

COMPREHENSIVE CONTRACT  
MSAD #46 BOARD OF DIRECTORS  
AND  
MSAD #46 EDUCATION ASSOCIATION



2021-2024

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## ARTICLE I

### DEFINITIONS

- A. Whenever the word "Board" is used, it refers to the Board of Directors of M.S.A.D. #46 or its designated agents.
- B. Whenever the term "Association" is used, it refers to the M.S.A.D. #46 Education Association or its designated agents.
- C. Whenever the term "teacher" is used, it refers to all professional personnel employed by M.S.A.D. #46 in the teacher bargaining unit which includes teachers, specialists, social workers, school counselors, speech therapists, librarians, and career and technical instructors.
- D. "Per-Diem" rate of pay shall mean a teacher's salary for the teacher's experience and degree status as set forth in the attached salary schedules, divided by 183.

## ARTICLE II

### RECOGNITION

The M.S.A.D. #46 Board of Directors recognizes the M.S.A.D. #46 Education Association MEA/NEA as the sole and exclusive bargaining agent in accordance with the Municipal Public Employees Labor Relations Law, (MPELRL) 26 M.R.S.A. Ch 9-A, 961 et. seq. for the purpose of negotiating wages, hours, working conditions, and contract grievance arbitration for a unit consisting of all professional personnel as defined in Article I, Sec. C. Excluded from this Agreement are all other employees in MSAD #46 (including seasonal, temporary, or on-call employees) and encumbered employees specifically listed on MLRB Form 1.

## ARTICLE III

### GROUND RULES

- A. The Board agrees to begin negotiations with the Association in executive session pursuant to State of Maine Public Law under Chapter 424. Any agreement so negotiated and ratified by both parties shall apply to all teachers, be reduced to writing, be adopted by the Board, and signed by the Board and the Association.
- B. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of the Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

## ARTICLE IV

### BOARD RIGHTS

Except as otherwise specifically provided in this Agreement, or otherwise specifically agreed to in writing between the parties, the determination of educational policy, the operation and management of the schools and the control, supervision and direction of the teachers are vested exclusively in the Board.

## ARTICLE V

### LEAVE

#### A. Sick Leave

1. All teachers shall be entitled to thirteen (13) sick leave days each school year as of the first official day of said school year or the first full school day after they report to work. Unused sick leave days shall be accumulated from year to year up to 183 days.
2. Use of accumulated sick leave shall be used in minimum units of one-half day. The Board shall provide a written statement for each teacher at the beginning of each school year indicating the total of sick leave credit.
3. Sick leave days may be used for a temporary disability causing a teacher to be unable to perform the normal duties of his/her position or in the event of illness in the immediate family requiring the presence of the teacher employed. The Board may require a statement from the doctor stating that the presence of the teacher is required. For medical or dental appointments that cannot be scheduled outside the workday the use of Earned Paid Leave time will be required.
4. In cases of injury covered under the Workers' Compensation Act, an employee shall receive from his/her accumulated leave the difference between the employees' regular pay and the amount received as Workers' Compensation. The difference shall be charged on a pro-rata basis to the employee's accumulated leave and shall cease when the employee's leave is exhausted.
5. Earned Paid Leave: Employees may use up to forty (40) hours of sick leave per year for any reason in accordance with Maine's Earned Paid Leave statute (26 M.R.S.A. § 637) and its accompanying regulations. Except for emergencies and sudden necessities, an employee shall give the Superintendent or his/her designee two (2) weeks prior notice of any planned leave. In the case of emergencies and sudden necessities, the employee should provide notice to the Superintendent or his/her designee as soon as is practicable. The District may request medical or other documentation for leave taken for three (3) or more consecutive work days. Earned Paid Leave is not to be used to extend a vacation or holiday, except in extenuating circumstances subject to approval by the Superintendent. Once an employee has used forty (40) hours of Earned Paid Leave for any reason in a given year, the employee is no longer eligible to use Earned Paid Leave under the terms set forth in this subparagraph for the remainder of

that year. The Superintendent may grant additional leave as necessary in order to comply with the statute. Earned Paid Leave is to be used in one (1) hour increments.

6. Employees who currently have previously accumulated personal leave shall be grandfathered and may request an additional two (2) days from said accumulated personal leave in any year until their accumulated personal leave is exhausted.
7. Earned Paid Leave shall be permitted for elective surgery and associated recuperation time (i.e., surgery performed on a date selected by the teacher) if, in the attending physician's opinion, the surgery and recuperation time could be scheduled during the time when schools are not in session without being detrimental to the health of the teacher.
8. Earned Paid Leave shall be permitted for dental work of a non-emergency nature. If necessary, a teacher may leave immediately after student dismissal for a pre-scheduled dental appointment. The Board shall provide a written statement for each teacher at the beginning of each school year indicating the total of sick leave credit.
9. After five (5) continuous days of absence due to sickness, the teacher shall, upon request, provide the Board with a doctor's certification that the absence due to illness at the Board's expense limited to the employee's co-pay. In cases of communicable diseases, the doctor's certification will also state when the teacher is capable of returning to work.
10. When a teacher has used up all accrued sick leave or is absent for some reason not provided for in this Agreement, deductions of the teacher's salary for full or partial days shall be on the basis of a day's pay as 1 /183rd of the base salary of the agreed to salary schedule for each year.
11. A teacher may be granted additional sick leave by making a written request to the Board, explaining the circumstances and the reasons for the request. The granting of additional leave is entirely at the discretion of the Board and will only be done when unusual hardship is demonstrated.
12. The District shall grant and/or restore up to 15 sick leave days to any teacher affected by illness caused by COVID-19 from January 1, 2021, in accordance with 20-MRSA Sec. 13605. COVID-19 related sick leave shall include leave used when subject to federal, state, or local quarantine; upon advice of a health care provider to self-quarantine; when experiencing symptoms of COVID-19; when caring for an individual subject to federal, state, or local quarantine; or for a parent or guardian caring for a child whose school or childcare is closed due to COVID-19.
13. 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 sick leave. An Administrator, along with an Association Representative, shall review the reported incident of dangerous behavior. If the incident is substantiated, the representative and the injured employee shall consult with administration in the development of an individualized student response plan.

14. A teacher taking leave to which he or she is entitled under FMLA or Maine FMLA may use, any paid leave earned under this Agreement for unpaid FMLA/Maine FMLA leave.

#### B. Unpaid Leave

1. The Board of Directors may grant up to one (1) year's leave of absence without pay or benefits to a teacher upon request. The teacher shall be allowed to continue insurance benefits at their own expense.
2. It shall be the responsibility of the teacher, if required by the Board, to work with the replacement to maintain continuity of the program.
3. For time spent doing these activities, which shall be documented by the teacher and the replacement, the teacher shall be compensated at per diem/pro rata.
4. In the event the teacher on leave does not comply with Section B, 3., any payments made shall be repaid to the district and the Board may revoke the leave.
5. In the case of pregnancy, the teacher shall notify the Superintendent as soon as practical. When the teacher is able to return to work, as determined by the teacher's physician (customarily six weeks), the teacher may use paid leave under FMLA. If paid leave is exhausted the teacher may apply to the Board for temporary leave without pay and benefits. Such leave may be granted for a period of up to one (1) year's duration.

#### C. Professional Leave

Teachers shall be entitled to the following temporary non-accumulative leaves-of-absence with full pay each school year: two (2) days professional leave to visit other schools or to attend conferences related to the teacher's subject area and teachers will be required to share information with staff, if requested; the Principal with approval from the Superintendent may grant additional days. A written report of observation shall be turned in to the principal's office within one (1) week, if requested.

#### D. Bereavement

1. One (1) day to attend the funeral of each relative or each close friend.
2. Four (4) days in the event of each death in the immediate family. Immediate family shall include spouse, mother, father, legal guardian, son, daughter, brother, sister, mother-in-law, father-in-law, grandparents, grandchildren, or in special circumstances to be determined by the Superintendent, a member of the immediate household.

#### E. Jury Leave

A teacher who is summoned for jury duty shall be granted temporary leave. The teacher shall submit to the Superintendent a request for jury leave as soon as it is known that jury duty is required. Following such leave, the teacher shall submit a statement of wages excluding travel reimbursement that was

received for jury duty on school days as a juror and the District shall pay the difference between his/her salary as a teacher and his/her pay as a juror.

#### **F. Sabbatical Leave**

Teachers who have at least seven (7) years of service in M.S.A.D #46 may request a leave of absence, not to exceed one (1) full year and with recompense to be at no more than one-half (1/2) the regular salary of one-half (1/2) year and with recompense to be at the regular annual salary. The salary will be at the rate of pay he/she would have received had he/she remained on active duty. All other financial benefits shall be paid for at the full rate for a full year. The teacher must present plans to pursue a further course of study, or to travel, in an application to the Superintendent no later than January 31 prior to the contractual year in which leave is to commence. The applicant shall make a presentation before the Board at one of their February Board meetings. The Board shall grant no more than one (1) such leave in any one (1) school year. In the event that more than one (1) teacher applies for a leave in any one (1) school year, the Board shall determine which teacher shall be granted the leave based on what they determine to meet the greatest educational needs of the District. In the event a sabbatical leave is denied, the teacher shall receive written reasons from the Superintendent for the denial, an appointment to discuss the matter of denial with the Superintendent with an Association representative present, and if the Association believes the reasons for the denial have been arbitrary or capricious, the Association may grieve the matter. Upon return from a sabbatical leave, a teacher shall be placed on the salary schedule at the level he/she would have achieved had he/she remained on active duty in the system during the period of his/her leave of absence. A teacher granted a sabbatical leave shall agree with the Board that he/she will return to teach school in M.S.A.D. #46 not less than three (3) years. In the event of a breach of such an agreement, he/she will repay the Board all sums advanced for the leave in proportion to the fulfillment of his/her three-year contract.

### **ARTICLE VI**

#### **INSURANCE**

##### **A. Insurance**

1. The Board shall pay 75% of the total premium cost, for the MEA Benefits Trust Choice Plus Plan coverage selected by each teacher subject to his/her eligibility (75% Single, 75% Two Adult, 75% Family, 75% Adult with Child). Any teacher may at the teacher's option, elect to participate in the MEA Benefits Trust Standard Plan, in which case, the teacher's cost shall be the difference between the Board's payment of 75% of the Choice Plus Plan premiums and the cost of the Standard Plan.
2. Every teacher is entitled to participate in the District's health insurance plan on the terms described above. However, a teacher may elect not to participate in the District health insurance plan if the teacher has other available health insurance coverage, e.g. through spousal coverage or as a retiree. In such event, the District, with notice to the Association, shall contribute, towards the premiums for such other available coverage, an amount not to exceed



the portion of the premium it would pay on behalf of the teacher if the teacher enrolled in the District health insurance plan. No money will be given in lieu of insurance coverage.

3. If a retired/rehired teacher receives his/her health insurance benefit through the Maine Public Employees Retirement System, the teacher shall receive compensation for 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.
  4. The Board shall maintain a Section 125 premium conversion plan that will permit teachers to make health insurance premium payments on a pre-tax basis pursuant to the rules and regulations of the IRS.
  5. For married couples employed by the District, the District shall contribute the full amount of their health care plan, up to and including family coverage under the MEA Benefits Trust Choice Plus Plan.
- B. The Board shall pay the full cost of the Basic State Life Insurance Plan, as provided by the Maine State Retirement System, for each teacher.
- C. The Board shall pay 100% of the cost of the District Dental Plan per family. The Superintendent of Schools will establish a UCR rate for dentists. A teacher appointed by the Association will act as a liaison between the Board and the Association regarding this UCR rate program.
- D.
1. In order to enable employees to use pre-tax dollars to pay certain eligible family and health care expenses not covered by insurance, the Board agrees to make available, at Board expense, a Medical Expense Reimbursement Account and a Dependent Care Reimbursement Account. Both the Medical Expense Reimbursement Account and the Dependent Care Reimbursement Account shall be administered by Maine School Management Association, or another administrator selected by the Board and approved by the Association.
  2. The Medical Expense Reimbursement Account and the Dependent Care Reimbursement Account will be set up in conformity with and will adhere to the Provisions of Section 125 of the Internal Revenue Code.
  3. Annually, not more than sixty (60) days or fewer than thirty (30) days prior to the beginning of the next plan year, each employee will be notified of the opportunity to elect to make changes in the amount of income that is to be deposited to either the Medical Expense Reimbursement Account or the Dependent Care Reimbursement Account.
  4. The monthly administrative fees shall be paid by the Board.

## ARTICLE VII

### PAYROLL DEDUCTIONS

- A. The District shall make payroll deductions for teachers desiring the following:
  - 1. Memberships in NEA, MEA and M.S.A.D. #46 Education Association.
  - 2. Horace Mann Disability.  
Metropolitan Life Disability.
  - 3. Tax-Sheltered Annuities - All new tax-sheltered annuities after September 1, 1984 must have a minimum of five (5) subscribers.
  - 4. Supplemental Life Insurance.
  - 5. Dependent Life Insurance.
  - 6. Health Insurance.
- B. The Board agrees to recognize Continuous Payroll Deduction for Association dues. Deductions shall be continuous until such time as a teacher notifies the Association and Superintendent in writing. The Association, on or before September 1, of each year, will submit to the Board a statement signifying the full amount to be deducted for each teacher during the ensuing year.
- C. Teachers covered by this agreement shall have the right to voluntarily join the Association or to voluntarily refrain from doing so without discrimination.

## ARTICLE VIII

### COURSE REIMBURSEMENT

- A. The Board shall reimburse teachers for tuition costs, for professional credits approved by the Superintendent.
- B. The MSAD #46 School Board encourages all teachers to pursue an advanced degree or certificate. MSAD #46 strongly encourages teachers to receive said degree/certificate in their teaching specialty (i.e. math, science, social studies, English, and foreign languages).
  - 1. The Board's reimbursement obligation for college or university courses shall be limited to 9 Credit hours per contract year. Teachers shall be eligible for reimbursement until all tuition costs and fees have been reimbursed as long as the teacher is still employed by the district in any capacity. (This limit does not apply to a teacher on a sabbatical leave. The intent of this language is not to limit the number of workshops teachers can take and be reimbursed)
  - 2. These costs shall not include any travel cost and/or board or room.
  - 3. Courses taken are approved for re-certification by the Professional Learning Community Support System.

4. These tuition cost reimbursements for tuition and fees shall be up to \$2000 per course plus the cost of textbooks.
  5. The teacher shall furnish the Superintendent with the proper evidence that he/she is enrolled as a student at an accredited college or university in a Bachelor's, Master's, CAS or Doctoral Program. Payment for professional credits taken for any other reason shall be at the discretion of the Board.
- C. Teachers must present evidence of satisfactory completion of approved courses with a passing grade of B or better from an accredited institution within six (6) months. If these requirements are not met, payment will be the responsibility of the employee, and money would be deducted from pay unless other arrangements are agreed upon by both parties.
- D. The Board shall make arrangements at the teacher's request with any accredited college or university for a procedure for third party billings of courses taken and successfully completed.
- E. Reimbursement for part-time teachers shall be prorated.

## ARTICLE IX

### TEACHER EMPLOYMENT

#### A. Teacher Year

The Teacher work year shall consist of one hundred eighty-three (183) days as approved in the district school calendar each year by the SAD #46 Board of Directors. The last scheduled student day shall be a half day, and one of said 183 days shall be scheduled as compensatory time for parent teacher conferences.

#### B. Teacher Day

The parties recognize the scheduling of the length of the student school day, preparation periods and scheduling of PET's is a matter of educational policy and may be changed by the Board, subject to its statutory meeting and consult requirements.

1. Should the Board of Directors contemplate an increase to the length of the student day as defined by Policy GCLA in the MSAD #46 Handbook, the district will notify the Association, in writing, and it shall meet and consult with the Association prior to making a change. If after meeting and consulting, the Board decides to implement a change, the Board shall bargain the impact with the Association.
2. All Elementary teachers shall have an average of 180 minutes individual planning time per week within the student day and all other teachers will receive an average of 200 minutes. There will be a minimum of 20 consecutive minutes of planning time for itinerant teachers to count towards meeting this requirement. If IEP, SAT, or RTI meetings are scheduled during a teacher's individual planning time the teacher will be compensated for every meeting after the fifth meeting at the SAD #46 Extra Pay for Extra Work rate.

3. Individual Education Plan (I.E.P.) Teams: Individual Education Plan Teams will continue efforts to increase the writing of I.E.P.s during the I.E.P. meeting.
  - a. When a special education teacher is required to do observations, testing and evaluation reports, and I.E.P. writing, time to do so should be built into that teacher's schedule. Then, in order not to disrupt the special education classroom any more than necessary, a trained substitute teacher should be employed to continue the student's special education program.
  - b. Whenever possible, observations, testing and evaluations should be done on the same day(s) each week, thus enabling a substitute to cover more than one classroom in a day, if necessary.
4. On early release storm days teachers may leave after the end of the student day unless they have assigned duties that require them to stay longer.

#### C. Teacher Lunch Period

Each teacher shall have at least a twenty (20) minute duty-free lunch period in each regular school day unless some other arrangement is agreed upon by the Association and is approved by the Superintendent.

#### D. Travel Reimbursement

Teachers shall be reimbursed for necessary travel approved by the Superintendent at the State rate as of July 1st of each year.

#### E. Teacher Resignation

Teachers may resign at any time by submitting at least thirty (30) calendar days' written notice.

#### F. Job Notification

Teachers will be notified through postings of all job openings, promotions and new assignments within the bargaining unit at least five (5) days prior to outside advertisement. Job openings will be posted electronically (e-mail) as soon as known. Present teachers who desire a transfer to any job opening shall notify the appropriate administrator and shall be granted an interview for said openings, promotions and new assignments. Central office will retain any letters of interest until after the position is filled.

#### G. Reassignment

Prior to a change in teaching assignment the administrator shall meet with affected staff to inform them of the needed change, and meet with interested teachers. A grade level assignment by involuntary transfer shall only occur after the voluntary transfer process is completed. When the district determines that an involuntary transfer is necessary, the teacher involuntarily transferred shall be notified of the reasons for the transfer, which will not be disciplinary in nature. It will be the responsibility of the District to move packed materials from one classroom to the other. When a grade level or subject area reassignment by involuntary transfer occurs, the affected teacher will be paid one additional preparation day at per diem, except when reassignment is associated with the opening of a new school.

#### H. School Calendar

During the term of this Agreement, the Board shall meet and consult with the Association regarding the development of the school calendar. Changes in the school calendar shall be made only after meeting and consultation with the Association.

### ARTICLE X

#### TEACHERS' RIGHTS

##### A. Just Cause

No teacher shall be disciplined or reprimanded without Just Cause. No continuing contract teacher shall be dismissed or non-renewed without just cause.

##### B. Representation

Whenever a teacher is required to appear formally before the Superintendent, Administration, or Board concerning any matter which could adversely affect the continuation of that teacher's employment as an employee, the salary or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting. Any suspension of a teacher pending charges shall be with pay. A letter will then be placed in the teacher's file indicating that a representative was present and/or available to be involved in the meeting.

##### C. Personnel File

Files containing evaluations are kept separate and locked, accessible only to supervisors and teachers. Teachers may have access to all personnel files as designated by law. Access to teachers' files is limited to when an administrator is available. Any teacher, or a representative who he/she has designated in writing shall have the right, upon request, to review the contents of his/her personnel file and to make copies of any documents contained therein. A teacher shall have the opportunity to review material which is to be placed in his/her personnel file. The teacher shall also have the right to submit a written answer to such material. This answer shall be reviewed by the Superintendent or his/her designee and attached to the file copy. A teacher may submit material for inclusion in the file which shall thereupon be placed in the file and retained.

##### D. Seniority, Layoff and Recall

The Board shall notify the Association, in writing, and meet and consult prior to making the decision to eliminate any bargaining unit position(s). "Reduction in Force" (hereinafter "RIF") shall mean the discontinuance of employment or reduction from full-time to part time of any teacher for financial or program reasons. If the Board determines a reduction in force is necessary, the Board will promptly notify the Association, in writing, of all positions eliminated or reduced. The Superintendent will notify the Association, in writing, promptly of all teachers who are to be laid off or recalled.

1.
  - a. In the event it becomes necessary to eliminate a teaching position(s), the selection of the teacher to be laid off shall be made in accordance with the following procedures and criteria within the following impact areas:
    - (1) Regular elementary, grade K-6;
    - (2) Grades 7-12 by department;
    - (3) Grades K-12 by specialty (Alternative Education, Art, Music, Physical Education, Special Education, Gifted & Talented, Technology, Literacy Specialist, Speech Therapists, Social Workers, and Librarians); or
    - (4) School Counselors K-12
  - b. All teachers who are listed on the seniority list in the impact area which contains the position which has been eliminated will be considered based on the following criteria: state of Maine certification, degree, and inverse seniority according to the appropriate seniority list and existing summative evaluations, which are part of the teacher's personnel file.
  - c. In the event that the teacher selected for termination of contract with reduction-in-force is also listed in another impact area on the seniority list, the above criteria shall then be applied to teachers on the seniority list for such other impact area(s) to determine whether the teacher originally selected for layoff shall be retained and reassigned to such other impact area(s). All probationary teachers within the impact area shall be laid off prior to any continuing contract teachers
  - d. Any teacher in the impact area where the position elimination occurs who has received an "ineffective" rating from his/her most recent summative effectiveness rating shall be considered for layoff first before the application of the preceding factors and shall not be eligible for recall or transfer related to the layoff.
  - e. A teacher who is notified that his/her teaching position is to be eliminated shall be eligible to transfer to a position within their current impact area for which the teacher holds the necessary certification held by the least senior teacher whose position he/she is qualified to fill. No teacher holding a conditional certificate is entitled to displace a teacher whose certificate is professional.
2. By September 30 each school year, the Superintendent will provide the Association with a list showing the seniority of each teacher. Seniority lists shall be established listing all teachers covered by this Agreement in the impact area described above. The seniority list shall be updated prior to implementing a RIF. Teachers who are teaching in or are certified in more than one impact area shall be listed in each impact area in which they are teaching or are certified. Seniority shall be based on continuous teaching service as a teacher in M.S.A.D. #46. When two (2) or more teachers have the same length of continuous teaching service in M.S.A.D. #46, the

teacher who first signed his or her contract will have the greater seniority. If two (2) or more teachers still have the same seniority, the teacher with the greater total teaching service in M.S.A.D. #46 shall have the greater seniority. If two (2) or more teachers still have the same seniority, the teacher with the greater total teaching experience will have the greater seniority.

- a. The seniority date of a retired teacher who is rehired shall be based on continuous employment with MSAD #46 as of the most recent date of hire or rehire.
3. The Superintendent shall establish a recall list when teachers are in layoff status. A copy of the list shall be sent to the Association when it is established or updated. The continuing contract teacher who has been laid off shall be recalled to fill any vacancy in his/her impact area(s) provided the teacher is certified for the position and was not laid off due to his/her receipt of an "Ineffective" rating. Teachers shall remain on the recall list for a period of two years from the end of the contract year (August 31) in which the teacher is laid off. Teachers shall be removed from the recall list in the event they waive rights to recall, resign, or refuses such recall. A teacher who has been laid off will keep the Superintendent informed of his/her current address where the teacher may be contacted. A duly documented effort of several attempts to notify the individual shall be acceptable in case a teacher cannot be reached, i.e. certified mail return receipt.
4. All benefits to which a teacher was entitled at the time of his/her layoff, including unused accumulated sick personal leave, or earned paid leave, and credits toward sabbatical eligibility will be restored to him/her upon his/her return to active employment, and he/she will be placed on the proper step of the salary schedule for his/her experience and education. A teacher will not receive increment credit for time spent on layoff unless such time was spent in employment as a teacher nor will such time count toward fulfillment of time requirements for acquiring continuing contract status.
5. If, as a result of the application of the procedure described in Section 1 above for the selection of a teacher to be terminated in connection with reduction-in-force, a teacher is retained and reassigned to a position in another impact area in which the teacher is certified but has no prior paid public school or private school experience, the following shall apply:
  - a. The teacher shall receive support and assistance during this transition period from an assistance team. The assistance team shall be established using the criteria as defined in the handbook of the Professional Learning Community Support System (PLCSS) for establishing teacher support teams. The teacher who has been reassigned shall, in collaboration with the assistance team and the Superintendent, develop a plan for his/her successful transition to the new teaching assignment. The Professional Learning Community Support System (PLCSS) support team format, with appropriate modifications, for goals, progress review, classroom observation and analysis shall be used with the appropriate attending forms.
  - b. The teacher shall be observed and evaluated by the Administration under the terms of Article XIII of this Agreement.

- c. In the event that a position in the impact area from which the teacher was laid off becomes available during the transition period, the teacher shall have the option to return to said position.

#### E. Non-Discrimination

The Board agrees that it will not discriminate against employees on the basis of race, religion status, sexual orientation, age, national origin, mental/physical disability, or membership or non-membership in the Association or any other characteristic protected by law.

### ARTICLE XI

#### 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 of employment of teachers. The parties agree that these proceedings will be kept 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 having a grievance to discuss the 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 and that the Association has been given the opportunity to be present at such adjustment and to state its views.

##### B. Definitions

1. A "grievance" shall mean a complaint by a teacher or the Association that there has been a violation or inequitable application of the provisions of this contract. This will not include any change or application of Board Policies.
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 Monday through Friday excluding legal holidays, during the summer.



### C. Time Limits

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum and every effort should be made to expedite the process. A grievance shall be deemed waived if it is not filed within twenty-one (21) days following the act or omission giving rise to the grievance or the date on which the aggrieved person reasonably should have known of the act or omission whichever occurs later.

### D. Informal Procedures

1. If a teacher feels that he/she may have a grievance, he/she shall discuss the matter with his/her Principal or other appropriate administrator in an effort to resolve the problem informally.
2. If the teacher is not satisfied with such disposition of the matter, he/she shall have the right to have the Association assist him/her in further efforts to resolve the problem informally with the Principal or other appropriate administrator.

### E. Formal Procedures

#### 1. Level One -- School Principal

- a. If an aggrieved person is not satisfied with the outcome of informal procedures, he/she may present his/her claim as a formal grievance in writing to his/her Principal or other appropriate administrator.
- b. The Principal shall, within five (5) days after receipt of the written grievance, render his/her decision and the reasons therefor in writing to the aggrieved person, with a copy to the Association.

#### 2. Level Two - Superintendent

- a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, he/she may, within five (5) days after the receipt of the decision, file his/her written grievance with the Superintendent.
- b. The Superintendent shall, within five (5) days after receipt of the referral, meet with the aggrieved person and with representatives of the Association for the purpose of resolving the grievance. A full record of such meeting shall be kept by the Superintendent and made available to any party in interest upon written request.
- c. The Superintendent shall, within five (5) days after the meeting, render his/her decision and the reasons therefor in writing to the aggrieved person with a copy to the Association.

#### 3. Level Three - Board

- a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, he/she may, within five (5) days after receipt of the decision, file the grievance with the

Board.

- b. The Board shall, within ten (10) days after receipt of the appeal, meet with the aggrieved person and with representatives of the Association for the purpose of reviewing the grievance.
- c. The Board shall, within five (5) days after such meeting, render its decision and the reasons therefor 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 deems the grievance meritorious, the Association may, within ten (10) days after receipt of the Board's decision, submit the grievance to arbitration by so notifying the Board in writing.
- b. Representatives of the Board and the Association shall within five (5) days after such written notice, jointly select a single arbitrator (in the event of teacher dismissal, three (3) arbitrators), who is/are experienced and impartial person(s) of recognized competence. If the parties are unable to agree upon an arbitrator(s) within five (5) days, the American Arbitration Association shall immediately be called upon to select an arbitrator according to its rules.
- c. The arbitrator(s) selected shall confer promptly with the representatives of the Board and the Association, shall review the record of the prior meetings and shall hold such further hearings with the aggrieved person and other parties in interest as he/she/they shall deem requisite.
- d. The arbitrator(s) shall render his/her/their decision in writing to all parties in interest, setting forth his/her/their findings of fact, reasoning and conclusions on the issues submitted. The arbitrator(s) shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator(s) shall be submitted to the Board and the Association and shall be final and binding on the parties subject to judicial review.
- e. The costs for the services of the arbitrator(s) shall be borne equally by the Board and the Association.

F. Rights of Teachers to Representation

- 1. No reprisals of any kind shall be taken by either party or by any member of the administration against any participant in the grievance procedure by reasons of such participation.
- 2. Any party in interest may be represented by the Association, except that he/she may not be represented by a representative or by an officer of any teacher organization other than the

Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all levels of the procedure.

3. The Association may, if it so desires, call upon the professional services of the Maine Education Association for consultation and assistance at any level of the procedure.

G. General

1. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
2. Forms for filing and processing grievances and other necessary documents, shall be prepared by the Association.
3. All meetings and hearings under the procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this Grievance Procedure.

ARTICLE XII

HEALTH AND SAFETY

- A. The Board will maintain safe and healthy working conditions in accordance with applicable laws. Employees shall bring all concerns or questions about safety issues, to their building principal or immediate supervisor. No employee shall be required to work under conditions that pose an imminent danger of injury, or damage to his/her health.
- B. An employee who declines to work under such circumstances shall notify his/her supervisor as soon as possible. If the principal/immediate supervisor is unable to resolve the issue, then the administrator will arrange for a meeting with the Superintendent and Association President.
- C. The Association shall have at least two (2) representatives with equal voice on the District Safety Committee.

ARTICLE XIII

TEACHER EVALUATION

- A. All teacher evaluations will be conducted openly and with the knowledge of the teacher. Evaluations shall be conducted annually and performed in accordance with the District Professional Evaluation and Professional Growth (PEPG) system as developed by the steering committee, adopted by the Board, and approved by the state.

- B. At the beginning of the school year, each teacher will receive a copy of the evaluation criteria form and attachment to be utilized. No evaluation shall be submitted to the central office, placed in the teacher's personnel file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form. The teacher shall have the right to submit a written response to his/her evaluation, which shall be attached to the evaluation and placed in his/her personnel file.
- C. Any complaint made against the teacher by a parent, student or other person, which might be used against the teacher at a later date, shall be promptly brought to the attention of the teacher. Complaints shall not be placed in a teacher's personnel file unless a certified supervisor attaches a cover letter stating that an investigation has been completed and the complaint is valid or invalid in the opinion of the certified supervisor.
- D. No photography, video or audio recording or other monitoring or listening devices shall be permitted without mutual written consent from the teacher.

#### ARTICLE XIV

##### SALARY

The salaries of all teachers covered by this Agreement are set forth in Schedule A which is attached hereto and made a part thereof. Newly hired teachers will be placed on the proper step of the salary schedule based on his/her degree and total years' public school or other accredited private school teaching experience. No newly hired teacher shall be placed on the salary schedule at a step greater than a current employee with the same degree and total teaching experience.

##### A. Payments

The Board agrees to pay the teachers their annual salaries in twenty-six (26) equal bi-weekly payments. Each employee must make arrangements to have their bi-weekly payments direct deposited to a financial institution. In any year in which this schedule will result in twenty-seven (27) pay dates in a contract year, the first check of the new contract year will be paid three weeks after the last check was paid in the previous year and checks will be paid biweekly thereafter provided that the remaining biweekly schedule of payments results in teachers receiving their full annual salary in twenty-six (26) installments for the contract year. The teacher shall have the option of extra-curricular pay in a lump sum payment. Arrangements may be made with the Superintendent of Schools Office for other than lump sum payment. The salary schedule at each step will be rounded to the nearest whole dollar.

##### B. Deductions

All deductions which are made for teachers' absences shall be based on the teacher's per- diem rate of pay.

##### C. Transfers

Transfers to a higher educational level on the salary schedule shall be effective September 1 and February 1 upon proof of completion of requirements of the institution granting the credits and/or the degree. In order for a teacher to receive the scale adjustment in either September or February, he/she must notify the Superintendent of his/her intent to complete course work for an advanced degree prior to March 31 of the previous school year.

#### D. Retirement

Teachers may contribute unused sick leave according to the MainePERS rules and eligibility requirements for service credit or earnable compensation. At the time of retirement, teachers who have taught ten (10) or more years in M.S.A.D. #46 shall be paid up to thirty (30) days of unused sick leave at their per-diem rate of pay. In order for the teacher to be paid in July of the calendar year of retirement, the teacher must notify the Superintendent in writing of their intent to retire no later than December 31 prior to retirement. If notification is not received by December 31, payment may not be made until July of the year following retirement.

#### E. Retired-Rehired Teachers

Retired teachers who are rehired by MSAD #46 shall be placed on the salary schedule based on experience and education. 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. A rehired retired teacher is defined as any educational employee 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 education pursuant to Maine State Retirement System Rule (Chapter 410).

#### F. Career and Technical Educators

Instructors employed by M.S.A.D. #46 to teach at Tri-County Technical Center will be placed on the Salary Schedule in the current contract as follows:

1. At the time of hire, The Director of the Tri-County Technical Center will conduct an assessment of college transcripts, work certifications, and work experience provided in the candidate's application documents and submit for consideration to the Superintendent of Schools of M.S.A.D. #46 a level placement.
2. The assessment will include the current standards for certification by the Department of Education, occupational license requirements, relevant work experience, and college degree. Credit for work experience may be allowed for that attained in the previous fifteen (15) years.
3. One year of experience may be awarded for each year of relevant work experience on the appropriate column on the salary schedule. Candidates with vocational or public-school teaching experience shall be awarded credit for each full year of teaching experience. All new instructors hired on or after April 1, 2001 with less than a Bachelor's Degree will enroll in a program of study and actively pursue (minimum of one 3 credit course per year) a degree, which shall be achieved within eight years from date of hire. Degree programs will be approved by the

Superintendent of Schools of M.S.A.D. #46.

G. Extra Pay for Extra Work

1. The following list of teachers' pre-approved activities will be paid at the rate of \$31.00 per hour for the life of this contract. To receive compensation the hours will be submitted monthly to the Superintendent of Schools Office by each individual teacher. Each teacher and the committee chairperson will mutually agree to the hours and will initial the time report to verify that the hours are correct.

(1) Accreditation Committee

(2) Professional Learning Community Support System, Including Mentors & Professional Learning Community Support System Steering Committee. Trained mentors who are mentoring staff will receive up to \$450 per contract year.

(3) Curriculum Related Committees Except Level III Curriculum Work\*

(4) Gifted & Talented Committee

(5) Individual Education Plan Team Meetings After Attendance at Five (5) Meetings

(6) Substance Abuse Committee

\*Level III Committee Responsibilities:

- a. Discuss their current program's scope and sequence, goals and anticipated student outcomes.
- b. Assists subject area representative with the writing of goals and objectives.
- c. Take part in piloting and revision, implementation and evaluation process.
- d. Take part in staff development activities to update their skills and knowledge.
- e. Under current contract teachers may be required to work on curriculum when all teachers are asked to do so after school. without extra work pay, for up to 1.5 hours per month. All teachers shall select a Level III Curriculum committee to work on.

Additions and deletions to the above list during the tenure of this contract will be mutually agreed to by the Superintendent of Schools and the M.S.A.D. #46 Education Association Co-Presidents or designee. The positions listed below will be paid a stipend to be determined by individuals selected from each of the fifteen (15) groups. The format currently used by the Extra-Curricular Compensation Committee, which is based on experience, time and responsibility, will be used in the determination.

- (1) Class Advisor(s)
- (2) Student Council Advisor(s)
- (3) National Honor Society Advisor
- (4) Mentors
- (5) Science Fair Advisor(s)
- (6) High School Math Team
- (7) Ridge View Middle School Math Team
- (8) Ridge View Middle School Yearbook Advisor
- (9) Skills USA Club Advisor
- (10) Abbott Hill Ramblers Advisor
- (11) Band
- (12) Chorus
- (13) High School Advisory Coordinator

Additions to this list will be presented to the Negotiation Committees, annually if needed, at a negotiation session by the person or groups wishing to add to the list and will only be added by mutual agreement of the Negotiation Committees. Pay will be computed and dispensed on the first pay period in December and the first pay period in July or upon termination of the teacher's employment. These groups of extra activities will not be subject to Article X and Article XI of this Agreement.

- 2. Teachers who are authorized to teach college courses as Adjunct Professors shall receive a stipend of \$1000 per semester in addition to his/her regular salary. Teachers who teach Dual Enrollment courses shall receive a stipend of \$500 per semester in addition to his/her regular salary.

## ARTICLE XV

### PROFESSIONAL RESEARCH

Any professional research and/or publication (including computer software) by students or any employee of M.S.A.D. #46 will remain solely the property of the author unless the work is commissioned by the district. In the case of made-for-hire works, M.S.A.D. #46 would retain the right of ownership.

## ARTICLE XVI

### RECERTIFICATION STANDARDS

Certification guidelines for teachers in M.S.A.D. #46 shall be prepared by the Professional Learning Community Support System Steering Committee. Guidelines will be adopted upon approval of all parties; namely, the Professional Learning Community Support System Steering Committee, the Board of Directors and the M.S.A.D. #46 Education Association.

## ARTICLE XVII

### MISCELLANEOUS

- A. If any provision of this Agreement or any application thereof to any teacher is found to be contrary to law, then such provisions or application will be valid and subsisting only to the extent permitted by law, but all other provisions or applications will continue in full force and effect.
- B. Impact Bargaining

Whenever the Board is considering a change in educational policy, the Board shall notify the Association, in writing. The Board shall meet and consult with the Association and upon written request will provide information necessary for the Association to understand the planned change and make suggestions or express concerns. The parties shall meet at reasonable times and places to discuss the change openly, honestly, and in good faith. The Board shall give full and fair consideration to Association suggestions or concerns and make a good faith effort to accommodate them in the proposed change before the change in educational policy is implemented. If the Board decides to implement a proposed change in educational policy, the impact on working conditions of teachers, which results from the adoption of the educational policy, will be negotiated and will be retroactive to the date the change in educational policy created an impact on working conditions.

## ARTICLE XVIII

### ASSOCIATION RIGHTS

- 1. Association access to employees: The District shall provide to the Association access to members of the bargaining unit that the Association exclusively represents. Access must include, but is not limited to, the following:
  - A. The right to meet with individual employees on the premises of the District's workplace during the workday to investigate and discuss grievances, workplace-related complaints and other workplace issues;



- B. The right to conduct workplace meetings during lunch and other breaks, and before and after the workday, on the District's premises to discuss workplace issues, collective bargaining negotiations, the administration of collective bargaining agreements and other matters related to the duties of a bargaining agent and internal bargaining agent matters involving the governance or the business of the Association;
  - C. The right to meet with newly hired employees, without charge to the pay or leave time of the employees, for a minimum of 30 minutes or for an amount of time agreed upon by all parties, not later than 10 calendar days after receipt of the information provided pursuant to subsection 2, during new employee orientations or, if the employer does not conduct new employee orientations, at individual or group meetings; and
  - D. The right to use existing employee mailboxes and e-mail system of the District to communicate with bargaining unit members regarding official Association matters including, but not limited to, elections, meetings and social activities, as long as the use of the e-mail system does not create an unreasonable burden on the public employer's network capabilities or system administration. The Association shall be permitted to post official Association notices, announcements and information on existing bulletin boards used in areas to communicate to employees.
  - E. The Association may, in accordance with Board policies, use school office equipment, including typewriters, computers, calculators, photocopiers and audio-visual equipment at reasonable times when such equipment is not otherwise in use. The Association will pay the cost of any damage to said equipment for which it is responsible and replenish or reimburse the district for any supplies which are consumed.
2. Association access to employee information: The District shall provide to the Association access to information about members of the bargaining unit that the Association exclusively represents, as follows.
- A. Not later than 30 calendar days after the date a prospective school employee accepts an offer of employment or not later than 30 calendar days after the date of hire for all other public employees, and annually thereafter. The District shall provide the following information to the Association in spreadsheet file format or another format agreed to by the Association:
    - (1) Name;
    - (2) Job title;
    - (3) Workplace location;
    - (4) Home address;
    - (5) Work telephone numbers;
    - (6) Home telephone and personal cellular telephone numbers, if known;
    - (7) Work e-mail address;
    - (8) Personal e-mail address, if known;
    - (9) Date of hire;
    - (10) Degree;
    - (11) Credited years of experience;
    - (12) Certification of each new employee

B. The following are not public records as defined in Title 1, section 402, subsection 3 and are confidential and may not be disclosed by the public employer, except as provided in paragraph A:

- (1) Home addresses, home or personal telephone numbers, personal e-mail addresses and dates of birth of employees;
- (2) Names of employees within a bargaining unit; and
- (3) Communications between a bargaining agent and its members.

3. Association access to District buildings and facilities: The Association has the right to use District buildings and other facilities that are owned or leased by District entities to conduct meetings with bargaining unit members regarding bargaining negotiations, the administration of collective bargaining agreements, the investigation of grievances, other workplace-related complaints and issues and internal matters involving the governance or business of the Association, as long as that use does not interfere with District operations. A bargaining agent conducting a meeting in a District building or facility pursuant to this section may be charged for maintenance, security and other costs related to the use of the District building or facility that would not otherwise be incurred by the District entity.
4. Employee may opt out: After an initial meeting pursuant to subsection 1, paragraph C, an employee may opt out of receiving any further communications from the Association or allowing the Association agent to have any further access to that employee's information described in subsection 2, paragraph A, except for communications related to direct representation of that employee by the Association.

#### DURATION OF AGREEMENT

- A. This Agreement shall be effective as of September 1, 2021 and continue in effect until August 31, 2024; subject to the Association's rights to negotiate over a successor Agreement.
- B. In witness thereof, the parties have caused this Agreement to be signed by the Chairman of the Board and the Co-Presidents of the Association and attested by the Board's Secretary and the Chairman of the Association's Negotiation Committee.

MSAD #46 EDUCATION ASSOCIATION

BY: Kristy R. Staples  
Its President

BY: Kelly J. Dan  
Chair, Negotiations Committee

MSAD # 46 BOARD OF DIRECTORS

BY: Andrea Rollins  
Its Chairman

BY: K. J. Jordan  
Its Secretary

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2021.

Schedule A  
Teacher Salary Scale

21-22						
		WORK	Assoc Deg- Master Tech	BA	MA	CAGS
EXP	LEVEL					
0	A	\$ 37,500	\$ 37,500	\$ 37,500	\$ 41,250	\$ 45,000
1-5	B	\$ 37,500	\$ 37,500	\$ 38,794	\$ 42,544	\$ 46,294
6	C	\$ 37,500	\$ 37,500	\$ 40,270	\$ 44,020	\$ 47,770
7	D	\$ 37,500	\$ 36,745	\$ 41,745	\$ 45,495	\$ 49,245
	E	\$ 37,500	\$ 38,220	\$ 43,220	\$ 46,970	\$ 50,720
8,9	F	\$ 37,696	\$ 39,696	\$ 44,696	\$ 48,446	\$ 52,196
10,11	G	\$ 39,171	\$ 41,171	\$ 46,171	\$ 49,921	\$ 53,671
12	H	\$ 40,646	\$ 42,646	\$ 47,646	\$ 51,396	\$ 55,146
13	I	\$ 42,121	\$ 44,121	\$ 49,121	\$ 52,871	\$ 56,621
14	J	\$ 43,597	\$ 45,597	\$ 50,597	\$ 54,347	\$ 58,097
15	K	\$ 45,072	\$ 47,072	\$ 52,072	\$ 55,822	\$ 59,572
16	L	\$ 46,547	\$ 48,547	\$ 53,547	\$ 57,297	\$ 61,047
17	M	\$ 48,022	\$ 50,022	\$ 55,022	\$ 58,772	\$ 62,522
18	N	\$ 49,498	\$ 51,498	\$ 56,498	\$ 60,248	\$ 63,998
19	O	\$ 50,973	\$ 52,973	\$ 57,973	\$ 61,723	\$ 65,473
20,21	P	\$ 52,448	\$ 54,448	\$ 59,448	\$ 63,198	\$ 66,948
22	Q	\$ 53,924	\$ 55,924	\$ 60,924	\$ 64,674	\$ 68,424
23	R	\$ 55,399	\$ 57,399	\$ 62,399	\$ 66,149	\$ 69,899
24	S	\$ 56,874	\$ 58,874	\$ 63,874	\$ 67,624	\$ 71,374
25,26	T	\$ 58,349	\$ 60,349	\$ 65,349	\$ 69,099	\$ 72,849
27+	U	\$ 59,825	\$ 61,825	\$ 66,825	\$ 70,575	\$ 74,325
	V	\$ 61,300	\$ 63,300	\$68,300	\$ 72,050	\$ 75,800

No teachers are on level V

22-23						
		WORK	Assoc Deg- Master Tech	BA	MA	CAGS
EXP	LEVEL					
0,1	A	\$ 40,000	\$ 40,000	\$ 40,000	\$ 43,750	\$ 47,500
2-6	B	\$ 40,000	\$ 40,000	\$ 40,669	\$ 44,419	\$ 48,169
7	C	\$ 40,000	\$ 40,000	\$ 42,159	\$ 45,909	\$ 49,659
8	D	\$ 40,000	\$ 40,000	\$ 43,649	\$ 47,399	\$ 51,149
	E	\$ 40,000	\$ 40,139	\$ 45,139	\$ 48,889	\$ 52,639
9,10	F	\$ 40,000	\$ 41,629	\$ 46,629	\$ 50,379	\$ 54,129
11,12	G	\$ 41,118	\$ 43,118	\$ 48,118	\$ 51,868	\$ 55,618
13	H	\$ 42,608	\$ 44,608	\$ 49,608	\$ 53,358	\$ 57,108
14	I	\$ 44,098	\$ 46,098	\$ 51,098	\$ 54,848	\$ 58,598
15	J	\$ 45,588	\$ 47,588	\$ 52,588	\$ 56,338	\$ 60,088
16	K	\$ 47,078	\$ 49,078	\$ 54,078	\$ 57,828	\$ 61,578
17	L	\$ 48,568	\$ 50,568	\$ 55,568	\$ 59,318	\$ 63,068
18	M	\$ 50,058	\$ 52,058	\$ 57,058	\$ 60,808	\$ 64,558
19	N	\$ 51,548	\$ 53,548	\$ 58,548	\$ 62,298	\$ 66,048
20	O	\$ 53,038	\$ 55,038	\$ 60,038	\$ 63,788	\$ 67,538
21,22	P	\$ 54,528	\$ 56,528	\$ 61,528	\$ 65,278	\$ 69,028
23	Q	\$ 56,018	\$ 58,018	\$ 63,018	\$ 66,768	\$ 70,518
24	R	\$ 57,507	\$ 59,507	\$ 64,507	\$ 68,257	\$ 72,007
25	S	\$ 58,997	\$ 60,997	\$ 65,997	\$ 69,747	\$ 73,497
26,27	T	\$ 60,487	\$ 62,487	\$ 67,487	\$ 71,237	\$ 74,987
28+	U	\$ 61,977	\$ 63,977	\$ 68,977	\$ 72,727	\$ 76,477
	V	\$ 63,500	\$ 65,500	\$ 70,500	\$ 74,250	\$ 78,000

No teachers are on level V

23-24						
		WORK	Assoc Deg- Master Tech	BA	MA	CAGS
EXP	LEVEL					
0	A	\$ 40,000	\$ 40,000	\$ 40,000	\$ 43,750	\$ 47,500
1,2	B	\$ 40,000	\$ 40,000	\$ 41,180	\$ 44,930	\$ 48,680
3-7	C	\$ 40,000	\$ 40,000	\$ 42,671	\$ 46,421	\$ 50,171
8	D	\$ 40,000	\$ 40,000	\$ 44,162	\$ 47,912	\$ 51,662
9	E	\$ 40,000	\$ 40,653	\$ 45,653	\$ 49,403	\$ 53,153
	F	\$ 40,144	\$ 42,144	\$ 47,144	\$ 50,894	\$ 54,644
10,11	G	\$ 41,635	\$ 43,635	\$ 48,635	\$ 52,385	\$ 56,135
12,13	H	\$ 43,126	\$ 45,126	\$ 50,126	\$ 53,876	\$ 57,626
14	I	\$ 44,617	\$ 46,617	\$ 51,617	\$ 55,367	\$ 59,117
15	J	\$ 46,108	\$ 48,108	\$ 53,108	\$ 56,858	\$ 60,608
16	K	\$ 47,599	\$ 49,599	\$ 54,599	\$ 58,349	\$ 62,099
17	L	\$ 49,090	\$ 51,090	\$ 56,090	\$ 59,840	\$ 63,590
18	M	\$ 50,581	\$ 52,581	\$ 57,581	\$ 61,331	\$ 65,081
19	N	\$ 52,072	\$ 54,072	\$ 59,072	\$ 62,822	\$ 66,572
20	O	\$ 53,563	\$ 55,563	\$ 60,563	\$ 64,313	\$ 68,063
21	P	\$ 55,054	\$ 57,054	\$ 62,054	\$ 65,804	\$ 69,554
22,23	Q	\$ 56,545	\$ 58,545	\$ 63,545	\$ 67,295	\$ 71,045
24	R	\$ 58,036	\$ 60,036	\$ 65,036	\$ 68,786	\$ 72,536
25	S	\$ 59,527	\$ 61,527	\$ 66,527	\$ 70,277	\$ 74,027
26	T	\$ 61,018	\$ 63,018	\$ 68,018	\$ 71,768	\$ 75,518
27,28	U	\$ 62,509	\$ 64,509	\$ 69,509	\$ 73,259	\$ 77,009
29+	V	\$ 64,000	\$ 66,000	\$ 71,000	\$ 74,750	\$ 78,500

