

**Hillsboro-Deering Federation of Teachers, AFT #2348, AFT-NH, AFL-CIO and  
Hillsboro-Deering School Board  
Tentative agreements through 12-4-18**

Change all references in the contract for guidance counselors to "school counselors".  
Upon approval of the contract, the parties agree to file a Modification Petition to the NH  
PELRB to reflect the change. Other contract provisions which will need to reflect the  
change are: 4.10, 6.2.1, 6.3.3, 6.3.6.4, 6.8.1, and 7.1.6.

1.1 **RECOGNITION**

Subject to RSA 273-A, and continued certification, the Hillsboro-Deering Cooperative School Board recognizes the Hillsboro-Deering Federation of Teachers, Local 2348, American Federation of Teachers, AFT-NH, AFL-CIO as exclusive bargaining representative for all full- and part-time classroom teachers, ~~librarians~~ **media specialists**, ~~guidance-school~~ counselors and registered nurses in its employ who work one-half or more of the school day.

1.2 **JURISDICTION**

The jurisdiction of the Federation shall include those full- and part-time classroom teachers, ~~librarians~~ **media specialists**, ~~guidance-school~~ counselors and registered nurses who work one-half or more of the school day now or hereafter who perform the duties or functions of the categories of employees in the bargaining unit.

1.3 **DUES WITHOLDING**

The Board agrees to deduct Federation dues in equal payments when properly notified by the Federation by means of a signed authorization form (**Exhibit F**) for each teacher so desiring such deduction. Such deduction authorization will be continued each year and thereafter unless notification is received in writing by the Board and **Federation Treasurer**. The Board also agrees to forward any and all such funds to the Treasurer of the Federation on a monthly basis along with a record of such deductions. The Board will also recognize authorizations provided prior to the execution of the Agreement.

1.4 **AGENCY FEE**

~~All employees shall, as a condition of continued employment, join the exclusive bargaining agent organization or pay to the exclusive bargaining agent organization a service fee in an amount not to exceed seventy-five percent (75%) of the amount of dues paid by Union members. The Federation shall hold the Board harmless against any and all claims, demands, liabilities, lawsuits, counsel fees or other costs resulting from actions taken against the Board as a result of the negotiation of or the administration of this provision.~~

Revised **Exhibit F** is attached.

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6.3.2 **DUTY FREE LUNCH**

For all bargaining unit members, **including but not limited to teachers, guidance counselors and nurses**, who work a full school day, the Administrator shall provide a thirty (30)-minute duty-free lunch.

6.3.3 **SUBSTITUTION**

The Administration will make every effort possible to find substitute coverage when a teacher is absent. Only in an emergency shall a teacher be asked to substitute for a colleague. No teacher shall be compelled to substitute for an absent colleague. Only in the event of an unforeseen medical emergency that necessitates a colleague to leave the school unexpectedly shall a teacher be required to substitute or to accept students unassigned to him or her. A substituting staff person shall be paid \$40.00 for each such period substituted. Nothing in this article is intended to prevent teachers from voluntarily covering for each other. Guidance counselors will not be requested to substitute teach. **No teacher shall be eligible to be paid for subbing more than one block or period per day except under extenuating circumstances. Elementary teachers who absorb students from other teachers shall be compensated at the rate of forty dollars (\$40.00) per day for providing the coverage.**

6.8.1 **PROFESSIONAL EVALUATION PLAN**

Evaluations shall be done in accordance with the Hillsboro-Deering School District Professional Evaluation Plan adopted by the parties. Any modifications to the Professional Evaluation Plan shall be mutually agreed upon between the School Board and Federation. ~~Guidance counselors shall be evaluated consistent with past practice. Evaluation of classroom teachers, media specialists, school nurses and school counselors will all be done using the appropriate rubric for that position using Danielson's Framework for Teaching.~~

**Replace current 6.8.1 with the following language:**

Evaluations for all employees listed under 1.1, *Recognition*, shall be done in accordance with the Hillsboro-Deering School District Professional Evaluation Plan adopted by the parties. Any modifications to the Professional Evaluation Plan shall be mutually agreed upon between the School Board and Federation.

7.3 **TUITION REIMBURSEMENT**

7.3.1 **APPLICATION FOR AVAILABILITY OF FUNDS**

Funds shall be available to provide tuition assistance for bargaining unit members for a maximum of three courses each year. The faculty member must submit an educational plan

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to his/her building administrator, which shall include faculty member's educational goals and objectives. Upon approval of the Administrator, the tuition request shall be forwarded to the Superintendent for final approval and authorization for tuition payment. Tuition reimbursement will not exceed the actual cost per graduate credit at the University of New Hampshire rates. The faculty member understands and agrees that if he/she receives a C or less for any course, he/she shall be required to reimburse the district for the tuition that was paid on his/her behalf. Part-time teachers are eligible to receive tuition reimbursement on a pro-rated basis. Requests will be granted by utilizing a lottery process which will occur under the joint supervision of the Superintendent and HDFT President or his/her designee, on the next workday following the final deadline date as outlined below. The lottery system will award one (1) course per applicant until all applicants are granted reimbursement or until funds are exhausted for that term. In the event that there are funds still available, additional course reimbursement will occur using the lottery placement of applicants. In the event that monies for the term are not exhausted, the excess monies will be added to the subsequent term.

In the event that there is money remaining at the end of the fiscal year, applicants who were previously denied reimbursement shall be able to receive monies according to a waiting list that is in keeping with the applicant's initial placement in the lottery process starting with summer applicants first, then fall, then finally winter applicants.

<u>Contract Years</u>	<u>Annual Amount</u>	<u>Application Dates</u>	
Effective 2016-17	\$45,000-\$49,500	Fall Term (8/15-9/15)	\$15,000-\$16,500
		Winter Term (12/15-1/15)	\$15,000-\$16,500
		Spring Term (4/15-5/15)	\$15,000-\$16,500

## 7.5 EXTRACURRICULAR ACTIVITY

### 7.5.1 PAYMENT SCHEDULE

The schedule for the payment of extracurricular duties for teachers shall be Exhibit E.

Attached please find the updated Extracurricular/Co-curricular Schedule per the 12/18/17 Memorandum of Understanding.

## Union Proposal #14

### 7.9.1 LONGEVITY SCHEDULE

All bargaining unit members shall receive longevity pay, to be paid annually on or before December 1, in a lump sum check after completion of the tenth year of continuous service to the District according to the following schedule:

Effective July 1, 2016:

<u>Service Years</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+20</u>
11-13	495	1100	1210
14-19	990	2200	2420
20-24	1485	2530	2750
25 or more	1980	3300	3630

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**Effective July 1, 2019:**

**Bargaining unit members hired before July 1, 2019 shall be paid at the higher amount of Chart 1 or 2.**

		<b><u>CHART 1</u></b>	
<b>Service Years</b>	<b>BA24</b>	<b>Ma</b>	<b>MA+20</b>
11-14	\$520	\$1,155	\$1,271
14-19	\$1,040	\$2,310	\$2,541
20-24	\$1,559	\$2,657	\$2,888
25 +	\$2,079	\$3,465	\$3,812

**Bargaining unit members hired on or after July 1, 2019 shall be paid the amounts contained in Chart 2.**

<b><u>CHART 2- New Hires after 6/30/19</u></b>	
<b>Service Years</b>	
11-14	\$1,155
14-19	\$2,310
20-24	\$2,657
25 +	\$3,465

**New Section 8.10**

**The District shall reimburse each member of the bargaining unit the cost of recertification or licensing fees up to a maximum of \$130 once every three years.**

**New Section 9.9**

**A bargaining unit member who does not use any sick leave during the contract year shall be provided the opportunity to have the District buy back up to five (5) sick days, to be deducted from the employee's accrual, with said payment at rate of fifty-percent (50%) of the employee's current per diem rate of pay.**

**ARTICLE FIFTEEN**  
**DURATION OF AGREEMENT**

This contract will be in effect from July 1, ~~2013-2019~~ to June 30, ~~2019-2022~~ and shall remain in full force and effect until such time as the new contract is executed. Rencotiations of the agreement may be effected by written notice by one party to the other. Negotiations for a successor agreement shall commence not later than May 1, ~~2018-2022~~. The parties may by mutual agreement renegotiate any provisions of the agreement.

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**APPENDIX E**  
**EXTRACURRICULAR ACTIVITIES FOR TEACHERS**

<b><u>POSITION</u></b>	<b><u>STIPEND</u></b>
<b><u>ELEMENTARY SCHOOL</u></b>	
ES - DESTINATION IMAGINATION ADVISOR	\$1,050.00
ES - DRAMA ADVISOR	\$1,050.00
ES - DRAMA ASSISTANT DIRECTOR	\$600.00
ES - FIELD DAY ADVISOR	\$375 .00
ES - MEMORY BOOK	\$825.00
ES -WINTER CARNIVAL ADVISOR	\$375.00
<b><u>MIDDLE SCHOOL</u></b>	
MS - DANCE ADVISOR	\$1,050.00
MS - DECA ADVISOR	\$825.00
MS- DESTINATION IMAGINATION ADVISOR	\$1,575.00
MS - DRAMA ADVISOR	\$1,050 .00
MS - JUNIOR NATIONAL HONOR SOCIETY	\$600.00
MS- MATH TEAM ADVISOR	\$600.00
MS- MEMORY BOOK ADVISOR	\$825.00
MS - SADD ADVISOR	\$825.00
MS - STUDENT COUNCIL ADVISOR	\$825 .00
<b><u>HIGH SCHOOL</u></b>	
HS -ANIME-GAMERS CLUB ADVISOR	\$600.00
HS - DECA ADVISOR	\$1,575.00
HS - DRAMA ASST DIRECTOR	\$1,200.00
HS - DRAMA DIRECTOR	\$1,800.00
HS - EQUESTRIAN CLUB	\$825.00
HS - FRENCH CLUB ADVISOR	\$600.00
HS - FRESHMAN CLASS CO-ADVISOR	\$825.00
HS - FRESHMAN CLASS CO-ADVISOR	\$825.00
HS - GAMES CLUB ADVISOR	\$600.00
HS- GSA	\$600.00
HS -JUNIOR CLASS CO-ADVISOR	\$1,125.00
HS - JUNIOR CLASS CO-ADVISOR	\$1,125.00
HS - LIVE POETS SOCIETY	\$600.00
HS- MATH TEAM ADVISOR	\$825.00
HS - MUSIC DIRECTOR	\$3,600.00
HS - NH SCHOLARS CO-ADVISOR*	\$550.00
HS - NH SCHOLARS CO-ADVISOR*	\$550.00
<i>*Plus \$10 per student up to total of 50 students, capped at \$1,050 per teacher .</i>	
HS - NHS CO-ADVISOR	\$825.00
HS - NHS CO-ADVISOR	\$825.00
HS - ROBOTICS CLUB CO-ADVISOR	\$825.00
HS - ROBOTICS CLUB CO-ADVISOR	\$825.00
HS - SADD ADVISOR	\$825.00
HS - SENIOR CLASS CO-ADVISOR	\$1,125.00

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HS - SENIOR CLASS CO-ADVISOR	\$1,125.00
HS - SOPHOMORE CLASS CO-ADVISOR	\$825.00
HS - SOPHOMORE CLASS CO-ADVISOR	\$825.00
HS - SPANISH CLUB ADVISOR	\$600.00
HS- STUDENT VOICE CO-ADVISOR	\$825.00
HS- STUDENT VOICE CO-ADVISOR	\$825.00
HS - WINTER CARNIVAL ADVISOR	\$600.00
HS - YEARBOOK ADVISOR	\$750.00
HS - YEARBOOK ASSISTANT ADVISOR	\$600.00
HS - YOUTH AND GOVERNMENT ADVISOR	\$600.00

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**EXHIBIT F**  
**PAYROLL DEDUCTION AUTHORIZATION**

LAST NAME \_\_\_\_\_ FIRST \_\_\_\_\_ M.I. \_\_\_\_\_  
EFFECTIVE DATE \_\_\_\_\_  
SOCIAL SECURITY NUMBER \_\_\_\_\_  
HOME ADDRESS \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

PHONE NUMBER \_\_\_\_\_  
SCHOOL \_\_\_\_\_  
POSITION \_\_\_\_\_  
EMAIL ADDRESS \_\_\_\_\_

**TO THE BOARD OF EDUCATION:** I HEREBY AUTHORIZE YOU, ACCORDING TO ARRANGEMENTS AGREED UPON WITH THE HILLSBORO-DEERING FEDERATION OF TEACHERS, LOCAL 2348, AFT, AFT-NH, AFL-CIO, TO DEDUCT FROM MY SALARY AND TRANSMIT TO SAID ORGANIZATION, DUES FOR AS CERTIFIED BY SAID ORGANIZATION, I HEREBY WAIVE ALL RIGHT AND CLAIM TO SAID MONIES SO DEDUCTED AND TRANSMITTED IN ACCORDANCE WITH THIS AUTHORIZATION, AND RELIEVE THE BOARD OF EDUCATION AND ALL ITS OFFICERS FROM ANY LIABILITY THEREFORE. I REVOKE ANY AND ALL INSTRUMENTS HERETOFORE MADE BY ME FOR SUCH PURPOSES. THIS AUTHORITY SHALL REMAIN IN FULL FORCE AND EFFECT FOR ALL PURPOSES WHILE I AM EMPLOYED IN THIS SCHOOL SYSTEM, OR UNTIL REVOKED BY ME IN WRITING.

MEMBER SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

EMPLOYMENT STATUS (check one):

FULL TIME \_\_\_\_\_ HALF TIME \_\_\_\_\_ QUARTER TIME \_\_\_\_\_ EIGHTH TIME \_\_\_\_\_  
\_\_\_\_\_

**RETURN THIS FORM TO :**

ALEX LUHTJARV  
HILLSBORO-DEERING FEDERATION OF TEACHERS  
12 HILLCAT DRIVE HILLSBORO, NH 03244

DUES, CONTRIBUTIONS OR GIFTS TO THE HILLSBORO-DEERING FEDERATION OF TEACHERS ARE NOT DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS FOR FEDERAL INCOME TAX PURPOSES. DUES PAID TO THE HILLSBORO-DEERING FEDERATION OF TEACHERS, HOWEVER, MAY QUALIFY AS BUSINESS EXPENSES, AND MAY BE DEDUCTIBLE IN LIMITED CIRCUMSTANCES SUBJECT TO VARIOUS RESTRICTIONS IMPOSED BY THE INTERNAL REVENUE CODE.

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**Hillsboro-Deering Federation of Teachers, AFT #2348, AFT-NH, AFL-CIO and  
Hillsboro-Deering School Board**

**Tentative agreements through 12-18-18**

**ARTICLE 7  
COMPENSATION**

**7.1 SALARY/STEP INCREASE (2013-2014) (2019-2020)**

Effective the first scheduled workday of school year ~~2013-14~~ **2019-20**, eligible staff shall be granted a one step increase on the ~~2012-13~~ **2019-20** salary schedule (Exhibit A). Employees on the top step shall also receive a one-time payment in the amount of \$1,000 which shall be paid in equal installments per Article 7.7.1 or 7.7.2.

**7.1.1 SALARY/STEP INCREASE (2014-2015) (2020-2021)**

Effective the first scheduled workday of school year ~~2014-15~~ **2020-2021**, eligible staff shall be granted a one step increase on the ~~2012-13~~ **2020-21** salary schedule (Exhibit B). Employees on the top step shall also receive a one-time payment in the amount of \$1,000 which shall be paid in equal installments per Article 7.7.1 or 7.7.2.

**7.1.2 SALARY/STEP INCREASE (2015-2016) (2021-2022)**

Effective the first scheduled workday of school year ~~2015-16~~ **2021-2022**, eligible staff shall be granted a one step increase on the ~~2012-13~~ **2021-22** salary schedule (Exhibit C). Employees on the top step shall also receive a one-time payment in the amount of \$1,000 which shall be paid in equal installments per Article 7.7.1 or 7.7.2.

[Note: It is understood the salary schedules have been modified by renumbering and reducing the number of steps but for each year eligible employees are granted a "step" increase under the new configuration.

~~**7.1.3 SALARY/STEP INCREASE (2016-2017)**~~

~~Effective the first scheduled workday of school year 2016-2017, eligible staff shall be granted a one step increase on the 2016-2017 salary schedule (Exhibit B).~~

~~**7.1.4 SALARY/STEP INCREASE (2017-2018)**~~

~~Effective the first scheduled workday of school year 2017-2018, eligible staff shall be granted a one step increase on the 2017-2018 salary schedule (Exhibit C).~~

~~**7.1.5 SALARY/STEP INCREASE (2018-2019)**~~

~~Effective the first scheduled workday of school year 2018-2019, eligible staff shall be granted a one step increase on the 2018-2019 salary schedule (Exhibit D).~~

**7.6.1 PLACEMENT FOR NEW PERSONNEL**

Newly appointed personnel will be placed on the salary schedule according to their teaching experience and attainment of academic standing. **Newly employed personnel shall be placed on the salary schedule at a step commensurate with experience of teachers currently employed in the Hillsboro-Deering School District.**

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## CURRENT

### 8.1.5 HEALTH CARE BUY-OUT

Employees who are eligible to receive health care benefits but do not enroll in any program shall receive an amount equal to fifty-percent (50%) of the premium for the single, two-person or family Access Blue New England HMO, AB 20 RX 10/20/45 plan for which the employee is eligible, up to \$9,000. Employees making this election for less than a full year shall have their payment prorated. Payment to be received on or before June 1<sup>st</sup>.

### 8.1.5 HEALTH CARE BUY-OUT

**8.1.5.1** Employees, who are eligible to receive health care benefits but do not enroll in any program **and are receiving the buy-out in the 2018-19 contract year**, shall receive an amount equal to fifty-percent (50%) of the premium for the single, two-person or family Access Blue New England HMO, AB 20 RX 10/20/45 plan for which the employee is eligible, up to \$9,000. Employees making this election for less than a full year shall have their payment prorated. Payment to be received on or before June 1<sup>st</sup>.

**Effective July 1, 2019, for all other employees, the health insurance buyout amount shall be as follows shall be as follows:**

**An amount equal to fifty-percent (50%) of the premium for the single, two-person or family Access Blue New England HMO, AB 20 RX 10/20/45 plan for which the employee is eligible, up to \$5,000.**

**8.1.5.2** **Effective July 1, 2019, if two District employees are married to each other and take medical insurance coverage that is offered by the District and did not receive the buy-out during the 2018-19 contract year, they shall not be eligible for the buyout. For current married district employees receiving the buyout during the 2018-19 contract year, the employee not taking the insurance will be eligible to receive the buy-out per Paragraph One in Section 8.1.5.1.**

### 8.7 EARLY RETIREMENT INCENTIVE STIPEND

Upon voluntary separation from the District **for those staff members who are at least 55 years old and with twenty (20) years or more of district service (including any and all time served in any schools that are in the district) the staff member shall receive a one-time payment.**

The amount of the separation payment shall be determined as follows:

**For employees hired before July 1, 2019:** 1% of salary x number of years in district PLUS 1/2 per diem x number of unused sick days up to a maximum of 118 days.

**For employees hired on or after July 1, 2019** 1% of salary x number of years in district PLUS 1/2 per diem x number of unused sick days up to a maximum of 118 days **in an amount not to exceed \$15,000.**

In order to receive payment on July 1<sup>st</sup> of the following calendar year, the staff member must provide notice to the District no later than ~~December 1<sup>st</sup>~~ **September 15<sup>th</sup>** in the school year in which the separation occurs **and may not withdraw such notice after December 15<sup>th</sup>.** In the event of a catastrophic unforeseen event such as a medical condition, the notice requirement would be waived.

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6.3.5 **MEETINGS**

The Administration shall use their best efforts to schedule meetings and non-classroom work during the normal school day. Except in cases of emergencies and unforeseen circumstances faculty, department, team or other administratively scheduled meetings will not exceed ~~twenty (20)~~ **twenty-nine (29)** per year without the prior consent of the Federation and whenever possible, a period of at least five work days notice of such meetings with a published agenda shall be provided. Meetings shall not last more than (1) hour, except that up to five (5) meetings per year may last one and one-half (1 1/2) hours provided notice of the extended meeting has been included with the agenda.

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# HDFT AND HDSB TENTATIVE AGREEMENT 12-18-18

FY 2018-19

## Salary Schedule

	BA	BA+24	MA	MA+20
Step 1	\$36,756	\$39,885	\$43,268	\$45,063
Step 2	\$38,089	\$41,332	\$44,837	\$46,697
Step 3	\$39,471	\$42,831	\$46,464	\$48,391
Step 4	\$40,902	\$44,383	\$48,149	\$50,147
Step 5	\$42,386	\$45,994	\$49,895	\$51,965
Step 6	\$43,923	\$47,662	\$51,705	\$53,851
Step 7	\$45,516	\$49,391	\$53,580	\$55,803
Step 8	\$47,167	\$51,182	\$55,523	\$57,827
Step 9	\$48,878	\$53,038	\$57,537	\$59,924
Step 10	\$50,651	\$54,961	\$59,624	\$62,098
Step 11	\$52,487	\$56,955	\$61,786	\$64,351
Step 12	\$54,392	\$59,021	\$64,028	\$66,684
Step 13	\$56,023	\$60,791	\$65,948	\$68,685
Step 14	\$57,144	\$62,007	\$67,267	\$70,058
Step 15	\$58,287	\$63,248	\$68,612	\$71,459

FY 2019-20

EXHIBIT A

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## Salary Schedule

	BA	BA+24	MA	MA+20
<del>Step 1</del>	<del>\$37,491</del>	<del>\$40,683</del>	<del>\$44,133</del>	<del>\$45,964</del>
Step 1	\$41,017	\$44,509	\$48,283	\$50,286
Step 2	\$42,247	\$45,844	\$49,732	\$51,795
Step 3	\$43,515	\$47,220	\$51,224	\$53,349
Step 4	\$44,820	\$48,636	\$52,761	\$54,949
Step 5	\$46,165	\$50,095	\$54,343	\$56,598
Step 6	\$47,550	\$51,598	\$55,974	\$58,296
Step 7	\$48,976	\$53,146	\$57,653	\$60,045
Step 8	\$50,445	\$54,740	\$59,382	\$61,846
Step 9	\$51,959	\$56,383	\$61,164	\$63,701
Step 10	\$53,518	\$58,074	\$62,999	\$65,612
Step 11	\$55,123	\$59,816	\$64,889	\$67,581
Step 12	\$56,777	\$61,611	\$66,836	\$69,608
Step 13	\$58,480	\$63,459	\$68,841	\$71,696
Step 14	\$60,234	\$65,363	\$70,906	\$73,847

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FY 2020-21

EXHIBIT B

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## Salary Schedule

	BA	BA+24	MA	MA+20
<del>Step 1</del>	<del>\$41,837</del>	<del>\$45,399</del>	<del>\$49,249</del>	<del>\$51,292</del>
Step 1	\$43,092	\$46,761	\$50,727	\$52,831
Step 2	\$44,385	\$48,164	\$52,248	\$54,416
Step 3	\$45,716	\$49,609	\$53,816	\$56,048
Step 4	\$47,088	\$51,097	\$55,430	\$57,730
Step 5	\$48,501	\$52,630	\$57,093	\$59,462
Step 6	\$49,956	\$54,209	\$58,806	\$61,245
Step 7	\$51,454	\$55,835	\$60,570	\$63,083
Step 8	\$52,998	\$57,510	\$62,387	\$64,975
Step 9	\$54,588	\$59,236	\$64,259	\$66,925
Step 10	\$56,225	\$61,013	\$66,187	\$68,932
Step 11	\$57,912	\$62,843	\$68,172	\$71,000
Step 12	\$59,650	\$64,728	\$70,217	\$73,130
Step 13	\$61,439	\$66,670	\$72,324	\$75,324

FY 2021-22

EXHIBIT C

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## Salary Schedule

	BA	BA+24	MA	MA+20
<del>Step 1</del>	<del>\$44,062</del>	<del>\$47,813</del>	<del>\$51,868</del>	<del>\$54,020</del>
Step 1	\$45,384	\$49,248	\$53,424	\$55,640
Step 2	\$46,745	\$50,725	\$55,027	\$57,309
Step 3	\$48,147	\$52,247	\$56,677	\$59,029
Step 4	\$49,592	\$53,814	\$58,378	\$60,799
Step 5	\$51,080	\$55,429	\$60,129	\$62,623
Step 6	\$52,612	\$57,092	\$61,933	\$64,502
Step 7	\$54,190	\$58,804	\$63,791	\$66,437
Step 8	\$55,816	\$60,568	\$65,705	\$68,430
Step 9	\$57,491	\$62,385	\$67,676	\$70,483
Step 10	\$59,215	\$64,257	\$69,706	\$72,598
Step 11	\$60,992	\$66,185	\$71,797	\$74,776
Step 12	\$62,821	\$68,170	\$73,951	\$77,019

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7.9.1 **LONGEVITY SCHEDULE**

All bargaining unit members shall receive longevity pay, to be paid annually on or before December 1, in a lump sum check after completion of the tenth year of continuous service to the District according to the following schedule:

Effective July 1, 2016:

Service Years	BA+24	MA	MA+20
11-13	495	1100	1210
14-19	990	2200	2420
20-24	1485	2530	2750
25 or more	1980	3300	3630

Effective July 1, 2019:

Bargaining unit members hired before July 1, 2019 shall be paid at the higher amount of Chart 1 or 2.

		<b><u>CHART 1</u></b>	
Service Years	BA24	MA	MA+20
11-14	\$520	\$1,155	\$1,271
14-19	\$1,040	\$2,310	\$2,541
20-24	\$1,559	\$2,657	\$2,888
25 +	\$2,079	\$3,465	\$3,812

Bargaining unit members hired on or after July 1, 2019 shall be paid the amounts contained in Chart 2.

<b><u>CHART 2- New Hires after 6/30/19</u></b>	
Service Years	
11-14	\$1,155
14-19	\$2,310
20-24	\$2,657
25 +	\$3,465

In order to be eligible for longevity pay, a bargaining unit member shall be on the BA+24, MA, or MA+20 track.

[Please note that this language supersedes the longevity pay language in the tentative agreement and has been added for clarity to reflect the current practice that those bargaining unit members on the Bachelor's track do not receive longevity pay.]

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