

**AGREEMENT**

**between the**

**SHEEPSCOT VALLEY REGIONAL SCHOOL UNIT 12 (RSU 12)**

**and the**

**SHEEPSCOT VALLEY EDUCATION ASSOCIATION  
TEACHERS' UNIT**

**September 1, 2019 to August 31, 2022**

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## **ARTICLE 1: RECOGNITION**

The Sheepscot Valley Regional School Unit 12 Board of Directors, hereinafter referred to as the "Board," recognizes the Sheepscot Valley Education Association, hereinafter referred to as the "Association," as the exclusive bargaining agent for all certified professionals employed by the Board, including teachers, librarians, school nurses, social workers, speech and language clinicians, occupational therapists, guidance counselors and computer technology teachers. All references to teachers and employees shall include all certified professionals employed by the Board. Employee exclusions from the bargaining unit shall be in accordance with the Municipal Public Employee Labor Relations Law, Title 26, Sections 961-974.

## **ARTICLE 2: MANAGEMENT RIGHTS**

Except as explicitly limited by a specific written provision of this Agreement, the Board shall have all rights, functions, powers, duties or authority available to it under law, rule, regulation, ordinance, policy or custom.

## **ARTICLE 3: EMPLOYEE RIGHTS**

- A. In matters regarding discipline, discharge/dismissal, non-renewal or demotion, any non-probationary employee shall have the right to just cause.
- B. In disciplinary matters when an employee is asked to meet with the Superintendent or the Board, the employee shall receive prior written notice of the reason for the meeting and shall have the right to have an Association representative present for counsel and representation during the meeting.
- C. The Superintendent may place an employee on administrative leave pending an investigation of charges. Administrative leave shall be with pay and benefits until such charges are substantiated and disciplinary action taken.
- D. A grievance regarding the discharge, demotion or suspension of an employee may be initiated at Level Two of the Grievance Procedure.
- E. Complaints that warrant investigation regarding an employee's performance made by any member of the administration and/or Board, by any parent, student or other person shall be promptly called to the attention of the employee. The employee shall be given an opportunity to respond to and/or rebut such complaint, and shall have the right to be represented at any meeting(s) or conference(s) regarding such complaint. The employee shall be given the identity of any individual making the aforementioned complaint. If a complaint does not warrant disciplinary action, no record of the complaint shall be placed in the employee's personnel file.

## **ARTICLE 4: ASSOCIATION RIGHTS**

- A. Use of Facilities

The Association shall be permitted to use school facilities and equipment subject to the same regulations and charges as govern other community organizations using such facilities and equipment. Said use shall require the approval of the building principal.

**B. Access to Members**

Duly authorized representatives of the Association shall be permitted to transact official business on school property at all reasonable times provided that this is consistent with and does not interfere with the operations of the school, scheduled meetings or assigned duties of employees. No Association business shall be transacted by employees while on duty.

**C. Communication**

Provided that this does not interfere with the operations of the school, scheduled meetings or assigned duties of employees, the Association shall have the right:

1. To post notices of activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building/work site in areas designed for employee use, such as employees' lounges and workrooms, and
2. To use the district mail service, employee mailboxes, and electronic mail for communications to members consistent with the Board's internet policy.

**ARTICLE 5: NONDISCRIMINATION**

The Board and the Association agree that they will not discriminate against employees on the basis of race, creed, color, gender, sexual orientation, physical or mental disability, Association activity, marital status, age, national origin, or any other characteristic protected by law or rule.

**ARTICLE 6: GRIEVANCE PROCEDURE**

**A. Purpose**

1. The purpose of this procedure is to secure at the lowest possible level, equitable solutions to the problems, which from time to time may arise affecting the welfare or terms and conditions or employment of employees. 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 considered as limiting the right of any employees having a grievance to discuss the matter informally with the immediate supervisor and/or Superintendent of Schools.

**B. Definitions**

1. A "grievance" shall mean a complaint by an employee covered under this agreement, or the Association (1) that there has been to him/her a violation or inequitable application of any of the provisions of this contract or (2) that he/she has been treated inequitably by reason of any act or condition which is contrary to

established Board policy or practice governing or affecting employees, except that the term "grievance" shall not apply to any matter as to which the Board is without authority to act.

2. "Days" shall mean working school days except that, following the last student attendance day of any school year, they shall mean weekdays, Monday through Friday, exclusive of legal holidays.

3. An "aggrieved party" is the employee making the claim, or the Association representing said employee(s).

4. 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.

**C. Informal Procedure**

If an employee feels that he/she may have a grievance, the matter must first be discussed with the employee's principal or another appropriate administrator in an effort to resolve the problem informally. A maximum of twenty (20) days may be used in an attempt to settle the matter informally.

**D. Time Limits**

1. A grievance shall be deemed waived unless it is submitted in writing within twenty (20) days after the aggrieved party knew of or should have known of the events or conditions on which it is based.

2. Time is of the essence in the filing and processing of all grievances under this Article and must be adhered to by both the Board and the Association. If the Association fails to meet appropriate time limits, the grievance shall be considered withdrawn. Failure by the Board or its agent to respond in a timely manner, at any level of this procedure shall mean acceptance of the grievance.

3. Time limits may be waived by written mutual consent of the parties.

**E. Formal Procedure**

1. Level One – School Principal/Supervisor

If an aggrieved person is not satisfied with the outcome of the informal procedure, he/she may present his/her claim as a formal grievance in writing to his/her principal or other appropriate administrator if he/she is not responsible to a principal. The principal shall, within ten (10) days, meet with the aggrieved party. Within five (5) days after the meeting, the principal shall render his/her decision and the reasons therefore in writing to the aggrieved person, with a copy to the Association.

2. Level Two – Superintendent of Schools

If the aggrieved person is not satisfied with the resolution at Level One, he/she may, within seven (7) days from the date the answer from Level One was due, file his/her

written grievance with the Association and Superintendent of Schools. The Superintendent shall, within ten (10) days of receipt of the written grievance, meet with the aggrieved party and/or with representatives of the Association for the purpose of resolving the grievance. The Superintendent shall, within five (5) days after the meeting, render his/her decision and the reasons thereof in writing to the aggrieved person, with a copy to the Association.

### 3. Level Three – Board

If the aggrieved or the Association is not satisfied with the outcome of Level Two he/she may, within seven (7) days after receiving the written response at Level Two, request a meeting on the matter before the Board. The Board shall, within thirty (30) days after receiving the written request, schedule and hold a meeting. Within ten (10) days after said meeting, the Board shall render its decision in writing to the aggrieved.

### 4. Level Four – Arbitration

If the aggrieved person is not satisfied with the resolution of his/her grievance at Level Three, he/she may, within ten (10) days request in writing to the Sheepscot Valley Education Association that his/her grievance be submitted to arbitration. If the Association deems the grievance is meritorious, it may submit the grievance to arbitration by so notifying the Superintendent of Schools within ten (10) days of receiving the request from the aggrieved party. A representative of the Association and of the Board shall meet within ten (10) days of the notification by the Association for the purpose of selecting an arbitrator. If the parties are unable to agree on the selection of an arbitrator, then the matter shall be referred to the American Arbitration Association for the selection of an arbitrator according to its procedures.

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 which gave rise to the dispute. The arbitrator shall be without power to make any decision which is contrary to law, interferes with the statutory duties of the Board, or violates the terms of this Agreement. The arbitrator's decision will be binding, subject to judicial review.

The cost for the services of the arbitrator will be borne equally by the Board and Association.

## F. **Forms**

A grievance form is attached and available electronically.

## G. **Meetings**

All meetings under this procedure shall be conducted in private and shall only include such parties in interest and their designated or selected representatives, heretofore referred to in this Grievance Procedure.

## H. **Group Grievances**

If the Association is representing more than one employee with different principals and/or supervisors, the Association may process the grievance beginning at Level Two.

## **ARTICLE 7: EMPLOYMENT YEAR, TEACHING HOURS**

A. The regular teacher work year, as defined by the district calendar, shall consist of one hundred seventy-five (175) student days and six (6) workshop days for a total of one hundred eighty one (181) days. Should teachers be required to work in excess of one hundred eighty-one days, they shall be compensated at the rate of one, one hundred eighty-first (1/181) of their respective salaries for each day.

Notwithstanding the above paragraph, the Superintendent may modify a teacher's work year schedule. The Superintendent, the Association President, and the teacher must mutually agree upon such a modification.

B. The normal teacher work day shall be seven and one-half (7.5) hours, of which six and one-half (6.5) hours is the student day. Teachers are required to be in the building between 7:45am and 2:45pm. The additional thirty minutes of the work day in the building may be before or after the required time. On staff meeting days, the teacher's 7.5 hour requirement runs from 7:45am to 3:15pm. See Article 7-H for additional staff meeting time requirements and a staff meeting schedule.

C. All teachers shall have a duty free lunch period of at least thirty (30) minutes as part of the normal work day. However, in the event teachers are temporarily assigned duties necessary for the welfare of the students, the assigned teacher will still be entitled to a thirty (30) minute, duty free lunch period either before or after the temporary assignments.

D. Teachers will be provided with planning time based on school and class schedule. Every effort will be made to develop a planning time schedule in an equitable/fair manner. Daily planning times will be the norm. Administrators shall not interrupt planning time except for emergencies.

E. All members covered by this contract will be assigned non-teaching duties in an equitable fashion. (examples of non-teaching duties include but are not limited to recess, lunch, Medicaid billing, etc.) .

F. Voluntary work assigned and performed outside the regular teacher workday will be compensated at an hourly rate, which will be equivalent to the BA Level 5 hourly rate. Prior approval must be granted by the Superintendent for all compensated voluntary work.

G. Teachers are required to be present at staff meetings (as defined in Article 7-H). The parties recognize that school-sponsored events are an opportunity to showcase the important work that is being done by educators and students as well as the occasion to promote the schools in RSU 12. To that end, Open House, one evening music concert, and one other evening event with administrative approval (such as Concerts, Education Nights, and special classroom events) with advanced notice must be attended.

H. . The schedule of concerts and other evening events will be established with input from professional staff prior to the school year starting (with snow dates). Extra involuntary time worked beyond the seven-and-one-half (7.5) hour contracted day and beyond the above-required events/meetings shall be compensated at the teacher's hourly rate. This time must have prior approval from an administrator. A teacher's hourly rate of pay shall be determined by dividing the teacher's yearly salary by the product of one hundred eighty-one (181) contract days and seven and one-half (7.5) hours per day.

I. Additionally, beyond the 7.5 hour contracted day (see section 7-B), employees will be expected to attend no more than three (3) staff meetings (any meeting called by an administrator) per month for a total of no more than two (2) hours per month without additional compensation. Teachers shall be compensated at the teacher's hourly rate. Teachers will be provided a forty-eight (48) hour notice for non-emergency meetings.

The Schedule for Staff meetings is as follows:

Two Mondays a Month - 2:45-4:00 (each meeting extends the normal day by 45 minutes)

Wednesday Building-Based Early Release - 1:45-3:15

Wednesday District-Based Early Release - 2:15-3:45 (this meeting extends the normal day by 30 minutes)

J. Teachers who volunteer for short-term grant-paid work beyond their seven and one-half (7.5) hour workday will receive an equitable stipend.

K. Two workshop days annually shall be granted as the compensated time for fall and spring parent-teacher conferences. Scheduling of these compensation days will be determined by mutual agreement between the Association and the Superintendent as part of the calendar development process.

## **ARTICLE 8: SALARY**

A. Teachers shall be placed on the salary scale (Appendix A) according to their prior teaching experience. For purposes of initial placement, new employees shall be given year-for-year credit for equivalent experience. Employees shall be paid salaries as specified in Appendix A.

B. A part-time employee's salary will be pro-rated based on his/her full-time equivalent (FTE).

C. Each teacher shall receive an individual pay sheet with his or her salary for each year, reflecting their place on the salary scale in each year of the contract and/or their compensation data in the spreadsheet.

D. Employees will move up one step in each year of the contract unless paragraphs E or F below apply. Employees who have reached step 23 will receive a \$1,000 cumulative longevity increase for each subsequent year.

E. If deemed ineffective in a given year, then the employee shall not get an increase the following year. When the employee is no longer deemed ineffective, then the employee would revert to the step they would have been on as if they were never ineffective.

F. Teachers who are eligible for a lane change shall give notice to the superintendent by January 15 and will change lanes effective September 1. The BA+15 lane eligibility is for fifteen (15) college credits beyond a Bachelor's degree.

G. During the time period a teacher is awarded National Board for Professional Teaching Standards certification, the teacher is entitled to an additional 1/26 of \$2,500 per pay period, which will be incorporated into their salary. When the certification lapses, the teacher's compensation will revert to the salary scale set forth in the applicable collective bargaining agreement.

H. Speech therapists shall be paid at the multi-masters level.

I. Professional Salary

1. A Professional's salary will be a percentage of the *Professional Salary*. The percentage will be based upon the number of years of employment and any advanced work completed by the Professional.

2. The level on which a Professional is placed for the calendar year will equate to a percent of the *Professional Salary*. See Appendix A for the calculated salary scale.

3. A Professional will earn an additional fixed dollar amount for advanced work completed, according to the following table which is added to create the professional's total salary:

	BA +15	Master's Degree	Multi-Masters Degrees
2019-2022	+1000	+3050	+5050

4. The 2021-2022 salary scale bases the percentage of professional salary on \$63,000 starting at level 22. Level 23 is based on the previous year's salary at that level.

5. Professional Salary Table - See Salary Scales in Appendix A

## ARTICLE 9: INSURANCE

A. The Board agrees to pay ninety-five (95) percent of a single premium or eighty-five (85) percent of an Adult with Child(ren) or seventy-six (76) percent of a Family or Two-Adult premium for MEABT Choice Plus or equivalent coverage. Teachers who take the Standard plan shall pay the difference between the Choice Plus and Standard plan.

1. A part-time employee's health insurance benefit will be pro-rated based on his/her full-time equivalent (FTE).
  2. An employee is only eligible for Board contributions towards spousal coverage under a two-adult or family coverage if his/her spouse is not eligible for employer-paid group health insurance coverage through his/her employer or if self-employed and does not provide employer-paid group health insurance for his or her employees. For the purpose of this provision, "eligible" shall mean access to employer-paid group health insurance, regardless of the plan design or cost to the spouse, provided that the employer or self-employed person pays a portion of the spouse's/employee's health insurance premium. If the spouse has access to a health insurance plan that meets the above conditions and elects compensation or another form of benefit in lieu of health insurance the spouse shall be ineligible for the Board contributions for spousal coverage. Employees requesting health coverage for a spouse are required to complete a certification form upon enrollment in the Board's plan, and each year thereafter, concerning their spouse's eligibility for health insurance. The Board may require further documentation as it deems appropriate.
- B. A Health Insurance Committee comprised of equal numbers of Board and Association representatives shall be established to study health insurance options.
- C. The Board agrees to pay for one hundred (100) percent single coverage of Delta Dental Option 3 or equivalent with Ortho Rider 2 or equivalent. An MSMA plan is also available. A teacher will pay the difference if the more expensive plan is chosen.
- D. Teachers who opt out of health insurance coverage are eligible to have the Board pay up to one hundred (100) percent of the premium for Family dental insurance. (Delta Dental Option 3 or equivalent with Ortho Rider 2 or equivalent.)
- E. The teacher shall pay through payroll deduction the balance in excess of the applicable amounts above for the insurance coverage selected. All premium payments for the insurance benefits to be furnished pursuant to this Article shall be provided in a manner that qualifies under Section 125 of the Internal Revenue Code of 1986, as amended. The teacher's portion of the premium cost of the benefits provided for in this Article shall be paid by payroll deduction upon receipt of all required documentation on a salary reduction (pre-tax) basis.

## **ARTICLE 10: PAYROLL AND PAYROLL DEDUCTIONS**

- A. Employees shall be paid bi-weekly.
- B. Employees choosing to be paid over twenty-six (26) pay periods may choose a lump sum payment of wages due over the course of the summer. The request for this lump sum payment shall be made by January 1. Said lump sum payment shall be made on the last payroll warrant of the fiscal year.
- C. Employees shall normally be paid through direct deposit. If an employee does not wish to be paid through direct deposit, he/she must notify the Superintendent in writing. Those employees choosing not to have direct deposit shall receive payroll checks at their individual schools.

D. Employees shall normally be notified of their pay details through their school e-mail address. An employee may choose to have their pay detail delivered through school interoffice mail upon written request to the Superintendent.

E. All new RSU 12 employees hired after March 31, 2011 shall be paid through direct deposit and have their pay details sent through their school email address.

F. Upon appropriate written authorization from the employee, the Board shall deduct from the salary of the employee and make appropriate remittance for annuities, financial institutions, charitable donations and insurances. Such deductions may be terminated upon written notification to the Central Office by the employee.

G. Third-party administrator fees shall be passed on to the employee whose election of a payroll deduction triggers such a fee.

### **ARTICLE 11: DUES DEDUCTION**

Upon annual receipt by the RSU 12 Central Office of the Association membership/dues deduction list signed by the authorized association officer, the Board agrees to deduct and remit from a teacher's salary, local, state and national teaching association membership dues. Dues shall be deducted in equal installments. If the list is received by September 15, deductions will begin with the first payroll in October.

The Association shall hold the Board harmless from any and all suits or court actions arising out of the enforcement of this Article.

### **ARTICLE 12: MILEAGE REIMBURSEMENT**

When an employee is required to use their own vehicle for school district business, the employee shall be reimbursed for mileage at the State of Maine rate effective annually on July 1.

Mileage for travel beyond the normal commute to the primary worksite is reimbursable.

When the RSU provides transportation, no mileage compensation for the use of a personal vehicle will be provided, unless prior approval is granted by the immediate supervisor.

### **ARTICLE 13: LEAVES**

#### **A. Sick and Personal Leave**

1. Teachers will receive fifteen (15) days per year of paid leave which may be used as sick or personal leave time. Unused time at the end of the contract year will accumulate as sick leave days for self or family to a maximum of one hundred thirty (130) days. Family is defined as spouse, domestic partner, parents, parent-in-law, grandparent, child, step-child, grandchild and

sibling. Leave time to care for other close relations of an employee may be granted at the discretion of the Superintendent.

2. Paid leave time may be used for illness, injury, medical and/or dental appointments of the employee or the employee's family, as defined above. Employees will make every effort to schedule appointments outside of the employee's scheduled workday.

3. If such absence exceeds five (5) consecutive working days the district may request a certificate from a medical doctor, certifying the illness or injury which necessitated the absence or certifying the ability to return to work. This request shall be at the district's expense.

4. Attendance is a relevant factor in assessing employee performance. Therefore, the Superintendent/Administration has the discretion to require appropriate documentation whenever he/she suspects that sick leave is being used for other purposes, or whenever there appears to be a pattern of absences that he/she believes warrants further investigation. Examples of such patterns include, but are not necessarily limited to, consistent Monday and/or Friday absences or consistent absences on workshop days; absences just before or after vacation periods or holidays; and frequent, short, unscheduled absences without a documented medical reason.

Employees who consistently utilize all or most of their sick days within a year, although within the amounts permitted under the collective bargaining agreement, or use sick leave days in a manner suggesting misuse, shall be subject to corrective action.

5. Employees hired prior to September 1, 2011, who have accrued sick leave time beyond one hundred thirty (130) days shall retain their days. These employees will not accrue additional days until such time as the total number of days drops below the maximum of one hundred thirty (130) days.

6. Personal leave time may be used for the conduct of legal, professional, or non-recreational personal business, which cannot be reasonably conducted outside of the normal workday. Employees shall request personal leave by filling out the leave request form approved by the Board and the Association. All personal leave requests require prior approval of the Superintendent. Such time must be requested at least twenty-four (24) hours prior to leave, except in cases of emergency. An explanation of purpose is required if requesting consecutive personal days or if the requested day(s) are attached to a holiday or a school vacation. Exceptions for extraordinary situations may be made on a case-by-case basis by the Superintendent.

7. At the end of the contract year, teachers will receive public recognition by the Board for perfect attendance and no use of Sick or Personal leave days.

8. Eligible teachers shall receive a retirement/separation cash out of up to thirty (30) days of accumulated sick leave at the teacher's per diem rate. Teachers must give notice by March

30th. Teachers must have served fifteen (15) years with the RSU and/or its predecessor. In extenuating circumstances, the Superintendent may waive the notification date.

9. Teachers with at least fifteen years of service to the district and/or its predecessor, who have accumulated at least one hundred twenty (120) sick days and have given their notice to retire at the end of the given school year, may access the sick leave bank for illness, injury, medical and/or dental appointments in accordance with Section A of this article when the use of their own sick days would reduce their accumulated days to less than one hundred twenty (120) sick days.

Teachers with less than fifteen years of service to the district and/or its predecessor, who have accumulated at least ninety (90) sick days and have given their notice to retire at the end of the given school year, may access the sick leave bank for illness, injury, medical and/or dental appointments in accordance with Section A of this article when the use of their own sick days would reduce their accumulated days to less than ninety (90) sick days.

#### **B. Sick Leave Bank**

The Board and Association agree to a sick leave bank for all eligible teachers. The Association will develop policies and procedures for the sick leave bank, which has been reviewed by the Negotiations team and is attached as Appendix C. Once the days in the Association sick bank have been reduced to five hundred (500) days, five hundred (500) days shall be the maximum accumulation in the bank at any one time.

#### **C. Long-term Leave**

1. Other leaves of absence for periods of up to one (1) year not covered in other articles may be granted by the Board upon recommendation by the Superintendent.
2. Request for leave, other than emergency, must be submitted in writing at least sixty (60) calendar days prior to the start of the leave.
3. At least sixty (60) calendar days prior to the conclusion of the leave, the teacher shall notify the Superintendent in writing whether or not he/she intends to return to the school system. If the leave was for a contract year, this notification must be received by April 14 of the year prior to the school year the teacher plans to return to work.
4. Failure on the part of the teacher to notify the Superintendent of the teacher's intent to return shall be deemed to be forfeiture of the position by the teacher.

#### **D. Family Medical Leave**

1. Family Medical Leave will be administered in accordance with all applicable laws (state and federal) and Board policy.

2. Employees may use accumulated sick leave for the purposes of leave allowed by the Family Medical Leave Act.
3. The employee ordinarily must provide thirty (30) days' advance notice when the leave is foreseeable.
4. The Board may require medical certification to support a request for leave because of a serious health condition, and may require second or third opinions (at the Board's expense) and a fitness-for-duty report to return to work.

**E. Bereavement Leave**

1. Employees shall receive up to five (5) days of paid bereavement leave for each death occurring in the employee's family. Family shall include spouse, domestic partner, parent, parent-in-law, grandparent, child, step-child, grandchild, sibling, sister-in-law, brother-in-law, step-parent, aunt and uncle.
2. Any additional use of bereavement leave beyond five (5) days, with or without pay, shall be with the approval of the Superintendent.

**F. Association Leave**

1. The President of the Association or his/her designee may use up to three (3) days per year for Association business. Notice of leave will be given to the Superintendent and his/her approval will not be unreasonably denied. The Association will pay the cost of the substitute.

**G. Jury Duty**

1. Any employee serving jury duty shall notify his/her supervisor as soon as possible. An employee actually serving on jury duty or as a subpoenaed witness to a court proceeding shall receive his/her regular salary/hourly pay during such leave.
2. An employee serving jury duty or as a subpoenaed witness to a court proceeding shall turn over all court provided compensation, excluding mileage, to the RSU 12 Central Office in a timely manner.

**H. Military Leave**

1. Employees called to military duty in order to fulfill an obligation to the US Armed Forces shall be granted a leave of absence without pay for the necessary time without loss of seniority.

**I. Professional Leave**

1. Each full time teacher covered under this contract may be granted paid professional days by the principal and subject to the review and approval of the Superintendent. A teacher granted such professional leave (for conferences, workshops, committee meetings, visiting other schools, etc.) shall be reimbursed for previously agreed upon expenses.

**J. Unpaid Leave**

1. Unpaid leave may be granted upon the approval of the Superintendent.

**ARTICLE 14: SABBATICAL**

Any employee having at least seven (7) years of service in Sheepscot Valley RSU 12 or its predecessor SAUs may, at the sole discretion of the Board, be granted sabbatical leave for up to one (1) school year. The purpose for sabbatical leave will be for advanced study or travel in fields relevant to the education of RSU 12 students or related to the needs of RSU 12.

Application for such leave shall be made to the Superintendent no later than January 15th of the year prior to the sabbatical.

Employees will be advanced on the salary schedule as though they had been regularly employed during the sabbatical. Compensation during the sabbatical will be at a minimum of half pay to a maximum of full pay based on the perceived value of the leave to the Board and availability of funds. Existing health and dental coverage will be maintained and paid for by the Board as agreed upon in this contract.

Any employee accepting sabbatical leave will enter into a written agreement with the Board. The agreement shall provide that in the event of the employee resigning from RSU 12 before completion of three (3) years of full-time service after expiration of the sabbatical leave, he/she will reimburse the Board the value of all salary and health benefits earned by the employee during the sabbatical.

Failure to serve shall not include the inability to serve as the result of non-renewal of contract, dismissal, bona fide illness, call to military service, leave of absence as legislator, or such other reasons as the Board in its sole judgment finds acceptable.

**ARTICLE 15: PERSONNEL FILE**

A. The Superintendent shall maintain at the RSU 12 Central Office one (1) official school department file for each employee.

B. File contents shall be limited to work performance, discipline and routine personnel employment data. Notwithstanding any documents previously signed and dated, an employee shall sign and date or electronically acknowledge a receipt of all material prior to it being placed in the employee's file. The signature of receipt does not necessarily mean the employee agrees with the content of the material, but is an acknowledgement of its receipt. Anonymous, unattributed or inappropriate materials shall not be placed in employees' files.

C. An employee shall have the right to review his/her file, under supervision; and to have representation during any such review. An employee shall schedule an appointment with the central office and will be able to review the personnel file within five days of the request.

An employee shall have the right to request copies of all materials in his/her personnel file and to reply concerning the content of such material. Such reply shall be attached to the original material.

#### **ARTICLE 16: TEACHER EVALUATIONS**

A. The parties agree that the current evaluation system may need periodic updating. The parties will continue to work collaboratively in a committee as may be defined by rule on an RSU-wide teacher evaluation handbook, process and instrument. The committee will present recommended changes to the school board to consider for approval. An explanation of any changes to the evaluation system will be communicated to all teachers during opening workshop days.

#### **ARTICLE 17: COURSE REIMBURSEMENT**

A. Teachers will be reimbursed for up to three (3) courses in a one (1) year period for the actual tuition cost per credit hours, not to exceed the amount charged by the University of Maine (Orono) for graduate credit hours. Additional courses may be approved by the Superintendent. Courses will be educationally related and/or beneficial to RSU 12 and receive the prior approval of the Superintendent.

B. The Board will pay or reimburse National Board Certification Fees up to \$1900 a year with approval of the Superintendent.

C. The Superintendent shall make arrangements at the teacher's request with any accredited college or university for a procedure for third-party billing for courses.

D. If a teacher does not pass a course, the tuition cost paid by the district shall be deducted from the teacher's salary. Additional course work will not be paid for/reimbursed upon separation of employment (as of the employee's last working day).

#### **ARTICLE 18: NOTICE OF RESIGNATION**

Teachers recognize that in the interest of providing continuity for students and to facilitate the hiring process, they should give as much notice as possible when resigning or considering resignation. To resign in good standing, a teacher must give 30 calendar days' written notice between October 1 and July 14 and 60 calendar days' written notice between July 15 and September 30.

#### **ARTICLE 19: VACANCIES, TRANSFERS, REDUCTION IN FORCE**

##### **A. Vacancies/Job Openings**

Vacancies/Job Openings in the district will be posted internally for five (5) days before being externally posted except in the summer when they will be posted simultaneously. Internal

applications will be reviewed and considered first. Internal posting will be done by district email. If an employee does not have access to district email during the summer, the employee must inform Central Office of alternative contact info if they wish to be notified of postings.

## **B. Voluntary Transfers**

If there is an anticipated open position, teachers who desire a change in grade and/or subject and/or location assignment shall send a written statement containing the reason(s) to the Central Office to be given to the Superintendent. The request must include reasons, assignments in order of preference, and credentials for the requested position (Certification, Highly Qualified Status). Requests will be reviewed on a case-by-case basis.

The Superintendent will review requests for changes in assignments, and determine if the request can be considered.

Upon completion of the initial budget process at the Board level, the Superintendent shall present a list of the proposed changes in staffing assignments to the President of the Association. The list shall include anticipated vacancies and/or staff reductions.

## **C. Involuntary Transfers**

Involuntary Transfers shall be based upon program needs of the District and shall occur only after the voluntary transfer process has been completed.

When an involuntary transfer is being considered, the Superintendent will conduct a formal review of the assignments and will conduct conversations with the Association and the Principal.

Upon completion of the formal review, the Superintendent will make a determination of the final teaching assignments and will state in writing to the Association the reasons for the assignments and/or changes in assignments. The administration will have a conversation with the teacher being transferred before work agreements are sent out.

Teachers shall be given formal written notice of their assignment for the forthcoming year when work agreements are issued.

Upon written request from a teacher and/or the Association, the Superintendent will conduct interviews with the teacher, Association and Principal. The Superintendent will make the determination of the final teaching assignments.

Changes in the written notice may be made based on the needs of the District.

Due to the nature of population fluctuation within the District, a change in assignment may need to be made prior to the start of school. Effort will be made to make any reassignment in a timely and appropriate manner.

#### **D. Seniority**

Seniority shall be defined as continuous service from the most recent date of hire within the RSU and its predecessors. The date of hire shall be the date of Board action. For teachers who have the same date of hire, total experience shall be the determining factor. An approved leave or layoff does not constitute a break in service. Part-time teacher's experience shall be prorated.

#### **E. Seniority List Preparation**

The Superintendent shall provide the Association and post in all designated teachers' rooms a seniority list by October 15 each year. The seniority list shall list each teacher and his/her date of hire by impact area. Teachers have ten (10) working days to object to the seniority list to the Superintendent. A corrected Seniority List will then be reposted and be assumed correct for the year.

#### **F. Position Elimination**

If the Board or its designee recommends a position elimination of any bargaining unit position, it will notify the Association in writing. The Board will meet and consult with the Association upon written request prior to a decision to eliminate any bargaining unit position.

A decision by the Board to eliminate any bargaining unit position shall not be subject to the grievance procedure or arbitration.

In the event that the Board decides to eliminate any bargaining unit positions, it shall give the Association prompt written notice of the positions to be eliminated.

A teacher who is to be laid off shall receive at least ninety (90) calendar days' notice of layoff in writing.

#### **G. Reduction in Force**

Except in the case of probationary teachers who are not reemployed for the following school year, the selection of the teacher(s) to be terminated as a result of the elimination of any bargaining unit position(s) shall be made in accordance with the following terms:

Teachers shall be laid off in inverse order of seniority except as modified hereinafter.

The least senior teacher may be retained and the next least senior teacher laid off when the teacher(s) remaining are not qualified on the basis of current certifications, experience, or training to provide the programs to be retained.

#### **H. Recall**

A teacher with continuing contract who is laid off shall be eligible for consideration for recall for two years from the effective date of the teacher's layoff.

The Board (or its designee) shall email and/or mail to the Association and to each teacher who is eligible for recall consideration a list of all existing and anticipated teaching vacancies as soon as each opening is known. It shall be the responsibility of the teacher to keep the Superintendent notified of the teacher's current mailing and e-mail address.

Teachers who wish to be considered for such a vacancy shall inform the Superintendent in writing within ten (10) business days of the notification letter and/or e-mail of their interest in the available position(s). A teacher eligible for recall consideration shall retain the right to re-employment in any available position for which the teacher is certified, prior to the employment of new hires. Where more than one (1) teacher who is eligible for recall consideration is certified for and interested in recall to a position, recall shall occur in the reverse order of layoff. If a teacher is offered re-employment in accordance with these terms and refuses, the teacher shall forfeit further eligibility for recall consideration. Failure to respond in writing to a recall notice shall be construed as a refusal.

Benefits to which a teacher was entitled at the time of layoff including seniority, accumulated sick leave, and sabbatical eligibility shall be restored upon return to active employment, consistent with the terms of the current collective bargaining agreement.

## **ARTICLE 20: EMPLOYMENT OF REHIRED RETIRED TEACHERS**

The following apply except as amended by current law.

A. A rehired retired teacher is defined as any teacher who was eligible to retire, who retired and severed employment, who is receiving retirement benefits from the Maine State Retirement System, and has returned to teaching pursuant to Maine State Retirement System Rule (Chapter 410).

B. Any retired teacher hired or re-hired by the Board shall be hired pursuant to 20-A M.R.S.A. section 13201.

C. With respect to the initial placement on the salary schedule, the teacher shall be placed on the salary schedule based on experience and education consistent with the Committee's policy for initial salary placement.

D. The teacher's seniority date for purposes other than the salary schedule referred to in paragraph C (including, but not limited to reduction in force) shall be based on continuous employment with the Board as of the most recent date of hire or rehire.

E. If the teacher was previously employed by the Board, there shall be no entitlement to any previous benefit accruals, including but not limited to sick leave, eligibility for other leaves, severance benefits, and longevity pay. No credit for previous experience or such benefits shall be given.

F. \* The teacher may participate in the health insurance program offered in this Agreement, minus the monthly premium amount the teacher would be entitled to under MSRS. If the teacher continues his/her 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 MPERS toward the teacher's premium.

G. All other terms and conditions of the Agreement shall, to the extent applicable, be controlling. If the teacher is employed less than full time, the teacher's salary and benefits shall be prorated.

H. This Article shall be effective for any new rehired retired teachers employed after September 1, 2004.

#### ARTICLE 21: SEVERABILITY

Should any provision of this agreement, in whole or in part, be determined to be invalid or unenforceable by an act of the legislature or by the court, then the remaining part of the provision and the balance of the contract provisions shall not be affected and the contract shall continue in force in all respects as if the invalid or unenforceable provisions would have been omitted.

#### ARTICLE 22: DURATION

A. The provisions of this Agreement shall be effective as of September 1, 2019, and shall expire August 31, 2022.

B. In witness thereof, the Sheepscot Valley Education Association has caused this Agreement to be signed by its President and the RSU 12 Board by its Chairperson, this 27th day of August, 2019.

Sheepscot Valley Education Association:

Becky A. Marks  
Witness

by: [Signature]  
President

RSU 12 Board:

[Signature]  
Witness

by: [Signature]  
Chairperson

## APPENDIX A: SALARY SCALE

### 2019-2020 SALARY SCALE

Level	BA	BA + 15	MA	Multi MA	Percent of Professional
0	\$35,432.37	\$36,432.37	\$38,482.37	\$40,482.37	
1	\$35,709.49	\$36,709.49	\$38,759.49	\$40,759.49	56.50%
2	\$35,986.61	\$36,986.61	\$39,036.61	\$41,036.61	57.00%
3	\$36,807.58	\$37,807.58	\$39,857.58	\$41,857.58	58.00%
4	\$37,635.86	\$38,635.86	\$40,685.86	\$42,685.86	59.20%
5	\$38,476.20	\$39,476.20	\$41,526.20	\$43,526.20	60.50%
6	\$39,334.52	\$40,334.52	\$42,384.52	\$44,384.52	61.80%
7	\$40,217.94	\$41,217.94	\$43,267.94	\$45,267.94	63.10%
8	\$41,134.75	\$42,134.75	\$44,184.75	\$46,184.75	64.40%
9	\$41,411.88	\$42,411.88	\$44,461.88	\$46,461.88	65.70%
10	\$42,371.57	\$43,371.57	\$45,421.57	\$47,421.57	65.70%
11	\$42,648.70	\$43,648.70	\$45,698.70	\$47,698.70	67.00%
12	\$43,661.95	\$44,661.95	\$46,711.95	\$48,711.95	67.00%
13	\$45,106.21	\$46,106.21	\$48,156.21	\$50,156.21	68.40%
14	\$46,628.93	\$47,628.93	\$49,678.93	\$51,678.93	69.80%
15	\$47,622.42	\$48,622.42	\$50,672.42	\$52,672.42	72.10%
16	\$48,887.64	\$49,887.64	\$51,937.64	\$53,937.64	74.50%
17	\$50,632.09	\$51,632.09	\$53,682.09	\$55,682.09	77.30%
18	\$52,356.78	\$53,356.78	\$55,406.78	\$57,406.78	80.50%
19	\$54,510.89	\$55,510.89	\$57,560.89	\$59,560.89	83.80%
20	\$56,844.64	\$57,844.64	\$59,894.64	\$61,894.64	87.70%
21	\$59,381.34	\$60,381.34	\$62,431.34	\$64,431.34	91.60%
22	\$62,143.53	\$63,143.53	\$65,193.53	\$67,193.53	95.50%
23	\$65,873.23	\$66,873.23	\$68,923.23	\$70,923.23	100.00%

2020-2021 SALARY SCALE

Level	BA	BA + 15	MA	Multi MA	Percent of Professional
0	\$36,307.41	\$37,307.41	\$39,357.41	\$41,357.41	56.50%
1	\$36,935.55	\$37,935.55	\$39,985.55	\$41,985.55	56.50%
2	\$37,563.70	\$38,563.70	\$40,613.70	\$42,613.70	57.00%
3	\$38,506.06	\$39,506.06	\$41,556.06	\$43,556.06	58.00%
4	\$39,452.65	\$40,452.65	\$42,502.65	\$44,502.65	59.20%
5	\$40,406.21	\$41,406.21	\$43,456.21	\$45,456.21	60.50%
6	\$41,370.15	\$42,370.15	\$44,420.15	\$46,420.15	61.80%
7	\$42,348.60	\$43,348.60	\$45,398.60	\$47,398.60	63.10%
8	\$43,346.34	\$44,346.34	\$46,396.34	\$48,396.34	64.40%
9	\$43,974.48	\$44,974.48	\$47,024.48	\$49,024.48	65.70%
10	\$44,997.00	\$45,997.00	\$48,047.00	\$50,047.00	65.70%
11	\$45,625.14	\$46,625.14	\$48,675.14	\$50,675.14	67.00%
12	\$46,678.61	\$47,678.61	\$49,728.61	\$51,728.61	67.00%
13	\$47,981.10	\$48,981.10	\$51,031.10	\$53,031.10	68.40%
14	\$49,328.92	\$50,328.92	\$52,378.92	\$54,378.92	69.80%
15	\$50,370.96	\$51,370.96	\$53,420.96	\$55,420.96	72.10%
16	\$51,570.01	\$52,570.01	\$54,620.01	\$56,620.01	74.50%
17	\$53,045.94	\$54,045.94	\$56,095.94	\$58,095.94	77.30%
18	\$54,510.45	\$55,510.45	\$57,560.45	\$59,560.45	80.50%
19	\$56,223.07	\$57,223.07	\$59,273.07	\$61,273.07	83.80%
20	\$58,039.49	\$59,039.49	\$61,089.49	\$63,089.49	87.70%
21	\$59,973.17	\$60,973.17	\$63,023.17	\$65,023.17	91.60%
22	\$62,037.12	\$63,037.12	\$65,087.12	\$67,087.12	95.50%
23	\$64,950.56	\$65,950.56	\$68,000.56	\$70,000.56	100.00%

2021-2022 SALARY SCALE

Level	BA	BA + 15	MA	Multi MA	Percent of Professional
0	\$37,504.85	\$38,504.85	\$40,554.85	\$42,554.85	59.53%
1	\$38,613.33	\$39,613.33	\$41,663.33	\$43,663.33	61.29%
2	\$39,721.82	\$40,721.82	\$42,771.82	\$44,771.82	63.05%
3	\$40,830.30	\$41,830.30	\$43,880.30	\$45,880.30	64.81%
4	\$41,938.79	\$42,938.79	\$44,988.79	\$46,988.79	66.57%
5	\$43,047.27	\$44,047.27	\$46,097.27	\$48,097.27	68.33%
6	\$44,155.76	\$45,155.76	\$47,205.76	\$49,205.76	70.09%
7	\$45,264.24	\$46,264.24	\$48,314.24	\$50,314.24	71.85%
8	\$46,372.73	\$47,372.73	\$49,422.73	\$51,422.73	73.61%
9	\$47,481.21	\$48,481.21	\$50,531.21	\$52,531.21	75.37%
10	\$48,589.70	\$49,589.70	\$51,639.70	\$53,639.70	77.13%
11	\$49,698.18	\$50,698.18	\$52,748.18	\$54,748.18	78.89%
12	\$50,806.67	\$51,806.67	\$53,856.67	\$55,856.67	80.65%
13	\$51,915.15	\$52,915.15	\$54,965.15	\$56,965.15	82.41%
14	\$53,023.64	\$54,023.64	\$56,073.64	\$58,073.64	84.16%
15	\$54,132.12	\$55,132.12	\$57,182.12	\$59,182.12	85.92%
16	\$55,240.61	\$56,240.61	\$58,290.61	\$60,290.61	87.68%
17	\$56,349.09	\$57,349.09	\$59,399.09	\$61,399.09	89.44%
18	\$57,457.58	\$58,457.58	\$60,507.58	\$62,507.58	91.20%
19	\$58,566.06	\$59,566.06	\$61,616.06	\$63,616.06	92.96%
20	\$59,674.55	\$60,674.55	\$62,724.55	\$64,724.55	94.72%
21	\$60,783.03	\$61,783.03	\$63,833.03	\$65,833.03	96.48%
22	\$61,891.52	\$62,891.52	\$64,941.52	\$66,941.52	98.24%
23	\$64,245.00	\$65,245.00	\$67,295.00	\$69,295.00	100.00%

## **APPENDIX B: SICK LEAVE BANK**

SICK LEAVE BANK (S.L.B.)  
Sheepscot Valley Education Association

### **PURPOSE:**

A Sick Leave Bank is established for the benefit of the Employees in RSU 12 who suffer extended illness or disability.

### **ADMINISTRATION:**

The Sick Leave Bank committee will administer this program, responsible to the Sheepscot Valley Education Association (SVEA) Executive Committee and ultimately to the SVEA members of the Sick Leave Bank.

The Sick Leave Bank shall be comprised of four (4) members – one each from Palermo, Chelsea, Windsor, and Whitefield. The S.L.B. shall designate a chair. Three (3) S.L.B. members shall constitute a quorum.

### **MEMBERSHIP:**

All employees who are members of a Sick Leave Bank under RSU 12 contracts during the prior school year shall automatically become members of the Sick Leave Bank.

When the total number of days in the bank is three hundred (300) or more on September 1 of any year, current members of the bank shall not contribute any days for the subsequent year, but new members must make initial contributions as provided below in order to become a member. In the event the total number of days goes below three hundred (300), each employee shall be required to give one (1) sick leave day to the bank on or before the next full pay period, or September 1, whichever comes first. An employee who has exhausted personal sick leave and has withdrawn days from the bank and remains eligible to draw additional days from the bank shall not be required to contribute an additional day to the bank when the accumulation drops below three hundred (300) days, prior to September 1.

Membership will be on a voluntary basis, with all Employees eligible to enroll.

### **CONDITIONS:**

Any employee who does not become a member of the bank within one (1) month after the bank is established, or within one (1) month of initial employment in RSU 12 thereafter, shall not be eligible for participation in the bank except during an open enrollment period of one (1) month at the beginning of each school year. An Employee who wishes to join the bank shall pay two (2) sick leave days into the bank. Once a member, membership only can be withdrawn in writing during open enrollment each year. All days contributed remain with the bank.

An Employee shall make an application for sick leave from the bank to the Sick Leave Bank Committee. The Sick Leave Bank Committee shall have the authority to

approve or disapprove the application. In the event the application is disapproved, the Employee shall have the right to appeal the decision of the Sick Leave Bank Committee to the Association Executive Committee. In the event the Association Executive Committee upholds the decision of the Sick Leave Bank Committee, the Employee shall have the right to appeal the decision to the total membership of the Association.

In the case of an emergency request, the Sheepscot Valley President and the S.L.B. chair may make preliminary approval of sick leave from the Bank for up to five (5) days. Granting of days from the S.L.B. in such emergency cases shall be subject to the approval (within five (5) school days) by the Sick Leave Bank Committee. The Employee will have the same appeal rights as provided in the Conditions Section above.

A person will not be able to withdraw from the bank until his/her own sick leave is depleted. The only exception to this requirement is for teachers who qualify for the use of the S.L.B. per Article 13.A.8. in their final year prior to retiring.

A doctor's certificate shall be required as a prerequisite to withdraw days from the S.L.B.

Sick leave days may be drawn from the bank only for personal illness.

A maximum of sixty (60) days each school year can be drawn by one individual from the bank for each illness or disability.

If on September 1, there are more than three hundred (300) days in the bank, Employees who were members the prior year shall not have to contribute any additional days to maintain their membership in the bank.

If any member feels there has been abuse by a member in requests from the S.L.B., he/she may meet with the Sick Leave Bank Committee to discuss said alleged abuse.

Any Employee receiving payments under the Worker's Compensation Act may be eligible for S.L.B. compensation only in such amount as will equal his or her regular compensation when added to the Worker's Compensation benefits.

All conditions are subject to the number of days available in the bank.

**SUPERINTENDENT/BOARD OF EDUCATION:**

Upon approval by the Sick Leave Bank Committee of a member's application, the Committee shall notify the Office of the Superintendent which shall cause the authorized days to be deducted from the bank and transferred to said member's sick leave.

The Sick Leave Bank Committee will notify the Superintendent of Schools of the Employees contributing days to the S.L.B. so the Office of the Superintendent can make the appropriate deduction from the member's sick leave.

At the close of the contract year the Sick Leave Bank Committee's chairperson and the Office of the Superintendent will agree on the number of days used from the bank and number of days to be transferred into the bank for the next year.

If the Superintendent or the Board Chair feels there has been abuse in requests from the S.L.B. by a member, he/she may meet with the Sick Leave Bank Committee to discuss alleged abuse.

#### AMENDMENTS:

The S.L.B. may be amended by a two-thirds affirmative vote of the Association members of the bank provided amendments have been previously studied by the S.L.B. Committee and that copies have been sent to members of the bank two (2) calendar weeks in advance of the meeting.

## APPENDIX C: STIPENDS

Stipend positions are listed per school and per activity. If two or more staff share the position, then the amount will be split as appropriate and agreed to by the parties.

Stipends are based on the following formula:

Level 0 BA Salary x Time Factor x Responsibility Factor = Stipends

Time Factor:

Minimum number of expected hours agreed upon for stipend position divided by 1360  
(Teacher's contractual work year in hours).

Responsibility Factor:

This factor involves variables such as supervision, contact with guardians, planning, risk of injury and the exposure to liability. For comparison, the teacher responsibility factor equals 1.0.

Co-curricular = .5

Sports = .55

Admin = .5

Flexible Funds Positions

Each school will be given additional hours for co-curricular stipend positions based on student enrollment. Student enrollment divided by two will equal the number of additional hours allotted per school. Proposals need to be submitted by the Principal to the Superintendent by September 30<sup>th</sup> for approval. Proposals should include estimated hours and a brief description of the activity.

Additional sports will be petitioned for and negotiated between the Association and the Superintendent.

See Stipend Table on the next page.

## Stipend Table

All stipends must be reopened and advertised every year.

<b>Athletic Stipends</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>School</b>
Girls Basketball	\$2,006	\$2,056	\$2,123	Available at all Schools
Girls Basketball JV	\$1,433	\$1,468	\$1,517	Available at all Schools
Boys Basketball	\$2,006	\$2,056	\$2,123	Available at all Schools
Boys Basketball JV	\$1,433	\$1,468	\$1,517	Available at all Schools
Softball	\$1,290	\$1,321	\$1,365	Available at all Schools
Baseball	\$1,290	\$1,321	\$1,365	Available at all Schools
Girls Soccer	\$1,290	\$1,321	\$1,365	Available at all Schools
Boys Soccer	\$1,290	\$1,321	\$1,365	Available at all Schools
Fall Cross Country Running	\$1,290	\$1,321	\$1,365	Available at all Schools
Spring District Track and Field	\$1,290	\$1,321	\$1,365	District Team
<b>Co-Curricular Stipends</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>School</b>
Grade 8 Advisor	\$1,238	\$1,268	\$1,310	All Schools (1 per school)
Yearbook Advisor	\$1,042	\$1,068	\$1,103	All Schools(1 per school)
Drama Advisor	\$912	\$934	\$965	All Schools (1 per school)
Student Council Advisor	\$521	\$534	\$552	All Schools (1 per school)
National Junior Honor Society Advisor	\$1,172	\$1,201	\$1,241	All Schools (1 per school)
Civil Rights Team Advisor	\$651	\$667	\$689	All Schools (1 per school)
Garden Club Advisor	\$1,172	\$1,201	\$1,241	All Schools (1 per school)
<b>Leadership Stipends</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>School</b>
Team Leader	\$716	\$734	\$758	Maximum 3 per building
Leadership Team Member	\$195	\$200	\$207	Maximum 5 per building
Head Teacher	\$1,368	\$1,402	\$1,448	1 - Palermo Only
RTI Coordinator	\$521	\$534	\$552	1 Per building or more as needed. Stipend may be shared.
Athletic Director (per season)	\$651	\$667	\$689	All Schools
<b>Certification Committee Stipends</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>School</b>
New Certification Teacher Mentor	\$586	\$601	\$620	Varies
Certification Committee Building Representative - Must attend meetings (subtract \$50 for every meeting not attended)	\$1,042	\$1,068	\$1,103	1 per school
Certification Chair	\$2,801	\$2,870	\$2,965	1 per District
Certification Secretary	\$1,342	\$1,375	\$1,420	1 per District
<b>Learning Support Stipends</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>School</b>
National Board Certification Mentor (Must be Nationally Board Certified) - Must Mentor between 1-4 Teachers	\$1,303	\$1,335	\$1,379	Varies