

DATE: December 3, 2024

TO: School Board

FROM: Negotiating Team - Attorney Michael Elwell, Cindy McMahon, Dan Black, Kevin Gray, Bob Slater, Amity Small, Rick Barnes, Sheryl Rich, and Paul Dutton

SUBJECT: Teacher Negotiations Summary

Recommending a 3-year agreement.

- – “July 1, 2025, through June 30, 2028.”
1. **Teacher Evaluation (Article 3)** – Moved from formal observations to a series of mini observations with a formal summative to complete an evaluation. Administration and the Association shall annually collaborate to update the evaluation process.
 2. **Sick Leave (Article 7)** – Pro-rated for part-time teachers. Maximum accumulation limit increased from 110 to 130 days. Sick bank discretionary days increased from 20 to 40 for the Association to use for unit members (no more than five per person per year). Non-use of sick leave payment increased from \$675 to \$900. For full or partial sick day use, amount will decrease by \$300.
 3. **Personal Leave (Article 8)** – Pro-rated for part-time teachers. 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.
 4. **Extended Leaves of Absence (Article 9)** – 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.
 5. **Teacher Workload (Article 11)** – Teachers will have one flexible non-instructional workday at the end of the year. Teachers will have the option to complete these six hours on the last day of school or with the principal’s approval, outside of school between Memorial Day and the last day of School. The teacher 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.
 6. **Professional Improvement (Article 13)** – Pro-rated for part-time teachers. 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.
 7. **Insurance Protection (Article 14)** – 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.

8. **Salaries (Article 15)** - 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.

If a substitute is unable to be found, a teacher will be paid \$35 to provide supervision for that teacher's class during their lunch or personal prep period.

If a teacher resigns from employment without written permission of the Board to teach 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.

Due to restructuring of the salary schedule (Appendix D), teachers employed by the bargaining unit in 2024-2025 will be placed on or off the salary schedule in 2025-2028. Teachers who were not employed in this unit in 2024-2025 will be placed on the step of the salary schedule that corresponds to their experience but will not be placed off schedule.

If the school district Administration chooses not to offer a co-curricular sport or club activity, another activity can be offered in its place. When multiple coaches/staff fill the duties of one stipend, that stipend can be split if all parties agree. Each year by June 30th, the Association may provide input to the Administration and Board about revisions to the positions and stipend amounts in Appendix B. The Board and Administration will consider the Association's input before making a final decision. Teachers who have completed at least 20 years in this bargaining unit by September 1st of each year shall receive a longevity bonus payment of \$500 each year payable by October 31st.

See Appendix D for new salary scale.

9. **Teaching Hours & Teaching Load (Article 17)** – 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. An uninterrupted lunch of at least 25 minutes shall be scheduled for all teachers.
10. **Rights of the Parties (Article 18)** – No teacher shall be disciplined for just cause. However, this provision shall not apply to the non-renewal of teachers who do not hold continuing contract status under RSA 189:14-a, as amended.
11. **Special Assignments (Article 20)** – In order to provide extra time for the Association President, no duties will be scheduled for that teacher.

Supervision of a "detention hall" shall be compensated at the rate of \$30 per hour. Supervision may be split among two or more applicants.

12. **Retirement (Article 23)** – With 15 years of service and at least being age 55, or 25 years of service at least age 50 within the calendar year, a teacher with intent to retire provided to the Superintendent on or before February 1st, can receive a retirement payment equal to 50% of their per diem up to 130 days of unused sick leave.

13. **Stipend Schedules (Appendix B)** – Change the LHS coaching stipends for Soccer (Frosh – M & F), Volleyball (Frosh) and Wrestling (Frosh) to match the 2025-2028 Frosh Baseball and Softball Stipends.

Principal's discretionary stipend funds for each elementary school in Appendix B to be increased to \$4500.

Student Council stipend at each elementary school increased to \$1500.

14. **Memorandum of Agreement** – Dated May 10, 2022
Amend MOA 2022-2025 to 2025-2028 to continue recognition of Digital Learning Specialists as classified with Library Media Specialists.

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LONDONDERRY SCHOOL BOARD'S COLLECTIVE BARGAINING PROPOSAL
TO LONDONDERRY EDUCATION ASSOCIATION

November 7, 2024

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 and in Tentative Agreement #1. 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.

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LONDONDERRY SCHOOL BOARD'S TENTATIVE AGREEMENT #1
WITH LONDONDERRY EDUCATION ASSOCIATION

November 7, 2024

The School Board makes the following tentative agreement with the Association. 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.

ARTICLE 1 – RECOGNITION

Amend Section 1(F):

A Probationary Teacher shall mean one who does not yet qualify under the terms of Section F E above.

ARTICE 3 – TEACHER EVALUATION

Amend Section 3(B-F):

B. As in the past, observation of the work performance of a teacher will be conducted openly. ~~Formal observation sessions shall be with full knowledge of the teacher.~~ **Administrators will lay out the expected frequency of mini observations with teachers for each evaluation cycle. Mini observations will not exceed 15 minutes.** All other observations of the teacher's work performance, which are to be made a part of their file, will be made known to the teacher. ~~Formal~~ **Mini** observations shall not take place on the days before or after school recesses.

C. ~~A teacher shall be given a copy of any evaluation report prepared by their evaluators within two (2) weeks after the observation.~~ **Teachers and administrators will both have real time access to the electronic form collecting notes from the mini-observations and follow up conversation.**

D. After any ~~written evaluation~~ **mini observation** an effort will be made by the administrative officer to discuss the ~~report~~ mini observation with the teacher involved within two (2) days following ~~receipt of the report~~ **the visit.**

E. Each teacher shall be entitled to knowledge of and access to their file of teacher evaluation materials after notice has been given to the District Office. Access to this file shall occur within a 24-hour period, excepting weekends and holidays. No teacher **summative** evaluation, which the teacher has not been given access to, shall be utilized against the teacher, and they shall have the right to review and reproduce these. In the event that a teacher refuses to sign material as called for in the sections of this article, an Association representative will be called and will sign in the teacher's place in order to provide verification that a genuine attempt was made to give the teacher an opportunity to read it. There

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will be only one master file, but a file may be kept by the building principal prior to transfer to the master file, provided that material not transferred to the master file within two school quarters shall not be utilized against the teacher.

F. The teacher shall acknowledge that they have read such **summative** evaluation by affixing their signature on the actual copy to be filed with the understanding that such signature does not necessarily indicate agreement with the content, nor shall the refusal to sign prevent such material from being placed into and remaining in the file.

Replace Section 3(I) with the following, and renumber current Section 3(J) as 3(K):

I. If, after ~~an~~ a **continued frequency of mini** observations, a deficiency is documented by the administration **within the summative evaluation**, specific appropriate direction shall be offered in writing or verbally with written confirmation within ten (10) school days to guide the individual toward a possible solution of their professional problem. Actions shall be appropriate to the deficiency.

J. **The administration and the Association shall annually collaborate to problem solve and update the process of evaluation for staff and reach mutual agreement on those updates.**

Add new Section 3(L):

For those teachers who request it, a full period evaluation will be done in addition to the other evaluation procedures described in Article 3.

ARTICLE 7 – SICK LEAVE

Amend Section 7(A):

Teachers will be entitled to sick leave days for personal and/or immediate family illness, defined as the illness of a teacher's child, stepchild, spouse, parent or stepparent. Teachers in their first six years of employment with the District are entitled to 15 sick days per year. After the teacher has been with the District six (6) years, the teacher will be entitled to ten (10) sick days per year. 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, teachers may exceed the limit of one hundred and ten (110) accumulated days up to one hundred and sixteen (116) provided that they donate one day to the sick bank. If they do not donate, the accumulated days may not exceed one hundred and fifteen (115) days.~~ At the end of the year, the number of accumulated sick days may not exceed one hundred and ~~ten (110)~~ **thirty (130)**.

The Board agrees that the practice is that the maximum number of sick days for a teacher who has accumulated 110 days is 120 days (i.e., the 110-day accumulation at the end of one year plus

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the 10-day accrual at the start of the next year). Accordingly, the maximum number of sick days for a teacher 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 Section 7(C)(9):

✓ The Board will allocate ~~20~~ **40** sick days per year (non-cumulative) to the LEA for use at their discretion to its membership **for bargaining unit members**. These days will only be used in extreme circumstances for those **bargaining unit** members who have no remaining sick days during the course of the school year. No ~~union~~ **bargaining unit** member will be allocated more than 5 days during the course of any one year. The usage of these days shall be determined by the LEA sick bank committee members.

Amend Section 7(E):

✓ Teachers 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 7(G): *

✓ **Teachers 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 8 – PERSONAL LEAVE OF ABSENCE

Add new Section 8(G): *

✓ **Teachers 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.**⁴

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 a teacher 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 teacher will receive \$300 (\$900-\$300-\$300).

³ Examples: If a 60%-time teacher (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 7(A). If that teacher works three full-time days per week, she will be entitled to six full-time sick days under Section 7(A). If that teacher works five 60%-time days per week, she will be entitled to ten 60%-time sick days under Section 7(A).

⁴ Examples: A 60%-time teacher (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 teacher works three full-time days per week, she will be entitled to three full-time bereavement days under Section 8(C). If that teacher works five 60%-time days per week, she will be entitled to five 60%-time bereavement days under Section 8(C).

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ARTICLE 8 – PERSONAL LEAVE OF ABSENCE

The Board counter-proposes to amend Section 8(B):

✓ 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 advanced 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 building principal as much advance notice as possible, with the minimum being seventy-two (72) hours.**

1. 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.

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

3 2. 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.**

↓ 4 3. District will pay each teacher \$50 **\$100** for each unused full personal day.¹ Teachers 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 7E at a payment equal to 50% of their per diem in the year of their retirement.

ARTICLE 11 – TEACHER WORK YEAR

The Board rejects the Association's proposal to amend Section 11(D) (add list of the kinds of weather for which school may be cancelled, and add no school on Friday before Memorial Day if 3 or fewer days were cancelled by April 15).

ARTICLE 14 – INSURANCE PROTECTION

The Board has withdrawn its proposal to amend Section 14(A)(2) (health insurance plans and premium splits).

¹ For example, if a teacher 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 teacher will receive \$100.

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ARTICLE 9 – EXTENDED LEAVES OF ABSENCE

The Board has withdrawn its proposal to amend Section 9(C)(1) (Board decisions on requests for unpaid leaves of absence not subject to grievance process).

Add new Section 9(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 11 – TEACHER WORK YEAR

Amend to amend Section 11(C):

~~Schedule 1 (one) non-instructional workday for classroom “take down” or other approved teacher directed professional development and learning, approved by the superintendent and principal, some which may have occurred prior to the last day; including but not limited to: curriculum development, building-level professional development and learning, professional collaborations, parent/teacher conferences (some of which may be after 5:00 pm). Teacher would be responsible for getting approval for any activities prior to completing them.~~



Teachers will have one (1) flexible non-instructional work day for required classroom “take down” at the end of the year. Teachers have the option to complete these six (6) flexible hours on the last day of school or, with the principal’s approval, outside of school between Memorial Day and the last day of school. These teacher-directed hours may be used for classroom take down, curriculum development, building level professional development and learning, professional collaboration, participation in end of school ceremonies and events, or other approved teacher-directed activity.

The Board has withdrawn its proposal to add new Section 11(F) (teachers must be up to date on federally mandated training; SAU will set deadline and require all teachers to meet it).

ARTICLE 13 – PROFESSIONAL IMPROVEMENT

Amend Section 13(A): *

The Board will subsidize the cost of educational courses for teachers in accordance with provisions of this Agreement Article. **Teachers 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 13(E-F), and renumber current Section 13(E-H) as 13(G-J):

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E. For reimbursement of workshops, conferences, and college or university courses, a teacher 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 teacher does not do so, reimbursement shall be denied and the teacher shall reimburse the District for any advance payments through payroll deductions in accordance with Section 13(D)(2).

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 14 – INSURANCE PROTECTION

Amend Section 14(A)(6):

Life insurance shall be made available for those who desire it and qualify for it with premiums paid by the Board. Coverage shall be in the amount equal to bachelor's Step 1 \$50,000. The School Board reserves the right to select the insurance carrier of its choice.

Delete Section 14(A)(8) (flu shots).

Add new Section 14(A)(14): *

Subject to the insurer's permission, teachers 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.

ARTICLE 15 – SALARIES

Amend Section 15(A):

The salary scale of all professional employees covered by this agreement is set forth in Appendix A and Appendix B, attached hereto and made a part thereof. Teachers moving from the Bachelor Scale ("B" Scale) on Step 11 shall, upon obtaining the necessary credits, move to the Bachelor's plus 15 scale, at the start of the following school year, on Step 12, regardless of the cumulative years of service. Similarly, teachers moving from the Step 12 of the Bachelor's plus 15 scale to the Bachelor's plus 30 scale shall, upon obtaining the necessary credits, move to Step 13 at the beginning of the following school year, regardless of the cumulative years of service². **Each year by June 30, the Association may provide input to the administration and Board about revisions to the positions and stipend amounts in Appendix B, including what stipended activities to add and remove for the following school year. The**

Move to §15(A)

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administration and Board shall consider the Association's input before they make the final decision.

Amend Section 15(C):

All teachers hired to the District under this Agreement shall be placed on the salary schedule according to their years of experience ~~mapped to the appropriate step under the salary compacting guide.~~ **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 teacher hired as a 1-year replacement for a teacher who is out of school on a leave. The salary offered to a temporary teacher (less than 90 days), may be calculated on a per diem basis in an agreement between the teacher and the School District.

Amend Section 15(I):

1. Teachers 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 a teacher 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.
2. The School District may accept a teacher's resignation after June 1st, if the School Board receives a 45-day advanced notice of intent to accept a non-teaching position and a replacement has been secured or if reasons stated are family health or relocation.
3. **If an employee resigns from his/her employment by the School District, without the written permission of the Board, to teach 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 employee 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 employee's resignation. The employee may submit information to the Board in support of his/her request for permission to resign. This section shall be included in teachers' employment contracts.**

Add new Section 15(N): *

When the school district administration chooses not to offer a co-curricular sports or club activity (e.g., due to low enrollment), the administration may offer another activity in its place. When multiple coaches/staff fill the duties of one stipend, that stipend can, if all parties are in agreement, be divided among the coaches/staff.

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ARTICLE 15 – SALARIES

The Board counter-proposes to amend Section 15(F):

When a substitute is unable to be found for an absent teacher and another teacher agrees to provide supervision for that teacher's class during their lunch or personal preparatory period, that teacher will be paid \$25 \$35 per normal class period.

Amend Section 15(K):

Due to restructuring of the salary schedule at the start of the 2025-26 contract year, teachers employed in this bargaining unit in 2024-25 will be placed on or off the salary schedule in 2025-28 as set forth in Appendix D. Teachers who were not employed in this bargaining unit in 2024-25 will be placed on the step of the salary schedule that corresponds to their experience, but will not be placed off schedule. Teachers who have been on the top step of the salary scale in the prior school year (and who have not made a track change thereafter) shall receive the amount of salary they received in the prior school year plus a cost of living increase of 3.5% in 2022/2023, 3% in 2023/2024, and 3% in 2024/2025. These cost of living increases shall be considered separate from the District's pay plan. For purposes of this provision, the phrase "teachers who have been at the top step of the salary scale in the prior school year" shall include those teachers who have previously received cost of living increases or other salary adjustments such that their salary exceeds the actual amount of the top step in their relevant track. Current teacher on the B+30 will be grandfathered to receive the cost of living adjustment. Teachers 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 15(O):

Teachers who have completed at least 20 years of employment in this bargaining unit by September 1 each year shall receive a longevity payment of \$500 each year. The \$500 payment will not compound from year to year. The payment, minus withholding and deductions, shall be made in a lump sum by October 31.

ARTICLE 17 – TEACHING HOURS AND TEACHING LOAD

The Board rejects the Association's proposal to amend the third unnumbered sub-paragraph in Section 17(A) (add at secondary level, personal preparation time shall be daily, and PLCs and team meetings are not preparation time).

Amend Section 17(B):

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For professional staff at the elementary level:

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.**

ARTICLE 18 – RIGHTS OF THE PARTIES

Amend Section 18(G):

No teacher shall be disciplined unless for just cause. **However, this provision shall not apply to the non-renewal of teachers who do not hold continuing contract status under RSA 189:14-a, as amended.**

ARTICLE 20 – SPECIAL ASSIGNMENTS

The Board counter-proposes to add Section 20(G):

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 ~~or home room.~~

ARTICLE 23 – RETIREMENT

The Board rejects the Association's proposal to add new Section 23(A)(1) (retiree health insurance).

ARTICLE 25 – DURATION OF AGREEMENT

Amend Article 25:²

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.

² The Board has withdrawn its proposal to delete "or until a successor agreement has been properly negotiated" and "or the continuation hereof" from Article 25. However, the Board does so without prejudice to its position that the quoted language is not an enforceable evergreen clause.

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ARTICLE 17 – TEACHING HOURS AND TEACHING LOAD

Amend Section 17(C):

An uninterrupted lunch of at least 20 25 minutes will be scheduled for all teachers.

ARTICLE 20 – SPECIAL ASSIGNMENTS

The Board has withdrawn its proposal to delete Section 20(B) (extra- and co-curricular activities, except Community Education and Driver Education, shall be in accordance with Appendix B).

Amend Section 20(E)(1):

A “detention hall” for disciplinary purposes may be established by the principal when in their judgment such is necessary. Supervision of detention shall be provided by seeking volunteers from the school’s faculty who shall, if assigned, be compensated at the rate of ten dollars (~~\$10.00~~) **\$30.00** per clock hour. Detention supervision shall **may** be split among two or more applicants.

ARTICLE 23 – RETIREMENT

Amend the first sentence in Section 23(A):

Teachers 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.

APPENDIX B –STIPEND SCHEDULES

The Board has withdrawn its proposal to delete Appendix B (extra- and co-curricular stipend schedules).

Change the stipends for the following LHS coaching positions to match the 2025-28 Frosh Baseball and Frosh Softball stipends: Frosh Soccer(M), Frosh Soccer (F), Frosh Volleyball (F), and Wrestling.

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MEMORANDUM OF AGREEMENT – DIGITAL LEARNING SPECIALISTS

Amend Section IV(1) of the MOA for digital learning specialists that is dated May 10, 2022:

The parties agree that this **memorandum of agreement** is ~~temporary and will only be in effect for the 2022-2025~~ **will be in effect for the 2025-2028** collective bargaining agreement.

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The Board rejects the Association's proposal to add longevity for off-schedule teachers.

APPENDIX B - STIPEND SCHEDULES

The Board counter-proposes to add the following position for each elementary school to Appendix B:

- Drama Club Assistant \$1500 in 2025-26.³

Increase the principal's discretionary stipend funds for each elementary school in Appendix B to ~~\$2000~~ ^{\$4500} in 2025-26.

The Board counter-proposes to increase all other stipends in Appendix B by 2.0% each of the three years, 2025-28.

~~Student council~~ Student council \$1500

APPENDIX D - SALARY SCHEDULE STEP PLACEMENTS

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

³ The Board notes that the Association's proposal for new stipends in Appendix B proposes stipends for activities that occur during the school day (e.g., Safety Squad at South School). However, activities that occur during the school day are not stipended co-curricular/extra-curricular activities.

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APPENDIX D – SALARY SCHEDULE STEP PLACEMENTS

Subject to Section 15(B), teachers employed 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 Teachers on the B track:

<u>If the teacher was at this step in 2024-25</u>	<u>The teacher 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	11
10	11	11	11
11	11	11	11

2. For Teachers on the B+15 track:

<u>If the teacher was at this step in 2024-25</u>	<u>The teacher 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	12
11	12	12	12
12	12	12	12

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3. For Teachers on the B+30, M, M+15 or M+30 track:

<u>If the teacher was at this step in 2024-25</u>	<u>The teacher 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

TA PS
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RATE OF INCREASE BETWEEN STEPS
STEPS 1-15
OFF-SCALE

RATE OF INCREASE BETWEEN STEPS
STEPS 1-15
OFF-SCALE

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FY2028

L.Derry PROPOSED TEACHER STEP TABLE FOR FY2027

L.Derry PROPOSED TEACHER STEP TABLE FOR FY2028

Bach	Bach+15	Bach+30	Mast	Mast+15	Mast+30
51,827	52,525	53,254	54,470	55,094	55,725
53,621	54,357	55,103	56,366	57,013	57,668
55,484	56,247	57,022	58,333	59,004	59,684
57,418	58,210	59,014	60,374	61,072	61,778
59,425	60,247	61,082	62,494	63,218	63,950
61,508	62,362	63,228	64,694	65,445	66,206
63,671	64,557	65,456	66,977	67,757	68,547
<u>65,915</u>	66,835	67,769	69,348	70,157	70,977
	69,200	70,169	71,808	72,648	73,499
		72,661	74,362	75,234	76,117
		75,247	77,013	77,918	78,835
		77,932	79,765	80,704	81,656
		79,958	81,842	82,807	83,785
		82,047	83,983	84,777	85,579
		84,723	86,726	87,547	88,378
		87,065	88,632	89,263	89,898
		89,477	90,961	91,609	92,261
		90,886	92,180	92,837	93,499
		92,338	93,167	94,495	95,333
		94,730	95,439	96,866	98,578
		95,931	97,070	98,465	100,306
		99,127	100,306	101,755	103,656
		102,203	103,416	104,908	106,874
		105,129	106,378	107,919	109,943

Years	Bach	Bach+15	Bach+30	Mast	Mast+15	Mast+30
0						
0						
0						
1234	54,127	54,835	55,554	56,770	57,394	58,025
5	55,921	56,657	57,403	58,666	59,313	59,968
	57,784	58,547	59,322	60,633	61,304	61,984
7	59,718	60,510	61,314	62,674	63,372	64,078
8	61,725	62,547	63,382	64,794	65,518	66,250
9	63,808	64,662	65,528	66,994	67,745	68,506
10	65,971	66,857	67,756	69,277	70,057	70,847
11	68,215	69,135	70,069	71,648	72,457	73,277
12		71,500	72,469	74,108	74,948	75,799
13			74,961	76,662	77,534	78,417
14			77,547	79,313	80,218	81,135
15			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