

Board of Directors
RSU 19

Comprehensive
2022 - 2025
Contract

RSU 19
EDUCATION ASSOCIATION

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PREAMBLE

This Agreement is entered into and between the RSU 19 Board of Directors (hereinafter referred to as the “Board” and the RSU 19 Education Association, MEA/NEA (hereinafter referred to as the “Association”).

WHEREAS, the Board and the Association desire to progress the mission of RSU 19 by establishing a constructive and cooperative district environment; and

WHEREAS, the Board and the Association have reached certain understandings which they desire to confirm in the agreement. NOW THEREFORE, the parties mutually agree as follows:

ARTICLE I RECOGNITION

- A. The RSU 19 Board of Directors agrees to negotiate with the RSU 19 Education Association/MEA/NEA in accordance with Title 26 MRSA Chapter 9A, for all professionally certified/approved by Department of Education teachers excluding all administrators, nurses, evening school teachers, summer school teachers and extracurricular teachers while acting as such and teachers excluded under Title 26, M.R.S.A., Chapter 9-A, Section 962, 6, (F, G) and also excluding any professional employees specifically excluded in MLRB Form 1, dated 8/25/10, and on file with the Maine Labor Relations Board.
- B. Unless otherwise indicated, the term “teachers” where used hereinafter in this Agreement, shall refer to all full-time (and part-time) professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers unless otherwise clearly indicated by the context. Whenever the singular is used it is to include the plural. When the plural is used, it is to include the singular.
- C. Any reference to length of service with RSU 19 in this contract shall be construed to include any continuous service with the former MSAD 38 or MSAD 48 as applicable.

ARTICLE II NEGOTIATION PROCEDURE

- A. The parties agree to bargain in accordance with Title 26 M.R.S.A. Chapter 9-A to secure a successor agreement. Any agreement so negotiated shall apply to all teachers, be reduced to writing, and when adopted by the Board, be signed by the Board and the Association.
- B. During negotiation, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter proposals. The Board shall make available to the Association for inspection all public records, data and information of the RSU 19 system.

- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations, pending final approval by the bargaining unit and by the complete Board.
- D.
 - 1. Representatives of the Board and the Association's negotiating committee may meet for the purpose of reviewing the administration of the agreement, and to resolve problems that may arise. These meetings are not intended to bypass the grievance procedure.
 - 2. Should a mutually acceptable amendment to this agreement be negotiated by the parties it shall be reduced to writing, ratified by both parties, and be signed by the Board and the Association.
- E. The Board shall notify the Association when educational policies are under consideration or review.

ARTICLE III GRIEVANCE PROCEDURE

A. Purpose

- 1. The purpose of the procedure is to secure, at the lowest possible level, equitable solutions to disputes over the meaning, interpretation, and application of this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
- 2. Nothing herein contained shall be construed as limiting the right of any teacher to discuss any matter informally with any member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement.

B. Definitions

- 1. A “grievance” shall mean a complaint by a teacher or the Association (1) that there has been a violation or inequitable application of any of the provisions of this contract; or (2) that they have been treated inequitably by reason of any act or condition which is contrary to established School Board policy or practice governing or affecting employees, except that the term “grievance” shall not apply to any matter as to which the School Board is without authority to act.
- 2. An “aggrieved person” is the person or persons making the claim.

3. A “party in interest” is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
4. “Days” shall mean working school days during the school year and “day” shall refer to Monday through Friday excluding legal holidays during the summer recess.

C. Time Limits

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
2. A grievance will be deemed waived unless submitted in writing within thirty (30) days after the aggrieved person first knew of the events or conditions constituting the alleged grievance.

D. Informal Procedure

1. If a teacher feels that they may have a grievance, they may first discuss the matter with their principal in an effort to resolve the problem informally.
2. If the teacher is not satisfied with such disposition of the matter, they shall have the right to have the Association assist them in further efforts to resolve the problem informally with the principal.

E. Formal Procedure

1. Level One - School Principal

- a. If an aggrieved person is not satisfied with the outcome of the informal procedure, or if they have elected not to utilize them, they may within thirty (30) days of the alleged occurrence, present their claim as a formal grievance in writing to their principal or other appropriate administrator or the grievance will be deemed waived.
- b. The principal shall, within ten (10) days after receipt of the written grievance, render the decision and the reasons therefore in writing to the aggrieved person, with a copy to the Association.

2. Level Two - Superintendent of Schools

- a. If the aggrieved person is not satisfied with the disposition of the grievance at Level One, they may, within ten (10) days after the decision, file their written grievance with the Association for referral to the Superintendent of Schools.

- b. The Superintendent shall, within ten (10) days after receipt of the referral, meet with the aggrieved person and with the Association for the purpose of resolving the grievance. A record of such meeting shall be kept by the Superintendent and made available to any interested party upon written request.
- c. The Superintendent shall, within ten (10) days after the meeting, render a decision and the reasons therefore in writing to the aggrieved person, with a copy to the Association.

3. Level Three - Board of Directors

- a. If the aggrieved person or the Association is not satisfied with the disposition of their grievance at Level Two, they may, within ten (10) days after the decision, appeal to the Board.
- b. The Board shall, within fifteen (15) days after receipt of the appeal, meet with the aggrieved person and with the Association for the purpose of reviewing the grievance.
- c. The Board shall, on or before the day after the date of the next regularly scheduled Board meeting, render its decision and the reasons therefore in writing to the aggrieved person, with a copy to the Association.

4. Level Four - Impartial Arbitration

- a. If the Association is not satisfied with the disposition of the grievance at Level Three, and the Association determines the grievance has merit, the Association may, within ten (10) days after the decision, submit the grievance to arbitration by so notifying the Board in writing.
- b. Representatives of the Board and the Association shall, within ten (10) days after such written notice, jointly select a single arbitrator who is an experienced and impartial person of recognized competence. If the parties are unable to agree upon an arbitrator within ten (10) days, the American Arbitration Association or Labor Relations Connection shall immediately be called to select one.
- c. The arbitrator selected shall confer promptly with the representatives of the Board and the Association, shall review the record of the prior meetings with the aggrieved person and other parties in interest as they shall deem requisite
- d. The arbitrator shall render their decision in writing to all parties in interest, setting forth his findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall have no power to add to, subtract from, or modify the provisions of this Agreement, and shall confine any decision to the meaning of the specific written contract provision that gave rise to the dispute. The arbitrator shall be without power to make any decision that is contrary to

law, or violates the terms of this Agreement. The Arbitrator's decision will be binding, subject to judicial review.

F. Miscellaneous

1. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Two. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
3. Forms for filing and processing grievances and other necessary documents, shall be prepared by the Superintendent, with the approval of the Association, and made available through the Association, so as to facilitate the operation of the grievance procedure.
4. Meetings and hearings under this procedure shall be conducted in executive session and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this grievance procedure.
5. Teachers may be represented by the Association at any level of the grievance procedure. If a teacher chooses not to be represented by the Association during the grievance procedure, the Association shall be given notice and a reasonable opportunity to be present at any meeting of the parties called for the resolution of such grievance.

**ARTICLE IV
TEACHER RIGHTS**

- A. Pursuant to Chapter 9-A of Title 26 M.R.S.A., the Board hereby agrees that every employee of the Board has the right freely to organize, join or not join and support or not support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerned activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the State of Maine, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred under Chapter 9-A of Title 26 M.R.S.A.
- B. No teacher shall be disciplined, reprimanded, reduced in rank or compensation and no Continuing Contract teacher will have his contract non-renewed without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth before such action shall become final.

- C. Whenever any teacher is required to appear before the Board or any committee or member thereof concerning any serious matter which could reasonably be expected to adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then they shall be given written notice of at least three (3) working days of the reasons for such meeting. A meeting with the Superintendent would not require three (3) days' notice, but in either case the teacher would be entitled to have a representative of the Association present to advise him. Any suspension of a teacher pending the completion of due process shall be with pay.

D. REDUCTION IN FORCE

At such time as the Board determines that a reduction in force is necessary the following procedure shall be utilized.

1. Position Elimination

- a. If the Board is contemplating the elimination of any bargaining unit positions, the Board or its designee will notify the Association. The Board or its designee will meet and consult with the Association upon written request prior to a decision to eliminate any bargaining unit positions.
- b. A decision by the Board to eliminate any bargaining unit position shall not be subject to the grievance procedure or arbitration.
- c. In the event that the Board decides to eliminate any bargaining unit position, it shall give the Association prompt written notice of the positions to be eliminated.

2. Order of Layoff

When the Board determines that a reduction in force is necessary for any reason, it shall consider the relative qualifications and abilities of all teachers within the specific impact area in which the reduction occurs. The Board shall have the sole determination of which impact area shall be affected by a reduction.

3. Impact Area

- a. Pre-K - 8 Kindergarten through grade 8
- b. 9 - 12 by department
- c. K - 12 by all specialty subjects

If a teacher is in more than one impact area and one of the impact areas is to have a reduction, the teacher may choose to be excluded from that impact area.

4. Criteria for Selection

In considering the teachers within an impact area, the criteria that the Board shall consider, in order of importance, include:

- a. Certification
 - 1. Professional
 - 2. Conditional
- b. Length of service (Seniority)
 - 1. Continuous service within the bargaining unit
 - 2. Total teaching experience
- c. Academic preparation/training
- d. Summative Effectiveness Rating of the individual, done on the instrument adopted by the District Steering Committee and approved by the Board of Directors in accordance with Title 20-A, M.R.S.A., Chapter 508.

5. Length of Service

Length of service (seniority) shall be based upon continuous employment within the bargaining unit from the most recent date of hire. All new employment contracts for the upcoming contract (year) will have a date of hire of September 1st. The date of hire for a teacher hired after September 1, of the contract year shall be the first day the teacher is required to report to work. When two or more teachers have the same length of continuous service within the bargaining unit, the teacher with the greater length of total teaching experience shall be considered more senior. In the event two or more teachers have the same length of continuous service and total teaching experience, the teacher with the greater total years of service with the District (in any capacity) shall be deemed to be more senior.

6. Seniority List

The Superintendent shall post annually, no later than September 30, a seniority list by impact area(s). Teachers who teach in more than one impact area shall be listed in each impact area in which the teacher is presently teaching. The list shall be posted in each building and a copy shall be provided to the Association. The Association must notify the Superintendent of any alleged discrepancies in the list no later than ten (10) days after receipt of the list, otherwise the list shall be deemed to be accurate.

7. Recall List

- a. The Superintendent shall notify the Association of all teachers who are to be laid off at the time notice is given to each teacher.

- b. The Superintendent shall establish a recall list by impact area of all continuing contract teachers who are on layoff status. The recall list shall be posted in each building and a copy shall be provided to the Association President.
- c. Teachers who teach in and/or are certified in more than one impact area shall be listed in each impact area.

8. Recall

- a. Continuing contract teachers shall remain on the recall list for a period of up to two (2) years from the date of severance provided however, that the District shall not be required to hold a position open for a teacher if it becomes available during the school year and the teacher is not free to return to the District until the following year. Inability to return until the following school year shall not be considered refusal. It is the responsibility of the teacher to inform the Superintendent in writing of changes in job status and to furnish the Superintendent with a current mailing address.
- b. When a vacancy occurs, teachers shall be recalled in inverse order of layoff to a position for which the teacher holds proper certification or endorsement.
- c. Teachers who have been recalled shall have their seniority and all accrued benefits restored.

9. Other Considerations

- a. Continuing contract teachers whose positions have been terminated due to a reduction in force shall be entitled to not more than two (2) days of leave with pay for the purpose of seeking alternative employment. These days are in addition to days granted elsewhere in the Agreement.
- b. Any teacher who has lost their position as a result of a reduction in force shall be entitled to continue their insurance coverage providing that they make the entire payment for the plan they are enrolled in. The Superintendent must receive payment no later than the first day of the month for the month in which the premium is due.
- c. Teachers who are involuntarily transferred or who voluntarily transfer into a new impact area shall retain full seniority in that new impact area.

ARTICLE V ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association in response to its requests from time to time reasonably available public information concerning the financial resources of the District, together with information which may be necessary for the Association to process any grievance

or complaint.

- B. Whenever any representative of the Association or any teacher is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, mediation, fact finding, arbitration, prohibited practice complaint hearings, conferences or meetings, he shall suffer no loss in pay.
- C. Representatives of the Association, the Maine Education Association and the National Education Association shall be permitted to transact official Association business on school property prior to 8:00 a.m. and after 3:30 p.m. exclusive of lunch period, provided that this shall not interfere with any teacher's normal duties.
- D. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The principal of the building in question shall approve upon being notified in advance of the time and place of all such planned meetings providing such use does not interfere with normal school operations.
- E. The Association shall have the right to use school facilities and equipment on school property, including computers, duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use, and for damage to facilities and equipment beyond normal wear and tear, resulting from such use.
- F. The Teachers Association of RSU #19 agrees that under no circumstances will it or any of its members authorize, sanction, condone, or acquiesce in, nor will any member of the bargaining unit take part in, any strike or work stoppage of any kind or nature. Strikes and work stoppages shall be deemed to include, but not limited to: slowdowns, sit-ins, concerted mass sickness, or any curtailment of work or interference with operation of the school District.

ARTICLE VI RIGHTS OF THE BOARD

- A. The exercise of the powers, right, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement.
- B. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Maine General School Laws or any other national, state, county, district, or local laws or regulations as they pertain to education.

ARTICLE VII SCHOOL CALENDAR

- A. The Board may, upon request, allow the Association to provide feedback and make suggestions prior to the Board's adoption of a school calendar.
- B. The teacher work year shall consist of 182 days, representing 175 student days, 5 workshop days, and 2 compensation days for fall/spring student conferences and senior presentations.
- C. Should extra days be scheduled, teachers will be compensated at the 1/182 rate.
- D. Probationary teachers may be required to attend two (2) days beyond the regular teacher work year as defined in Section A without additional compensation.

ARTICLE VIII TEACHING HOURS AND TEACHING LOAD

- A.
 - 1. As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities.
 - 2. The arrival and departure times for all teachers shall be designated by principals, however their total in-school workday shall consist of not more than seven (7) hours and thirty (30) minutes. Normal duties may from time to time require an occasional longer day.
 - 3. No teacher shall be required to report for duty earlier than thirty (30) minutes before the opening of the pupils' school day. On Friday or on days preceding holidays or vacations, the teachers' day shall end at the end of the regular student day.
- B. Teachers may be required to remain after the end of the regular work day, without additional compensation, for the purpose of attending faculty or other professional meetings four (4) hours each month. Building based meetings shall begin no later than fifteen (15) minutes after the end of the student day and shall run no later than 4:15 pm. If this results in a meeting that will last longer than one hour, teachers shall be given a one-week notice prior to the meeting.

IEP, 504, or RTI meetings will not be scheduled during a teacher's individual planning time whenever possible. In no case will a teacher be scheduled to attend said meetings during their planning time more than ten (10) times a school year.
- C. Teacher participation in extracurricular and co-curricular activities shall be voluntary and shall be compensated according to the rate of pay and/or release time in the schedule covering such items. It is further understood that extracurricular assignments are limited to a one (1) year Superintendent appointment.

- D. Teacher participation in field trips which extend beyond the teachers' in-school workday, and overnight or weekend trips, shall be voluntary.
- E. The Board agrees to provide a duty-free lunch of at least twenty (20) minutes.

ARTICLE IX NON-TEACHING DUTIES

- A. The Board and Association acknowledge that a teacher's primary responsibility is to teach and that his energies should to the extent possible be utilized to this end. Therefore, they agree as follows:
 - 1. All qualified and available personnel will be utilized to minimize and equalize any non-teaching duties of teachers.
 - 2. Elementary students shall remain outside prior to the beginning of the school day, or in a designated place inside in case of emergency or inclement weather.
 - 3. Teachers shall be entitled to a minimum of 150 minutes (PK-4) and 180 minutes (5-12) duty-free, non-teaching time per week, which shall not include their duty-free lunch time. Daily planning periods shall be considered the norm, and administrators may not take this time except in an emergency situation, such as when a substitute cannot be secured for a specialist who needs to be absent.
 - 4. As a general rule, the Board recognizes the need to provide time for professional development through scheduled early release and full workshop days, but that teachers also need time to implement the new learning and collaborate with other staff. Accordingly, these professional development opportunities shall be scheduled in consultation with the Association and shall run no longer than $\frac{2}{3}$ of the total yearly available time, with the remaining time to be used for individual professional development activities and/or collaboration.

At the beginning of each school year, each individual building leadership team, with input from teachers, will develop a list of professional development activities for teachers to choose during individual professional development time. This list may include, but not be limited to: team meetings, curriculum work, student make-up assistance, home visits, committee meetings, peer observation meetings, district educator meetings, developing and/or scoring assessments, coaching, etc. Activities not on the list may be approved by the building leadership team.

Each teacher will be provided with the list of professional development activities from which the teacher, at their discretion, may choose activities for individual professional development time. Documentation of individual professional development activities may be required by the building principal. The Superintendent and representatives of the Association shall meet periodically upon request to review implementation of the

above and discuss any concerns, provided, however, that such concerns must first be raised with the school leadership team.

5. Teachers shall not be required to drive students to activities which take place away from the school building. A teacher may do so voluntarily only with the advance written approval of the building principal. Compensation for such travel in a private vehicle shall be requested within thirty (30) days of the travel, and shall be paid at the current state mileage rate, plus tolls.
6. If available, the Board shall arrange for and maintain appropriate insurance to cover all damages, losses, and expenses incurred by a teacher against whom action shall be brought for any act or omission arising out of the use of a private automobile in the performance of school duties, authorized by the Superintendent.

ARTICLE X TEACHER EMPLOYMENT

- A. The Board agrees to hire only teachers holding certificates issued by the Maine Department of Education for every regular teaching assignment.
- B.
 1. Each teacher shall be placed on his proper step of the salary schedule as of the beginning of each school year in accordance with paragraph 2 below and no teacher will be hired off scale.
 2. Full credit shall be given for each full year of previous public school or other accredited private school teaching experience in accordance with the provisions of Schedule A. "Full-year" will mean a minimum of 85% of a complete school year (182 days).
- C. Teachers who leave RSU 19 for military experience or alternative civilian service required by the Selective Service System and for teaching experience in the Peace Corps, VISTA or National Teacher Training Corps work up to a maximum of two years shall, upon returning to the system, receive full credit on the salary schedule.
- D. Continuing Contract Teachers shall be notified of their contract and salary status, if possible, for the ensuing year no later than May 1. Probationary teachers shall be notified of their contract and salary status no later than May 14th.

ARTICLE XI SALARIES

- A. The salaries of all teachers covered by this agreement are set forth in Schedule A which is attached hereto and made a part hereof.
- B. The annual salaries of teachers shall be paid in twenty-six (26) installments due every other Friday.

C. SALARY SCALES

The salary schedule 2022 - 2023 contained in Schedule A shall be implemented in 2022 - 2023 by placing all teachers on the appropriate level of the salary schedule based on their experience and degree. Each teacher shall receive an individual pay sheet with their salary for the three years. Pay sheets will be placed in each teachers' personnel file.

- D. Teachers employed by the District in 2018-19, who achieved National Board Certification status as of the 2021-22 school year, shall receive an additional annual stipend of \$1,500.00 apart from the salary supplement paid by the Maine Department of Education each year they hold National Board Certification. Said payment shall be prorated as appropriate in the year this certification is achieved. A list of eligible teachers is included in Appendix A.
- E. Teachers awarded an advanced courses/degree shall be compensated on the appropriate lane in accordance with Schedule A, beginning the first pay period after the teacher provides an official transcript to the Superintendent. The CAGS salary lane as seen in Schedule A, shall apply to all teachers with a CAGS certificate starting September 1, 2023, and all teachers who have completed the EdS (Education Specialist) program at the University of Maine. All teachers seeking an equivalent EdS degree at a different educational institution must seek pre-approval from the Superintendent in order to be compensated on the CAGS salary lane.
- F. For services beyond the regular calendar, Guidance Counselors at Nokomis Regional High shall be paid at a per diem rate determined by dividing the contracted salary for the school year in question by the number of days on the regular contract. The additional number of days worked will be determined by the Superintendent and principal.
- G. Authorized activities performed by the teachers during the summer shall be paid at a rate of thirty-two dollars (\$32.00) per hour. The Superintendent reserves the right to pay specialists (i.e. Speech Therapists) a different hourly wage during the summer that is conducive to retaining specialists in the district for summer work. A signed and approved time card listing the hours worked per day shall be submitted weekly to the payroll office and paid on designated payroll weeks.
- H. A teacher who is requested by their supervisor to work an authorized activity on a day not part of the regular school calendar, and who agrees to do so, shall be paid at the same hourly rate as summer work, as described in subsection G above.

I. STIPENDS FOR EXTRACURRICULAR & CO-CURRICULAR COMPENSATION

1. A Salary Factor is a percentage method used in determining Extracurricular/Co-Curricular compensation using the negotiated base for the contract year. Compensation will be calculated by taking the base rate of \$32,000 for 2022 - 2023, 2023 - 2024 contract years and \$32,00 for the 2024 - 2025 contract year and multiplying it by the salary factor associated with the stipend.
2. Staff members employed in an extracurricular/ co-curricular position prior to the 2017-18 school year and who are currently receiving additional compensation based on

an experience factor shall continue to receive said experience factor based on the 2018-19 experience factor they are currently receiving for the duration of their employment in said extracurricular/co-curricular position. Stipends and salary factors are listed in Schedule B.

- J. Committees: The rate of pay for the following committees shall be \$500.00/year/ member. The rate of pay shall be provided if the committees meet after school hours. The following committees shall be paid at the rates below.

- | | | | |
|----|----|-----------------------|-------------------------|
| 1. | a. | <u>Attendance (%)</u> | <u>Pay Received (%)</u> |
| | | 81 – 100% | 100% |
| | | 61 – 80% | 75% |
| | | 41 – 60% | 50% |
| | | Less than 40% | No pay |
- b. Minutes of each meeting will include time, place, and attendance and are to be forwarded to the central office.
2. a. Certification Steering members
- b. Trained mentors who choose to act as a mentor for other staff shall receive a stipend of \$500 per mentee for each contract year upon successful completion of required mentorship work. A mentor may not be assigned more than two (2) mentees at any one time.
3. SIT - Student Intervention Team

ARTICLE XII INSURANCE

- A. 1. The Board shall contribute toward the MEA Benefits Trust Choice Plus Plan Health Insurance coverage on behalf of each employee as follows:
- 2022-2023: 100% Single, 85% AWC, 75% 2 Adult, 66% Family
2023-2024: 100% Single, 85% AWC, 75% 2 Adult, 66% Family
2024-2025: 100% Single, 85% AWC, 75% 2 Adult, 66% Family
2. Employees may elect the MEABT Standard Plan, Standard 500 Plan, or Standard 1000 Plan coverage. Board contributions for the coverage selected by the employee shall be based on the Choice Plus Plan premium. Employees shall pay through payroll deduction the balance in excess (if applicable) of the specified percentage amounts of the Choice Plus Plan premiums above for the level of insurance coverage selected.
3. All premium payments for insurance benefits furnished pursuant to this Article shall be provided in a manner which qualifies under Section 125 of the Internal Revenue Code of 1986, as amended. The employee's portion of the premium costs shall be paid by payroll deduction upon receipt of all required documentation on a salary reduction

(pre-tax) basis.

- B. A Flexible Spending Account plan will be available to all teaching staff who want to participate. The District will manage this plan which will adhere to the Provisions of Section 125 of the Internal Revenue Code.
- C. The District shall provide a short-term disability plan at no cost to teachers. The RSU 19 Education Association will approve the plan provided.
- D. The District shall make available to all employees a dental insurance plan which offers full family coverage approved by the RSU 19 Education Association. All premium payments for dental insurance benefits shall be paid by the employee through payroll deduction in a manner which qualifies under Section 125 of the Internal Revenue Code of 1986, as amended.
- E. A retired rehired teacher may participate in the health insurance program offered in this Agreement. If the teacher receives their health insurance benefit through the Maine Public Employees Retirement System, the teacher shall receive cash in lieu of premiums equal to the applicable amount to which the teacher would be entitled under this Agreement, less the amount contributed by the state toward the teacher's premium. Except that, Medicare eligible retired rehired teachers who are 65 or older and enrolled in Medicare shall not be eligible to receive compensation for premium payments in accordance with Medicare secondary payer rules. Instead, they shall be entitled to the health insurance program offered in this agreement.

ARTICLE XIII COURSE REIMBURSEMENT

- A.
 - 1. Reimbursement for non-college recertification credits will be up to \$350/yr. Reimbursement for college credits for courses taken in support of the teacher's recertification or training that will enhance the teacher's value to the District will be available only with the prior written approval of the Superintendent to a limit of six (6) credits per year at the current UMO graduate rate unless they are enrolled in a program of study to which the limit shall be nine (9) credits per year. Employees shall also be reimbursed for related fees required for courses which are eligible for tuition reimbursement under this section. Courses that are scored incomplete, withdrawn, or scored lower than a "C" shall not be reimbursed.
 - 2. The Board shall make arrangements at the teacher's request with any accredited college or university for a procedure for third party billing of courses taken under this section. Any teacher concerned about the acceptability of any course should discuss it with the Superintendent.
- B. B.A.+ 30 must be graduate credit courses within the teacher's teaching field except with prior approval by the Superintendent.
- C. Teachers will notify the Superintendent in writing (e-mail) before January 15th, in the fiscal year prior to obtaining an advanced degree, or changing "lanes" (Bachelor +30, etc.), or other conditions that may affect the budget. Failure to notify may result in delayed lane changes.

- D. Teachers who have completed applicable coursework for lane advancement shall be moved to the appropriate lane on the salary schedule after submitting an official transcript.

ARTICLE XIV TEACHER ASSIGNMENT

- A.
1. All teachers shall be given written notice of their grade and/or subject assignments, and building assignments for the forthcoming year not later than May 1.
 2. The Superintendent shall assign all newly appointed personnel to their specific positions within that subject area and/or grade level for which the Board has appointed the teachers. The Superintendent shall give notice of assignments to new teachers as soon as practicable, and except in cases of emergency, not later than four (4) weeks before school opens.
 3. In the event that changes in such schedules, class, and/or subject assignments, building assignments, or room assignments are proposed after the above designated time, the Association and any teacher affected shall be notified promptly in writing and, upon the request of the teacher and the Association, the changes shall be promptly reviewed between the Superintendent or his representative and the Association.
- B.
1. Teachers shall be informed of a telephone number or e-mail address they may call to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.
 2. The use of regular teachers as substitute teachers shall be avoided whenever possible. In the event regular teachers covered by this agreement are used as substitutes on an emergency and/or voluntary basis, said teachers shall be compensated at the rate of pay they would receive on the salary schedule for their training and experience.
- C.
1. Schedules of teachers who are assigned to more than one school shall be arranged so that no such teacher shall be required to engage in an unreasonable amount of inter-school travel. Such teachers shall be notified of any changes in their schedules as soon as possible.
 2. Any teacher who may be required to use his own automobile in the performance of their duties and any teacher who is assigned to more than one (1) school per day, shall be reimbursed for all such travel at the current state mileage rate for all driving done between arrival at the first location at the beginning of the workday, and their final arrival at the last location at the end of the school day.
- D. Teachers will not be required to perform any duties during the summer vacation. If teachers are asked to perform duties, they shall be compensated at the hourly rate specified in Article XI: Salaries, Section G. Teachers who perform duties without permission will not be compensated. This does not pertain to the agreement with Guidance Counselors in Article XI, Section F.

- E. The acceptance of a student teacher or a practicum teacher shall be voluntary.

**ARTICLE XV
VOLUNTARY TRANSFERS AND REASSIGNMENTS**

- A. 1. The Superintendent shall post vacancies three (3) business days prior to external posting. Vacancies will be posted in a central location accessible to all teachers in all school buildings and via email.
2. No vacancy shall be filled prior to the posting as per section 1 above.
3. On or before May 15, teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building shall file a written statement on forms furnished by the Board, one copy of which shall be filed with the Superintendent and one copy shall be filed with the Association. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which they desire to be transferred in order of preference. Nothing in this section shall be construed to prohibit a teacher from applying for a position within the District that becomes available after May 15.

**ARTICLE XVI
INVOLUNTARY TRANSFERS AND REASSIGNMENTS**

- A. A teacher involuntarily moving classrooms within the same building, outside the contract year, shall be compensated at the per diem rate for an agreed upon time, up to two (2) days.
- B. An involuntary transfer will be made only to prevent undue disruption of the instructional programs. The Superintendent shall notify the affected teacher of such a transfer due to requirements for changes in staffing under State or Federal Law. Compensation for additional time for involuntary transfers to a different building shall be at the per diem rate for an agreed upon time, up to three (3) days.
- C. A teacher being involuntarily transferred or reassigned shall not be reduced in rank or compensation without their consent.
- D. The Superintendent shall inform a teacher who is involuntarily transferred or reassigned as soon as practicable before the effective date.

**ARTICLE XVII
TEACHER EVALUATION**

- A. 1. All monitoring or observation of work or performance of a teacher shall be conducted in accordance with 20-A M.R.S.A. §§ 13703, 13704, and Legislative Rule Chapter 180, in accordance with the Professional Evaluation and Professional Growth system approved

by the Steering Committee and adopted by the Board upon approval by the State, and also openly and with full knowledge of the teacher.

2. Teachers shall be evaluated only by persons certified by the Maine Department of Education to supervise instruction within the teacher's subject area, including the Superintendent, or personnel in the teacher's building such as the building principals.
 3. A teacher shall be given a copy of any class visit evaluation report prepared by his evaluators at least one (1) day before any conference to discuss it unless mutually agreed to waive the time. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.
- B.
1. A teacher shall have the right, upon request, to review the contents of their personnel file and to receive copies at Board expense of any document contained therein. A teacher shall be entitled to have a representative of the Association accompany them during such a review. At least once every two (2) years, a teacher shall have the right to indicate those documents and/or other materials in their file, which they believe to be obsolete or otherwise inappropriate to retain. The Superintendent or the designee shall review these documents, and if in fact, they are obsolete or otherwise inappropriate to retain, they shall be destroyed.
 2. No material derogatory to a teacher's conduct, service, character or personality shall be placed in their personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that they have had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and their answer to such material shall be reviewed by the Superintendent or the designee and attached to the file copy.
 3. Although the Board agrees to protect the confidentiality of personal references, academic credentials and other similar documents, it shall not establish any separate personnel file including electronic files that are not available for the teacher's inspection.
- C.
- Any complaints regarding a teacher made to any member of the administration by any parent, student, or other person that are used in any manner in evaluating a teacher, shall be promptly investigated and called to the attention of the teacher. The teacher shall be given an opportunity to respond to and/or rebut such complaint, and shall have the right to be represented by the Association at any meetings or conferences regarding such complaint.
- D.
1. Prior to any annual evaluation report, the immediate supervisor of a probationary teacher shall have had appropriate communication, including but not limited to all steps in Section 2 below, with said teacher regarding their performance as a teacher.

2. Supervisory reports shall be presented to non-supervisory personnel by the principal or counterpart supervisor periodically in accordance with the following procedures:
 - a. Such reports shall be issued in the name of the appropriate supervisor.
 - b. Such reports shall be addressed to the teacher.
- E. Final evaluation of a teacher upon termination of their employment shall be concluded prior to severance and no documents and/or other material shall be placed in the personnel file of such teacher after severance or otherwise than in accordance with the procedure set forth in this article.

ARTICLE XVIII LEAVE

- A.
 1. As of the first teacher work day of the school year, all teachers shall be granted fifteen (15) sick leave days each school year, which shall be accumulated from year to year up to one hundred twenty (120) days. Five (5) of said sick leave days granted each year may be used as earned paid leave for any purpose in accordance with 26 MRSA sec 637. Leave days not used within the contract year in which they were granted may be used only as sick leave in subsequent years.
 2. Should teachers exhaust all available leave days, additional leave days will be charged at the teacher's per diem rate.
 3. Notification for use of earned paid leave shall be submitted in writing to the employee's immediate supervisor at least three (3) days in advance of the day(s) requested except in cases of emergency, illness or sudden necessity in which case the employee will notify the supervisor as soon as possible.
 4. Sick leave may be used for personal illness or family illness, medical, or dental appointments.
 5. The Superintendent/designee shall have the right to reject any non-emergency paid leave if the leave presents an undue hardship to the district.
 6. Staff are encouraged to use earned paid leave in half-day or whole day increments. Staff may also use earned paid leave in one-hour increments.
- B. The Board or its designee shall provide a written statement for every teacher at the beginning of each school year indicating the total of sick and personal leave credit. A continuous record included on a paystub will satisfy the intent of this section.
- C. In accordance with 20-1 MRSA 6555, leave used by employees who are unable to perform their duties, as determined by a physician, because of injuries sustained as a result of dangerous student behavior, shall not be deducted from the employee's accrued leave.

- D. A teacher who is unable to teach because of personal illness or disability and who has exhausted all available leave shall be granted a leave of absence without pay for the duration of such illness or disability, up to one year except as provided by state or federal law. Probationary teachers may be awarded leave under this provision at the discretion of the Board of Directors.
- E. The Board shall provide Workers' Compensation coverage for all teachers. Teachers injured on the job/workplace shall report to the District provider for any workplace injury and shall follow the RSU Injury Reporting Procedures. Failure to follow these procedures may result in denial of Workers' Compensation claims.

If a teacher is eligible for Workers' Compensation benefits, the teacher shall receive from their accumulated leave with pay the difference between the teacher's regular net pay and the amount received as Workers' Compensation. The difference will be charged on a pro-rata basis to the teacher's accumulated leave with pay and shall cease when the teacher's accumulated leave is exhausted. The combination of accumulated leave payments and Workers' Compensation benefits shall not be greater than 100% of the teacher's regular net pay.

- F. A teacher who has accumulated more than one hundred twenty (120) days shall be paid thirty dollars (\$30.00) for each day that is over one hundred twenty (120).

The retiring teacher needs to notify the Superintendent's office by January 15, of the year in which they will be retiring. The intent may be withdrawn at any time for changes in life circumstances or emergencies. In the event a retirement incentive is offered after January 15, the prior notification deadline will be waived. Notification of retirement after January 15 may result in delayed receipt of the following benefits:

1. 15-19 years of experience: forty dollars (\$40.00) per day for each day accumulated over 90, not to exceed 30 days;
2. 20-24 years of experience: fifty dollars (\$50.00) per day for each day accumulated over 90, not to exceed 30 days; or
3. 25 or more years of experience: sixty dollars (\$60.00) per day for each day accumulated over 90, not to exceed 30 days.

This paragraph (F) is to be reviewed annually to determine its value.

- G. Parental Leave
Earned sick leave time may be used for up to twelve (12) weeks for maternity/paternity and bonding leave that runs concurrent with any applicable FMLA New Child Leave. If FMLA does not apply, the employee can use up to twelve (12) weeks of their earned time if available.
- H. Should the Board offer a retirement incentive, prior to notifying staff the Board will notify the Association to bargain the terms and conditions. Teachers will be given as much advance notice as possible.

- I. Teachers retiring under the Maine Public Employees Retirement system (MePERS) shall be allowed to contribute accrued sick leave toward creditable service and/or earnable compensation (if eligible) in accordance with MePERS rules.
- J. Paid leave for disabilities shall be treated as any illness excepting there shall be no guaranteed number of days paid for any disability. Disability leave in excess of five (5) days will necessitate verification by a physician whose prescription will be adhered to.

ARTICLE XIX TEMPORARY LEAVES OF ABSENCE

- A. Teachers shall be entitled to two (2) days for the purpose of visiting other schools or attending meetings or conferences of an educational nature upon prior approval of the Superintendent. The Superintendent may require a written report of any such visit, meeting or conference.
- B. Teachers shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year, which time will not be deducted from other accumulated leave:
 - 1. Time necessary for appearances in any legal proceeding connected with the teacher's employment or with the school system if the teacher is required by law to attend, or testifies as a witness.
 - 2. Time necessary for jury duty.
 - 3. Up to five (5) days at any one time in the event of death of a teacher's spouse/partner, child, parent, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents, and grandchildren.
 - 4. Time necessary for persons called into temporary active duty of any unit of the U.S. Reserves or the State National Guard, provided such obligation cannot be fulfilled on days when school is not in session. The teacher will be required to pay for his substitute at the current per diem rate of the substitute, but not to exceed the compensation received for service time.
 - 5. Other leaves of absence may be granted by the Superintendent.

ARTICLE XX EXTENDED LEAVES OF ABSENCE

- A. A leave of absence without pay of up to two (2) years may be granted to any teacher who joins the Peace Corps, VISTA, National Teachers Corps, or serves as an exchange teacher or overseas teacher, and is a full-time participant in either of such programs.

- B. Military leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment.
- C. Teachers shall give notice of intent to take leave under the Family and Medical Leave Act in accordance with the provisions of the Act, which are posted in each building.
- D. The Board may grant a leave of absence without pay to any teacher to serve in a public office for not more than one term.
- E. Any teacher who is an officer of any state or national professional organization shall be granted leave time, if so requested, to serve in that capacity without loss of position and without pay for not more than one year.
- F. All extensions or renewals of leaves shall be applied for in writing and the Board's response shall be in writing.

ARTICLE XXI SABBATICAL LEAVES

A sabbatical leave may be granted to a teacher by the Board for study or travel to better qualify the applicant by education and culture for the position they hold in the school, subject to the following conditions:

1. Requests for sabbatical leave must be received by the Superintendent in writing in such form as may be mutually agreed on by the Association and the Superintendent, no later than January first and action must be taken on all such requests prior to the issuance of contracts for the school year for which the sabbatical leave is requested.
2. The teacher has completed at least seven (7) full school years of service in the RSU 19 School District.
3. A teacher on sabbatical leave, (either for one-half (1/2) of a school year or for a full school year), shall be paid by the Board at fifty (50%) percent of the salary rate which they would have received if they had remained on active duty if said leave is for study and twenty-five (25%) percent if for travel.
4. In consideration of receipt of these funds by the teacher, they shall contract to return to the District's faculty for a minimum of two (2) years, upon return from sabbatical leave. They shall be placed at the next level of the salary schedule from that level on which they were placed during their last year of teaching.
5. The teacher shall enter into a written agreement with the Board which identifies the specifics of the nature of the leave and the benefits to be paid, consistent with this collective bargaining agreement.

6. The teacher shall present either an oral report or a written report to the Board outlining the benefits of the leave to the District.

ARTICLE XXII PERSONAL AND ACADEMIC FREEDOM

- A. The personal life of a teacher is not an appropriate concern or attention of the Board except as it may directly prevent the teacher from performing properly their assigned functions during the workday.
- B. Teachers shall be guaranteed freedom in classroom presentations and discussions provided only that said material is relevant to the course content, and the Board had approved the course.

ARTICLE XXIII DUES-DEDUCTION FROM SALARY

- A. The Board agrees to deduct from teachers' salaries money for local, state and/or national association services and programs, and to transmit the monies promptly to such associations. Authorization shall be continuous unless a teacher revokes such authorization by giving notice to the Association in writing.
- B. The Association shall certify to the Board in writing the current rate of local, state, and national member dues. In the event any association changes the rate of its membership dues, the local Association shall give the Board and its membership written notice prior to the effective date of such change.

ARTICLE XXIV MISCELLANEOUS PROVISIONS

- A. This agreement constitutes a contract for the term of said agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.
- B. If any provision of this agreement or any application of this agreement to any teacher or group of teachers is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

In the event any provision of the contract is held to be invalid by a court decision, then the parties shall meet within ten (10) days after such a decision to renegotiate such provision, unless mutual agreement is reached to renegotiate such provision at a date to be determined by both parties.

- C. Any individual contract between the Board and an individual teacher, hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement.

- D. The Board and the Association agree that they will not discriminate against employees on the basis of race, creed, color, sex, sexual orientation, physical or mental disability, Association activity, marital status, age, national origin, or Genetic Information (GINA) or any other characteristic prohibited by law.
- E. Copies of this agreement shall be published at the equal expense of both the Board and the Association within thirty (30) days after the agreement is signed and presented to all teachers now employed. Any prospective employee may read the agreement in the Superintendent's office.
- F. Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provisions of this Agreement:
 - 1. If by Association, to the Board via the Superintendent.
 - 2. If by Board, to the Association in care of the President.
- G. Teachers shall not leave a class unattended except in an emergency, and shall be responsible for the supervision of students on the school grounds as part of regular duty as well as in the school building.
- H. All conditions of employment, including teaching hours, extra compensation for duties outside regular teaching hours, relief periods, leaves, and general teaching conditions shall be maintained at not less than the standards presently in effect in the school system at the time this agreement is signed except as may be modified by the terms of this Agreement, provided that such conditions shall be improved for the benefit of teachers as required by the express provisions of their agreement. This agreement shall not be interpreted or applied to deprive teachers of professional advantages heretofore enjoyed unless expressly stated herein except with regard to teaching aides under the Title I program.

ARTICLE XXV TEACHERS' INSTRUCTIONAL BUDGET

- A. Each teacher shall submit an instructional budget to the building principal at the time required by the principal.
- B. If the budget is reduced at any time, the affected teacher(s) shall be given an opportunity to designate priority items they wish to be retained.

ARTICLE XXVI HEALTH AND SAFETY

- A. When employees become aware of which they believe pose a hazard to their health and/or safety, they shall call said condition(s) to the attention of their immediate supervisor. The supervisor shall investigate the condition(s) and cause to be corrected any condition(s) which

are hazardous and/or provide appropriate personal protective equipment (PPE) and training in its use for the employee. If no hazardous conditions are found to exist, the employee shall be so informed.

- B. Any employees who wish to be vaccinated against hepatitis B shall be provided such vaccinations, the cost of which shall be paid by the Board after the employee utilizes their health insurance at no cost to the employee.

ARTICLE XXVII INFORMATION

The Board shall provide to the Association personal information about new hires in accordance with 26 MRSA 975.

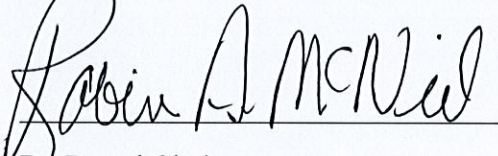
ARTICLE XXVIII DURATION OF AGREEMENT

The provisions of the contract shall take effect on September 1, 2022, and will continue in effect until August 31, 2025.

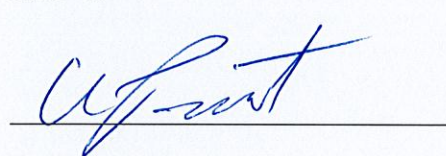
FOR THE BOARD OF DIRECTORS

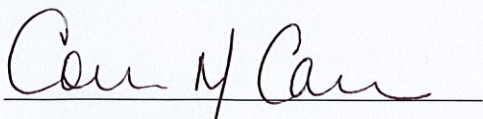
FOR THE ASSOCIATION

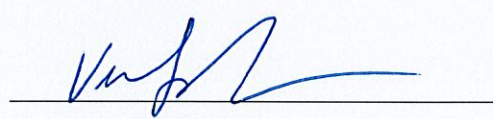
RSU 19


By Board Chairperson

RSU 19


By President


By Negotiation Chairperson


By Negotiation Chairperson

Date:

Date:

Date:

Date:

June 21, 2022

June 24, 2022

June 9, 2022

June 24, 2022

Board Voted

Board Signed

Association Voted

Association Signed

SCHEDULE A

2022-2023 Teachers Scale

EXP	LEVEL	BA	BA+30	MA	CAGS
0-3	1	\$40,195	\$42,715	\$43,345	\$46,495
4-6	2	\$41,845	\$44,365	\$44,995	\$48,145
7,8	3	\$43,495	\$46,015	\$46,645	\$49,795
9	4	\$45,145	\$47,665	\$48,295	\$51,445
10	5	\$46,795	\$49,315	\$49,945	\$53,095
11	6	\$48,445	\$50,965	\$51,595	\$54,745
12	7	\$50,095	\$52,615	\$53,245	\$56,395
13	8	\$51,745	\$54,265	\$54,895	\$58,045
14	9	\$53,395	\$55,915	\$56,545	\$59,695
15	10	\$55,045	\$57,565	\$58,195	\$61,345
16	11	\$56,695	\$59,215	\$59,845	\$62,995
17	12	\$58,345	\$60,865	\$61,495	\$64,645
18	13	\$59,995	\$62,515	\$63,145	\$66,295
19	14	\$61,645	\$64,165	\$64,795	\$67,945
20	15	\$63,295	\$65,815	\$66,445	\$69,595
21	16	\$64,945	\$67,465	\$68,095	\$71,245
22	17	\$66,595	\$69,115	\$69,745	\$72,895
23	18	\$68,245	\$70,765	\$71,395	\$74,545
24+	19	\$69,895	\$72,415	\$73,045	\$76,195

2023-2024 Teachers Scale

EXP	LEVEL	BA	BA+30	MA	CAGS
0	1	\$41,485	\$44,005	\$44,635	\$47,785
1-4	2	\$42,315	\$44,835	\$45,465	\$48,615
5-7	3	\$43,975	\$46,495	\$47,125	\$50,275
8,9	4	\$45,635	\$48,155	\$48,785	\$51,935
10	5	\$47,295	\$49,815	\$50,445	\$53,595
11	6	\$48,955	\$51,475	\$52,105	\$55,255
12	7	\$50,615	\$53,135	\$53,765	\$56,915
13	8	\$52,275	\$54,795	\$55,425	\$58,575
14	9	\$53,935	\$56,455	\$57,085	\$60,235
15	10	\$55,595	\$58,115	\$58,745	\$61,895
16	11	\$57,255	\$59,775	\$60,405	\$63,555
17	12	\$58,915	\$61,435	\$62,065	\$65,215
18	13	\$60,575	\$63,095	\$63,725	\$66,875
19	14	\$62,235	\$64,755	\$65,385	\$68,535
20	15	\$63,895	\$66,415	\$67,045	\$70,195
21	16	\$65,555	\$68,075	\$68,705	\$71,855
22	17	\$67,215	\$69,735	\$70,365	\$73,515
23	18	\$68,875	\$71,395	\$72,025	\$75,175
24	19	\$70,535	\$73,055	\$73,685	\$76,835
25+	20	\$72,195	\$74,715	\$75,345	\$78,495

2024-2025 Teachers Scale

EXP	LEVEL	BA	BA+30	MA	CAGS
0	1	\$42,765	\$45,285	\$45,915	\$49,065
1	2	\$44,031	\$46,551	\$47,181	\$50,331
2-5	3	\$45,334	\$47,854	\$48,484	\$51,634
6-8	4	\$46,676	\$49,196	\$49,826	\$52,976
9,10	5	\$48,058	\$50,578	\$51,208	\$54,358
11	6	\$49,480	\$52,000	\$52,630	\$55,780
12	7	\$50,945	\$53,465	\$54,095	\$57,245
13	8	\$52,453	\$54,973	\$55,603	\$58,753
14	9	\$54,005	\$56,525	\$57,155	\$60,305
15	10	\$55,604	\$58,124	\$58,754	\$61,904
16	11	\$57,250	\$59,770	\$60,400	\$63,550
17	12	\$58,944	\$61,464	\$62,094	\$65,244
18	13	\$60,689	\$63,209	\$63,839	\$66,989
19	14	\$62,486	\$65,006	\$65,636	\$68,786
20	15	\$64,335	\$66,855	\$67,485	\$70,635
21	16	\$66,239	\$68,759	\$69,389	\$72,539
22	17	\$68,200	\$70,720	\$71,350	\$74,500
23	18	\$70,219	\$72,739	\$73,369	\$76,519
24	19	\$72,297	\$74,817	\$75,447	\$78,597
25+	20	\$74,437	\$76,957	\$77,587	\$80,737

SCHEDULE B STIPENDS

	BASE	\$32,000	\$32,000	\$32,500
Nokomis Regional <u>Middle</u> School Extra-Curricular	Factor %	22-23	23-24	24-25
Baseball Head Coach (Currently 2)	6.00%	\$1,920.00	\$1,920.00	\$1,950.00
Basketball A Head Coach (Boys/Girls) (Currently 4)	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
Basketball B Head Coach (Boys/Girls) (Currently 2)	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
Unified Basketball Coach (currently 1)	2.50%	\$800	\$800	\$812.50
Cheering Head Coach (Currently 2)	5.00%	\$1,600.00	\$1,600.00	\$1,625.00
Cross Country (Currently 1)	4.50%	\$1,440.00	\$1,440.00	\$1,462.50
Field Hockey Head Coach (Currently 2)	5.50%	\$1,760.00	\$1,760.00	\$1,787.50
Football Head Coach (Currently 2)	5.50%	\$1,760.00	\$1,760.00	\$1,787.50
Golf Head Coach (Currently 2)	4.50%	\$1,440.00	\$1,440.00	\$1,462.50
Soccer Head Coach (Boys/Girls) (Currently 4)	5.50%	\$1,760.00	\$1,760.00	\$1,787.50
Softball Head Coach (Currently 2)	6.00%	\$1,920.00	\$1,920.00	\$1,950.00
Track & Field Coach (Currently 3)	3.40%	\$1,088.00	\$1,088.00	\$1,105.00
Nokomis Regional <u>Middle</u> School Co-Curricular				
Dramatics (Currently 1)	3.50%	\$1,120.00	\$1,120.00	\$1,137.50
Civil Rights Team Advisor (Currently 1)	1.70%	\$544.00	\$544.00	\$552.50
Jazz Band Director (Currently 3)	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
Math Team Coach (Currently 2)	3.00%	\$960.00	\$960.00	\$975.00
Show Chorus (Currently 2)	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
Student Council Advisor (Currently 1)	1.70%	\$544.00	\$544.00	\$552.50
Yearbook Advisor (Currently 2)	1.70%	\$544.00	\$544.00	\$552.50
Nokomis Regional High Extra Curricular				
Baseball Coach – J.V. (Currently 1)	8.50%	\$2,720.00	\$2,720.00	\$2,762.50
Baseball Coach – Varsity (Currently 1)	12.00%	\$3,840.00	\$3,840.00	\$3,900.00
Basketball Coach – Freshman (Boys/Girls) (Currently 2)	9.75%	\$3,120.00	\$3,120.00	\$3,168.75
Basketball Coach – J.V. (Boys/Girls) (Currently 2)	10.75%	\$3,440.00	\$3,440.00	\$3,493.75
Basketball Coach – Varsity (Boys/Girls) (Currently 2)	15.00%	\$4,800.00	\$4,800.00	\$4,875.00
Unified Basketball – Shortened Season (Currently 1)	2.5%	\$800	\$800	\$812.50
Cheering Coach – J.V. (Currently 1)	8.00%	\$2,560.00	\$2,560.00	\$2,600.00
Cheering Coach – Varsity (Currently 1)	11.00%	\$3,520.00	\$3,520.00	\$3,575.00
Cross Country (Currently 1)	9.00%	\$2,880.00	\$2,880.00	\$2,925.00
Field Hockey Coach – J.V. (Currently 1)	8.50%	\$2,720.00	\$2,720.00	\$2,762.50
Field Hockey Coach – Varsity (Currently 1)	12.00%	\$3,840.00	\$3,840.00	\$3,900.00
Football Head Coach – J.V. (Currently 1)	10.75%	\$3,440.00	\$3,440.00	\$3,493.75
Football Assistant Coach – J.V. (Currently 1)	9.75%	\$3,120.00	\$3,120.00	\$3,168.75
Football Head Coach – Varsity (Currently 1)	15.00%	\$4,800.00	\$4,800.00	\$4,875.00
Football Assistant Coach – Varsity (Currently 1)	12.00%	\$3,840.00	\$3,840.00	\$3,900.00
Golf (Currently 1)	8.00%	\$2,560.00	\$2,560.00	\$3,575.00
Indoor Track (Currently 1)	9.75%	\$3,120.00	\$3,120.00	\$3,168.75
Lacrosse* (Currently 2)	12.00%	\$3,840.00	\$3,840.00	\$3,900.00
Soccer Head Coach – J.V. (Boys/Girls) (Currently 2)	8.50%	\$2,720.00	\$2,720.00	\$2,762.50
Soccer Head Coach – Varsity (Boys/Girls) (Currently 2)	12.00%	\$3,840.00	\$3,840.00	\$3,900.00
Softball Head Coach – J.V. (Currently 1)	8.50%	\$2,720.00	\$2,720.00	\$2,762.50

Softball Head Coach – Varsity (Currently 1)	12.00%	\$3,840.00	\$3,840.00	\$3,900.00
Track & Field Head Coach (Currently 1)	12.00%	\$3,840.00	\$3,840.00	\$3,900.00
Track & Field Head Assistant Coach (Currently 1)	8.50%	\$2,720.00	\$2,720.00	\$2,762.50
Volleyball Coach Varsity (Currently 1)	9.75%	\$3,120.00	\$3,120.00	\$3,168.75
Volleyball Coach J.V. (Currently 1)	8.50%	\$2,720.00	\$2,720.00	\$2,762.50
Wrestling Coach (Currently 1)	12.00%	\$3,840.00	\$3,840.00	\$3,900.00
Athletic Trainer (Currently 1)				
Fall	15.00%	\$4,800.00	\$4,800.00	\$4,875.00
Winter	15.00%	\$4,800.00	\$4,800.00	\$4,875.00
Spring	15.00%	\$4,800.00	\$4,800.00	\$4,875.00
Weight Room Supervisor (Currently 1)				
Fall	4.60%	\$1,472.00	\$1,472.00	\$1,495.00
Winter	4.60%	\$1,472.00	\$1,472.00	\$1,495.00
Spring	3.10%	\$992.00	\$992.00	\$1,007.50
Nokomis Regional High Co-Curricular				
Jazz Combo (Currently 1)	8.20%	\$2,624.00	\$2,624.00	\$2,665.00
Jazz Ensemble (Currently 1)	8.20%	\$2,624.00	\$2,624.00	\$2,665.00
Vocal Jazz – Ensemble One: (Currently 1)	8.20%	\$2,624.00	\$2,624.00	\$2,665.00
Vocal Jazz – Ensemble Two (Currently 2)	6.1%	\$1,952.00	\$1,952.00	\$1,982.50
Show Chorus (Currently 1)	8.20%	\$2,624.00	\$2,624.00	\$2,665.00
Show Chorus – Studio (Currently 1)	5.10%	\$1,632.00	\$1,632.00	\$1,657.50
Marching Auxiliary (Currently 1)	5.00%	\$1,600.00	\$1,600.00	\$1,625.00
Marching Band (Currently 1)	8.20%	\$2,624.00	\$2,624.00	\$2,665.00
Pep Band * Backup must be provided to payroll*	\$40/per f			
Dramatics (Currently 1)	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
Dramatics – Tech Advisor (Currently 1)	6.50%	\$2,080.00	\$2,080.00	\$2,112.50
Civil Rights Team Advisor (Currently 1)	1.70%	\$544.00	\$544.00	\$552.50
<i>Class Advisors – Two advisors per class</i>				
Freshman	1.00%	\$320.00	\$320.00	\$325.00
Sophomore	1.70%	\$544.00	\$544.00	\$552.50
Junior	2.60%	\$832.00	\$832.00	\$845.00
Senior	3.40%	\$1,088.00	\$1,088.00	\$1,105.00
<i>Department Heads (One per subject area)</i>				
CTE (Career & Technical Education)	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
English	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
History	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
Math	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
Science	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
Special Education	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
FBLA Advisor (Future Business Leaders of America) (Currently 1)	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
Graduation Advisor (Currently 1)	6.80%	\$2,176.00	\$2,176.00	\$2,210.00
Latin Club Advisor (Currently 1)	7.50%	\$2,400.00	\$2,400.00	\$2,437.50

JROTC Drill Team (Currently 1)	4.10%	\$1,312.00	\$1,312.00	\$1,332.50
JROTC Raider Team (Currently 1)	4.10%	\$1,312.00	\$1,312.00	\$1,332.50
Key Club (Currently 1)	2.00%	\$640.00	\$640.00	\$650.00
Math Team Coach – Freshman (Currently 1)	3.00%	\$960.00	\$960.00	\$975.00
Math Team Coach (Currently 1)	7.50%	\$2,400.00	\$2,400.00	\$2,437.50
National Honor Society Advisor (Currently 1)	2.00%	\$640.00	\$640.00	\$650.00
Renaissance Advisor (Currently 2)	2.60%	\$832.00	\$832.00	\$845.00
SIT Chair (Student Intervention Team) (Currently 1)	3.40%	\$1,088.00	\$1,088.00	\$1,105.00
Student Council Advisor (Currently 1)	1.40%	\$448.00	\$448.00	\$455.00
Warrior Time Advisor (Currently 4)	1.70%	\$544.00	\$544.00	\$552.50
Yearbook Advisor (Currently 1)	10.00%	\$3,200.00	\$3,200.00	\$3,250.00
Yearbook – Tech Advisor (Currently 1)	7.00%	\$2,240.00	\$2,240.00	\$2,275.00
Clash of the Warriors Advisors (Currently 2)	1.00%	\$320.00	\$320.00	\$325.00
District Wide				
CSC (Curriculum Steering Committee)				
Subject Area Leader (One per content area)				
ELA (English Language Arts)	6.50%	\$2,080.00	\$2,080.00	\$2,112.50
Math	6.50%	\$2,080.00	\$2,080.00	\$2,112.50
Science	6.50%	\$2,080.00	\$2,080.00	\$2,112.50
Social Studies	6.50%	\$2,080.00	\$2,080.00	\$2,112.50
Other Content Areas	5.00%	\$1,600.00	\$1,600.00	\$1,625.00
Approved Assistants		\$500.00	\$500.00	\$500.00
DSC (District Steering Committee)		\$50/meeting	\$50/meeting	\$50/meeting
Chemical Hygiene Officer		\$2,500.00	\$2,500.00	\$2,500.00

*Lacrosse currently shared with MCI, the parties agree to re-evaluate and re-negotiate the experience factor when this becomes a full position.

For informational purposes, experience factors for staff members employed in extracurricular /cocurricular positions prior to the 2017-18 school year in accordance with Article XI;1 (2) were calculated based on the following:

- Stipends of Staff members who were employed in Extra/Co Curricular positions with RSU 19 for 5 -9 years (start of the 5th year) were calculated by taking the current fiscal year BA step 2 multiplied by the salary factor (%) applicable to that position.
- 10 or more years (start of the 10th year) were calculated by taking the current year BA step 3 multiplied by the salary factor (%) applicable to that position.
- This provision did not apply to staff members who were currently receiving an experience factor calculated as 2 percent of the stipend per year (to a maximum of 30%) under the prior contract.

**Employees with Stipends with Experience Factors
(as of 2018 - 2019 Budget Year)**

Name	Position	Experience Factor
Suzanne Orcutt	Middle School Math Team	121%
Matt Brown	High School Golf	113%
Nathan Roach	Boys JV Soccer	119%
James Scott Preble	High School Wrestling	130%
JD McLellan	High School Softball Head Coach	129%
Bob Kreider	Athletic Trainer (Fall, Winter, Spring)	130%
Lisa Neal	High School Show Chorus	130%
Lisa Neal	High School Dramatics	111%
Lisa LaGross	High School Dramatics - Tech Advisor	111%
Damian Sorensen	High School Math Team - Varsity	118%
Bonnie Popper	High School Special Education Department Head	107%
Jen Briggs	High School Science Department Head	107%

APPENDIX A

GRANDFATHERED NATIONAL BOARD TEACHERS

Teachers Employed by the District in 2018-19 and

Certified as of 2021-22:

Barboza, Toni

Briggs, Jennifer

Chapman-Nile, Leigh Ann

Cochrane, Sheila

Cole, Courtney

Middleswart, Ryan

Olson, Jenine

Purnell, Jamie

Vigneault, Rita