to discipline up to and including dismissal.

6. AHP Work Year (Article 10) – AHPs will have one flexible non-instructional workday at the end of the year. They will have the option to complete these six hours on the last day of school or with the approval of the Director of Student Services, outside of school between Memorial Day and the last day of School. The AHP directed hours can be used

for classroom take down, curriculum development, professional development, collaboration, participation in end of school ceremonies and events or other approved teacher-directed activity.

7. **Professional Improvement (Article 12)** – Pro-rated for part-time AHPs. For reimbursement, proof of payment and the final grade/certificate of completion needs to be submitted within 30 days after attendance, completion, or receipt of the grade. Reimbursement will be denied after 30 days, and any advance payments will be collected through payroll deductions. The district will process reimbursements within 30 days after receipt of proof of payment or final grade/certificate of completion.
8. **Insurance Protection (Article 13)** – Life insurance coverage will be changed from Bachelor's Step 1 to a flat rate of \$50,000. Requiring flu shot clinics has been removed from the contract. Health insurance benefits will be pro-rated for part-time teachers.
9. **Salaries (Article 14)**
 - Section A** - A Speech Language Pathologist that is asked to supervise the work of a COTA or Speech Assistant will receive \$750 as a stipend for the year. Any AHP that holds a doctorate degree related to their position will receive an additional \$3000 per year.
 - Section B** - AHPs who have completed at least 100 school days of service will receive salary increase as set forth in Article 14.
 - Section C** - All AHPs hired to the district shall be placed on the salary schedule. With notice to the Association, a new hire may be placed at a step higher than his/her prior experience in the field of education if the Superintendent determines that there is unavailability of qualified candidates or if the candidate should receive credit for experience outside the field of education.
 - Section F (3)** - If an AHP resigns from employment without written permission of the Board to work in another district and thereby fails to work for the entire year as required by the signed contract, the employee shall pay to the School District the sum of \$2000 as reasonable damages to compensate the expenses incurred by the district.
 - Section H** - Due to restructuring of the salary schedule, AHPs employed by the bargaining unit in 2024-2025 will be placed on or off the salary schedule in 2025-2028. Five employees who were not at an on-schedule or off-schedule step in 2024-2025 will be placed at the following track and on-schedule or off-schedule step in 2025-2028.

Alexandra Demos – M/18
Ellen Hay-Stone – M+30/Off-28
Erin Lacharite – M/Off-20
Kathleen Mosowitz – M+15/Off-28
Jennifer Sweeney – M+30/Off-20

Other continuing employees who were not at an on or off-schedule step in 2024-2025 will not be placed at steps on-schedule or off-schedule and instead will receive a \$2300 annual salary increases for each school year in 2025-2028. If they change salary tracks they would be placed on the new track at the on-schedule step in accordance with their years of experience.

Section J - AHPs who have completed at least 20 years in this bargaining unit by September 1st of each year shall receive a longevity bonus payment of \$750 each year payable by October 31st.

10. Time Requirements (Article 15)

Section H - An uninterrupted lunch of at least 25 minutes shall be scheduled for all AHPs. At the elementary level, the Board shall provide a minimum of 240 minutes of personal prep time per week in increments of 25 minutes or more. PLC's/team meetings shall not be considered prep time.

Section J - When a prep period is missed and cannot be made up during the same week or lunch period is missed and cannot be made up during the same day, due to a required meeting, payment at the rate of \$40/hour will be approved by the Director of Student Services.

11. Rights of the Parties (Article 16) - No AHP shall be disciplined for just cause. However, this provision shall not apply to the non-renewal of probationary AHPs,

12. Miscellaneous Provisions (Article 18) - In order to provide extra time for the Association President, no duties will be scheduled for that individual.

13. Memorandum of Agreement - Joint Committee for Evaluation Procedures

A joint committee of 3 members appointed by the Association and 3 members appointed by the School Board will review and may recommend revisions to the performance evaluation procedures for members in the AHP unit. The committee will make its recommendations in writing by June 30, 2026.

TA
RS
12/11/24

gates
12/11/24

APPENDIX B – SALARY SCHEDULE STEP PLACEMENTS

Subject to Sections 14(B) and 14(K), employees in this bargaining unit in 2024-25 shall be placed on or off steps of the salary schedule as follows in 2025-28:

1. For employees on the AAHP track:

If the employee was at <u>this step in 2024-25</u>	The employee will be at these steps in		
	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>
1	1234	5	6
2	1234	5	6
3	1234	5	6
4	5	6	7
5	6	7	8
6	7	8	9
7	8	9	10
8	9	10	11
9	10	11	11
10	11	11	11
11	11	11	11

2. For employees on the B track:

If the employee was at <u>this step in 2024-25</u>	The employee will be at these steps in		
	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>
1	1234	5	6
2	1234	5	6
3	1234	5	6
4	5	6	7
5	6	7	8
6	7	8	9
7	8	9	10
8	9	10	11
9	10	11	12
10	11	12	13
11	12	13	14

T-A
RS
12/11/24

3. For employees on the B+15 track:

<u>If the employee was at this step in 2024-25</u>	<u>The employee will be at these steps in</u>		
	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>
1	1234	5	6
2	1234	5	6
3	1234	5	6
4	5	6	7
5	6	7	8
6	7	8	9
7	8	9	10
8	9	10	11
9	10	11	12
10	11	12	13
11	12	13	14
12	13	14	15

ghe
12/11/24

TA
RS
12/11/24

4. For employees on the B+30, M, M+15 or M+30 track:

<u>If the employee was at this step in 2024-25</u>	<u>The employee will be at these steps in</u>		
	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>
1	1234	5	6
2	1234	5	6
3	1234	5	6
4	5	6	7
5	6	7	8
6	7	8	9
7	8	9	10
8	9	10	11
9	10	11	12
10	11	12	13
11	12	13	14
12	13	14	15
13	14	15	16
14	15	16	17
15	16	17	18
off-16	17	18	18
off-17	18	18	18
off-18	18	18	18
off-19	off-19	off-19	off-19
off-20	off-20	off-20	off-20
off-21	off-21	off-21	off-21
off-22	off-22	off-22	off-22
off-23	off-23	off-23	off-23
off-24	off-24	off-24	off-24
off-25	off-25	off-25	off-25
off-26	off-26	off-26	off-26
off-27	off-27	off-27	off-27
off-28	off-28	off-28	off-28

guid 6
12/11/24

LONDONDERRY SCHOOL BOARD'S COLLECTIVE BARGAINING PROPOSAL
TO LONDONDERRY ASSOCIATION OF ALLIED HEALTH PROFESSIONALS

December 11, 2024

TA
RS
12/11/24
SJS
12/11/24

The School Board makes the following package proposal to the Association. As a package proposal, it is conditioned at this time upon the Association accepting the package in its entirety; however, individual items or groups of items may be separated from the package later (e.g., as the parties reach tentative agreement on them). The proposal calls for no changes to the parties' 2022-25 collective bargaining agreement, except for those provisions that are expressly referenced herein. The Board reserves the right to make additional proposals in accordance with the ground rules.

Items in bold are to be added and items struck-through are to be deleted. Items marked with * are for the purpose of memorializing past practice.

TA
RS
12/11/24

eg
12/11/24

ARTICLE 1 – RECOGNITION

Amend Section 1(A):

Under the Public Employees Labor Relations Board licensure or order of ~~December 15, 1998~~ **October 9, 2024** and in accordance with RSA 273-A as amended, the Londonderry School Board, hereinafter referred to as the Board, hereby recognizes the Londonderry Association of Allied Health Professionals/~~LEA~~ **NEA-NH**, hereinafter referred to as the Allied Health Professionals or AHP, as the exclusive representative for the purposes of collective negotiation for all Occupational Therapists, Physical Therapists, Speech Language Pathologists, Certified Occupational Therapy Assistants, **Speech Assistants**, and Nurses.

Amend Section 1(B):

Unless otherwise indicated, the term “AHP” when used hereinafter in the agreement shall refer to all Occupational Therapists, Physical Therapists, Speech Language Pathologists, Certified Occupational Therapy Assistants, **Speech Assistants**, and Nurses.

Amend the first sentence in Section 1(F):

A probationary AHP shall be defined as an AHP during their first ~~three (3)~~ ~~calendar~~ **five (5) consecutive** years of employment **in the Londonderry School District, or during their first three (3) consecutive years of employment in the Londonderry School District after having completed five (5) or more consecutive years of employment in another New Hampshire school district** and ~~issued a contract for the fourth year with the District,~~ calculated in the same manner as teachers under RSA 189:14-a.

ARTICLE 5 – GRIEVANCE PROCEDURE

Amend Section 5(D-E):

D. Principal Director of Student Services Level

If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days, **the employee** shall set forth their grievance in writing to the ~~principal~~ **Principal Director of Student Services** specifying:

1. The nature of the grievance and date occurred.
2. The nature and extent of the violation, misinterpretation or inequitable application.
3. The results of previous discussions.
4. Their dissatisfaction with decisions previously rendered.
5. The remedy sought.

T A
RS
12/11/24
EJHS
12/11/24

The ~~principal~~ **Director of Student Services** shall communicate a decision to the employee in writing within five (5) school days of receipt of the written grievance.

E. Superintendent level

The employee, no later than five (5) school days after receipt of the ~~Principal's~~ **Director of Student Services's** decision, may appeal the ~~Principal's~~ **Director of Student Services's** decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing reciting the matter submitted to the ~~Principal~~ **Director of Student Services** as specified above and the employee's 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 a decision in writing to the employee and the ~~Principal~~ **Director of Student Services** not later than five (5) school days after the meeting.

ARTICLE 6 – SICK LEAVE

Amend Section 6(A):

AHPs will be entitled to fifteen (15) sick leave days each school year for personal or immediate family illness, defined as the illness of an AHP's child, step-child, spouse, parent or step-parent. After the AHP has been with the District six (6) years, the AHP will be entitled to ten (10) sick days. Sick leave days may be accumulated from year to year, with the maximum limit of one hundred and ~~ten~~ **(110) thirty (130) days**. ~~In the year of retirement, AHP may exceed the limit of 110 accumulated days up to 116 provided that they donate one day to the sick bank, if not the exceed will be 115 days. However, at~~ **At the end of the year, the number of accumulated sick days may not exceed 110 130.**

The Board agrees that the practice is that the maximum number of sick days for an AHP who has accumulated 110 days is 120 days (i.e., the 110-day accumulation at the end of one year plus the 10-day accrual at the start of the next year). Accordingly, the maximum number of sick days for an AHP who has accumulated 130 days will be 140 days (i.e., the 130-day accumulation at the end of one year plus the 10-day accrual at the start of the next year).

Amend the first sentence in Section 6(E):

AHPs retiring from the Londonderry School District with fifteen (15) years of service with the Londonderry School District and being at least age fifty-five (55), or with twenty-five (25) years of service with the Londonderry School District and being at least age fifty (50) within that calendar year, shall receive a retirement payment equal to 50% of their current per diem for up to ~~110~~ **130** days of unused sick leave provided, however, that in order to qualify for said payment,

notice of intent to retire must be provided to the Superintendent on or before February 1st, four months prior to the effective date of the retirement in the following June.

TA
RS
12/11/24
EHS
12/11/24

Amend Section 6(F):

AHPs shall receive up to \$675 **\$900** for non-use of sick leave throughout a complete school year. For each **full or partial**¹ sick day used during such school year, this amount will decrease by ~~\$225~~ **\$300**.² Donation of one sick day to the Sick Leave Bank does not count as utilization of sick leave for the purpose of this paragraph.

Add new Section 6(H): *

AHPs who are regularly scheduled to work less than 1.0 full-time equivalent shall receive benefits under this Article that are pro-rated by the portion of full-time equivalent that they are regularly scheduled to work.³

ARTICLE 7 – PERSONAL LEAVE

Amend Section 7(B):

1. Up to three (3) personal days shall be granted to each employee each school year for personal, family, or legal business, which requires the employee's absence and cannot be conducted outside school hours. The employee shall not be required to specify the reason for personal days. ~~The employee shall give the building principal at least (72) seventy-two-hour advance notice in writing for the use of all personal days, except in the case of an emergency in which case as much advance notice as is possible will be given.~~ **Except in cases of emergency, the employee shall give the Director of Student Services as much advance notice as possible, with the minimum being seventy-two (72) hours.**
2. Personal days may not be utilized on the contract day before or the contract day after a school vacation, or holiday, ~~or other leave,~~ except in the case of an emergency. Exceptions may be granted by the Superintendent on a case-by-case basis.

¹ This proposal to add "full or partial" is made for purposes of clarification and to memorialize past practice, and is without prejudice to the District's position that under current contract language \$225 already is properly subtracted from the \$675 for each full or partial sick day used.

² For example, if an AHP uses a half-day of sick leave in November and a quarter-day of sick leave in April, and uses no other sick leave, the AHP will receive \$300 (\$900-\$300-\$300).

³ Examples: If a 60%-time AHP (0.6 full-time equivalent) has been with the District for at least six years, she will be entitled to 60% of the ten paid sick days that 1.0 FTEs receive under Section 6(A). If that AHP works three full-time days per week, she will be entitled to six full-time sick days under Section 6(A). If that AHP works five 60%-time days per week, she will be entitled to ten 60%-time sick days under Section 6(A).

TA
RS
12/11/24

EJHS
12/11/24

3. A personal day shall not be used with a sick day or another personal day on consecutive work days without the Superintendent's approval.

4 3. Personal days must be utilized prior to any employee being unpaid for absences. Unpaid leave shall not be used unless expressly provided by this Agreement, required by law, or approved by the Superintendent or his/her designee.

5 4. District will pay each AHP \$50 \$100 for each unused full personal day.⁴ AHPs will be able to accumulate each unused full personal day for the sole purpose of the buying back of these days upon retirement as outlined in Article 6E at a payment equal to 50% of their per diem in the year of their retirement.

Add new Section 7(G): *

AHPs who are regularly scheduled to work less than 1.0 full-time equivalent shall receive benefits under this Article that are pro-rated by the portion of full-time equivalent that they are regularly scheduled to work.⁵

ARTICLE 8 – EXTENDED LEAVES OF ABSENCE

Add new Section 8(C)(4):

Employees who are absent without leave that is approved by the administration or the Board under Articles 7-10 will be subject to discipline up to and including dismissal.

ARTICLE 10 – AHP WORK YEAR

Add new Section 10(E):

AHPs will have one (1) flexible non-instructional work day for required room "take down" at the end of the year. AHPs have the option to complete these six (6) flexible hours on the last day of school or, with the approval of the Director of Student Services, outside of school between Memorial Day and the last day of school. These AHP-directed hours may be used for room take down, curriculum development, building level professional development

⁴ For example, if an AHP uses a half-day of personal leave in December and a quarter-day of personal leave in May, and uses no other personal days, the AHP will receive \$100.

⁵ Examples: A 60%-time AHP (0.6 full-time equivalent) will be entitled to 60% of the five paid bereavement days that 1.0 FTEs receive under Section 8(C). If that AHP works three full-time days per week, she will be entitled to three full-time bereavement days under Section 8(C). If that AHP works five 60%-time days per week, she will be entitled to five 60%-time bereavement days under Section 8(C).

and learning, professional collaboration, participation in end of school ceremonies and events, or other approved AHP-directed activity.

TA
RS
12/11/24

EHS
12/11/24

ARTICLE 12 – PROFESSIONAL IMPROVEMENT

Amend Section 12(A): *

The Board will subsidize the cost of educational courses for AHPs in accordance with provisions of this Agreement Article. **AHPs who are regularly scheduled to work less than 1.0 full-time equivalent shall receive benefits under this Article that are pro-rated by the portion of full-time equivalent that they are regularly scheduled to work.**

Add new Section 12(E-F), and renumber current Section 12(E) as 12(G):

E. For reimbursement of workshops, conferences, and college or university courses, an AHP shall submit proof of payment and of the final grade/certificate of completion by email or in person within 30 days after completion and receipt of the grade. If the AHP does not do so, reimbursement shall be denied and the AHP shall reimburse the District for any advance payments through payroll deductions in accordance with Section 12(C)(1).

F. For reimbursement of workshops, conferences, and college or university courses, the District will process reimbursement within 30 days after receipt of the proof of payment and final grade/certificate of completion.

ARTICLE 13 – INSURANCE PROTECTION

Amend Section 13(B):

Life insurance shall be made available for those who qualify for it with premiums paid by the Board. Coverage shall be in the amount of ~~Step 1 on the Bachelor's scale of the Allied Health salary schedule~~ **\$50,000**. The School Board reserves the right to select the insurance carrier of its choice.

Delete Section 13(C) (flu shots).

Amend Section 13(F): *

~~Any AHP working part-time shall have insurance benefits pro-rated. Subject to the insurer's permission, AHPs who are regularly scheduled to work less than 1.0 full-time equivalent shall receive benefits under this Article that are~~

pro-rated by the portion of full-time equivalent that they are regularly scheduled to work.

TA
AS
12/11/24
JHS
12/11/24

ARTICLE 14 – SALARIES

Amend Section 14(A):

The salary scale of all AHPs covered by this agreement is set forth in Appendix A, attached hereto and made a part thereof. An Occupational Therapist or Speech Language Therapist **Pathologist** who is asked to supervise the work of a COTA or Speech Language Assistant shall receive a \$500 **\$750** stipend per year. Any AHP who holds a **Ph.D., Ed.D., Psy., Se.D., D.P.T. Doctorate degree that is directly related to their position** will receive an additional \$2000 **\$3000** per year. **A Speech Language Pathologist who supervises the clinical fellowship year of another Speech Language Pathologist will receive a stipend of \$1000.**

Amend Section 14(B):

AHPs who have completed at least one hundred (100) school days of service within the District during the school year and whose performance is satisfactory as determined by the Superintendent of Schools should ~~be advanced one step on the appropriate salary schedule, or receive the negotiated increase if grand-fathered off schedule.~~ **receive salary increases as set forth in Article 14.**

Amend Section 14(C):

All AHPs hired to the District under this Agreement shall be placed on the salary schedule according to their years of experience **and will not be placed off-schedule. However, with notice to the Association president, a new hire may be placed at a step higher than his/her prior experience in the field of education if the Superintendent determines that there is an unavailability of qualified candidates or that a candidate should receive credit for experience outside the field of education.** This also applies to any AHP hired as a 1-year replacement for an AHP who is out of school on a leave. The salary offered to a temporary AHP (less than 90 days), may be calculated on a per diem basis in an agreement between the AHP and the School District.

Amend Section 14(F):

1. AHPs will receive their individual contract by April 1st and the signed contract must be returned by April 15th or it will be deemed a resignation. If an AHP has returned a signed contract by the aforementioned date (April 15) and elects to resign their position no later than the close of business on June 1st the resignation will be accepted without penalty.

TA
RS
12/11/24
EFTS
12/11/24

2. The School District may accept an AHP's resignation after June 1st, if the School Board receives a 45-day advanced notice of intent to accept a non-AHP position and a replacement has been secured or if reasons stated are family health or relocation.
3. **If an AHP resigns from his/her employment by the School District, without the written permission of the Board, to work in another district in a similar position, and thereby fails to work for the School District for the entire school year required by his/her employment contract, the AHP shall pay the School District the sum of \$2000 as reasonable liquidated damages to compensate the School District for expenses incurred by reason of the AHP's resignation. The AHP may submit information to the Board in support of his/her request for permission to resign. This section shall be included in AHPs' employment contracts.**
4. If, and only if, an AHP was employed by the Londonderry School District in the 2015-2016 school year, a \$500 yearly stipend will be given to the AHP for holding a Sensory Integration certification from Sensory Integration International or WPS (Southern California University).

Amend Section 14(H):

Due to restructuring of the salary schedule at the start of the 2025-26 contract year, and subject to Sections 14(B) and 14(K):

1. **Continuing employees who were at an on-schedule or off-schedule step in this bargaining unit in 2024-25 will be placed at steps on or off the salary schedule in 2025-28 as set forth in Appendix B.**
2. **The following continuing employees who were not at an on-schedule or off-schedule step in 2024-25 will be placed at the following track and on-schedule or off-schedule step in 2025-28:**

Alexandra Demos	M/18
Ellen Hay-Stone	M+30/off-28
Erin Lacharite	M/off-20
Kathleen Mosowitz	M+15/off-28
Jennifer Sweeney	M+30/off-20

3. **Other continuing employees who were not at an on-schedule or off-schedule step in 2024-25 will not be placed at steps on-schedule or off-schedule in 2025-28, and instead they will receive a \$2300 annual salary increase each school year in 2025-28. However, if they change salary tracks, they initially will be placed on the new track at the on-schedule step which is in accordance with their years of experience, and in**

TA
RS
12/11/24
EJW
12/11/24

subsequent school years they will be placed at on-schedule steps in accordance with Appendix B.

~~AHPs who are off the salary schedule shall receive the amount of salary they received in the prior school year plus a cost-of-living-increase YR 1 (FY23) of 3.5%, YR 2 (FY24) increase of 3%, and YR 3 (FY25) increase of 3%.~~

Delete Section 14(I), and renumber subsequent sections accordingly:

~~Employees on the Alternative AH track will be placed on the AHP scale at 80% of each step. Current AHPs on the B+30 will be grandfathered to receive the cost of living adjustment. AHP hired on or after July 1, 2012 on the B+ 30 will not receive a cost of living adjustment after reaching Step 15.~~

Add new Section 14(J):

AHPs who have completed at least 20 years of employment in this bargaining unit by September 1 each year shall receive a longevity payment of \$750 each year. The \$750 payment will not compound from year to year. The payment, minus withholding and deductions, shall be made in a lump sum by October 31.

Add new Section 14(K): *

AHPs who are regularly scheduled to work less than 1.0 full-time equivalent shall receive compensation under this Article that is pro-rated by the portion of full-time equivalent that they are regularly scheduled to work.

ARTICLE 15 – TIME REQUIREMENTS/ HOURS AND LOAD

Amend Section 15(H):

An uninterrupted lunch of at least ~~20~~ **25** minutes will be scheduled for all AHPs.

The Board rejects the Association's proposal to amend Section 15(I) (special education consultations are not preparation time); however, the Board counter-proposes to amend Section 15(I):

Preparation Time at the Elementary Schools:

The Board shall provide a **minimum** of 240 minutes **personal** prep time per week **in increments of 25 minutes or more** for professional staff at the elementary level. **PLC's/team meetings shall not be considered prep time.**

Preparation Time at the Middle and High Schools:

Preparation time shall be scheduled for each AHP at the middle school and high school.

TA
RS
12/11/21
gths
12/11/24

Amend Section 15(J):

When a preparation period is missed and cannot be made up during the same week, or lunch period is missed and cannot be made up during the same day, due to a required meeting, payment at the rate of An hour of additional work during the school day within the school year will be approved at \$40/hr, will be approved by the Director of Pupil Personnel Student Services or designee.

ARTICLE 16 – RIGHTS OF THE PARTIES

Amend Section 16(G):

No AHP shall be disciplined unless for just cause. However, this provision shall not apply to the non-renewal of probationary AHPs.

ARTICLE 18 – MISCELLANEOUS PROVISIONS

Add new Section 18(I):

In order to provide extra time for the Association president to perform his/her responsibilities as president, the Association president shall not be scheduled to perform duties.

ARTICLE 19 – DURATION OF AGREEMENT

Amend Article 19:

This agreement shall be effective as of July 1, 2022 **2025**, and shall continue until June 30, ~~2025~~ **2028**, or until a successor agreement has been properly negotiated. Any implementation of this agreement or the continuation thereof is subject to sufficient funds being appropriated to cover the costs of such implementation.

APPENDIX A – SALARY SCHEDULES

Replace the salary schedules for 2022-25 in Appendix A with the salary schedules for 2025-28 that are attached hereto.

Delete the two sentences under the salary schedules in Appendix A (“AHPs who are off the salary schedule....Current AHPs on the B+30....”).

TRA
RS
12/11/24
egHS/10/11/24

APPENDIX B – SALARY SCHEDULE STEP PLACEMENTS

Add new Appendix B (Salary Schedule Step Placements) as attached hereto.

MEMORANDUM OF AGREEMENT – JOINT COMMITTEE FOR
EVALUATIONS PROCEDURES

Add the following new MOA:

A joint committee of three (3) members appointed by the Association and three (3) members appointed by the School Board will review and may recommend revisions to the performance evaluation procedures for employees in the bargaining unit. The committee shall make its recommendations in writing by June 30, 2026. The committee's recommendations will not be binding on the Association or the Board. If the Board and the Association both accept the committee's recommendations, the parties' agreed upon performance evaluation procedures shall be set forth in writing and shall be signed by the Association and the Board.

RATE OF INCREASE

0.00% 0.00%
0.00%

Current FY25

L.Derry CURRENT ALLIED HEALTH STEP TABLE FOR FY2025

Steps	Bach	0.00% Bach+15	0.00% Bach+30	0.00% Mast	0.00% Mast+15	1.25% Mast+30
1	42,228	42,861	43,504	44,591	45,149	45,713
2	43,832	44,490	45,157	46,286	46,864	47,450
3	45,498	46,180	46,873	48,045	48,645	49,253
4	47,227	47,935	48,654	49,870	50,494	51,125
5	49,021	49,757	50,503	51,766	52,413	53,068
6	50,884	51,647	52,422	53,733	54,404	55,084
7	52,818	53,610	54,414	55,774	56,472	57,178
8	54,825	55,647	56,482	57,894	58,618	59,350
9	56,908	57,762	58,628	60,094	60,845	61,606
10	59,071	59,957	60,856	62,377	63,157	63,947
11	61,315	62,235	63,169	64,748	65,557	66,377
12		64,600	65,569	67,208	68,018	68,869
13			69,061	70,702	71,534	72,397
14			70,647	72,316	73,209	74,123
15			73,382	75,065	75,901	76,758
16			75,358	77,242	78,207	79,185
17			77,447	79,383	80,177	80,979
18			80,123	82,126	82,947	83,778
19			82,465	84,032	84,663	85,298
20			84,877	86,361	87,009	87,661
21			86,286	87,580	88,237	88,899
22			87,738	88,567	89,895	91,333
23			90,130	90,839	92,266	93,978
24			91,331	92,470	93,865	95,706
25			94,527	95,706	97,155	99,056
26			97,603	98,816	100,308	102,274
27			100,529	101,778	103,319	105,343
28					105,602	110,305

Year 1

FY2026

L.Derry PROPOSED ALLIED STEP TABLE FOR FY2026

Steps	AAHP	0.00% Bach	0.00% Bach+15	0.00% Bach+30	0.00% Mast	0.00% Mast+15	0.00% Mast+30
0	-	-	-	-	-	-	-
0	-	-	-	-	-	-	-
0	-	-	-	-	-	-	-
1234	40,082	49,527	50,235	50,954	52,170	52,794	53,425
5	41,517	51,321	52,057	52,803	54,066	54,713	55,368
6	43,007	53,184	53,947	54,722	56,033	56,704	57,384
7	44,554	55,118	55,910	56,714	58,074	58,772	59,478
8	46,160	57,125	57,947	58,782	60,194	60,918	61,650
9	47,826	59,208	60,062	60,928	62,394	63,145	63,906
10	49,557	61,371	62,257	63,156	64,677	65,457	66,247
11	51,352	63,615	64,535	65,469	67,048	67,857	68,677
12		65,915	66,900	67,869	69,508	70,348	71,199
13			69,200	70,361	72,062	72,934	73,817
14				72,947	74,713	75,618	76,535
15				75,632	77,465	78,404	79,356
16				77,658	79,542	80,507	81,485
17				79,747	81,683	82,477	83,279
18				82,423	84,426	85,247	86,078
19				84,765	86,332	86,963	87,598
20				87,177	88,661	89,309	89,961
21				88,586	89,880	90,537	91,199
22				90,038	90,867	92,195	93,633
23				92,430	93,139	94,566	96,278
24				93,631	94,770	96,165	98,006
25				96,827	98,006	99,455	101,356
26				99,903	101,116	102,608	104,574
27				102,829	104,078	105,619	107,643
28						107,901	112,605

TA 15
12/11/24
EJH
12/11/24

RATE OF INCREASE

0.00% 0.00% 0.00%
0.00%

ar 2 FY2027

L.Derry PROPOSED ALLIED HEALTH STEP TABLE FOR FY2027

Steps	AAHP	0.00% Bach	0.00% Bach+15	0.00% Bach+30	0.00% Mast	0.00% Mast+15	0.00% Mast+30
0	-	-	-	-	-	-	-
0	-	-	-	-	-	-	-
0	-	-	-	-	-	-	-
1234	42,382	51,827	52,555	53,254	54,470	55,094	55,725
5	43,817	53,621	54,357	55,103	56,366	57,013	57,668
6	45,307	55,484	56,247	57,022	58,383	59,004	59,684
7	46,854	57,418	58,210	59,014	60,374	61,072	61,778
8	48,460	59,425	60,247	61,082	62,494	63,218	63,950
9	50,126	61,508	62,362	63,228	64,694	65,445	66,206
10	51,857	63,671	64,557	65,456	66,977	67,757	68,547
11	53,652	65,915	66,835	67,769	69,348	70,157	70,977
12		68,215	69,200	70,169	71,808	72,648	73,499
13		70,515	71,500	72,661	74,362	75,234	76,117
14			73,800	75,247	77,013	77,918	78,835
15				77,932	79,765	80,704	81,656
16				79,958	81,842	82,807	83,785
17				82,047	83,983	84,777	85,579
18				84,723	86,726	87,547	88,378
19				87,065	88,632	89,263	89,898
20				89,477	90,961	91,609	92,261
21				90,886	92,180	92,837	93,499
22				92,338	93,167	94,495	95,933
23				94,730	95,439	96,866	98,578
24				95,931	97,070	98,465	100,306
25				99,127	100,306	101,755	103,656
26				102,203	103,416	104,908	106,874
27				105,129	106,378	107,919	109,943
28						110,201	114,905

RATE OF INCREASE

0.00% 0.00% 0.00%
0.00%

Year 3

FY2028

L.Derry PROPOSED ALLIED HEALTH STEP TABLE FOR FY2028

Years	AAHP	0.00% Bach	0.00% Bach+15	0.00% Bach+30	0.00% Mast	0.00% Mast+15	0.00% Mast+30
0	-	-	-	-	-	-	-
0	-	-	-	-	-	-	-
0	-	-	-	-	-	-	-
1234	44,682	54,127	54,835	55,554	56,770	57,394	58,025
5	46,117	55,921	56,657	57,403	58,666	59,313	59,968
6	47,607	57,784	58,547	59,322	60,633	61,304	61,984
7	49,154	59,718	60,510	61,314	62,674	63,372	64,078
8	50,760	61,725	62,547	63,382	64,794	65,518	66,250
9	52,426	63,808	64,662	65,528	66,994	67,745	68,506
10	54,157	65,971	66,857	67,756	69,277	70,057	70,847
11	55,952	68,215	69,135	70,069	71,648	72,457	73,277
12		70,515	71,500	72,469	74,108	74,948	75,799
13		72,815	73,800	74,961	76,662	77,534	78,417
14		75,115	76,100	77,347	79,313	80,218	81,135
15			78,400	80,232	82,065	83,004	83,956
16				82,258	84,142	85,107	86,085
17				84,347	86,283	87,077	87,879
18				87,023	89,026	89,847	90,678
19				89,365	90,932	91,563	92,198
20				91,777	93,261	93,909	94,561
21				93,186	94,480	95,137	95,799
22				94,638	95,467	96,795	98,233
23				97,030	97,739	99,166	100,878
24				98,231	99,370	100,765	102,606
25				101,427	102,606	104,055	105,956
26				104,503	105,716	107,208	109,174
27				107,429	108,678	110,219	112,243
28						112,501	117,205