

AGREEMENT BETWEEN
THE BROOKLINE SCHOOL BOARD
AND
THE BROOKLINE TEACHERS’
ASSOCIATION
NEA/NH
2020-2023

BROOKLINE TEACHERS' ASSOCIATION

2020-2023

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ARTICLE I
AGREEMENT

1.1 This Agreement is made and entered by and between the Brookline School Board, hereinafter referred to as the “Board”, and the Brookline Teachers’ Association, NEA-New Hampshire, hereinafter referred to as the “Association”. This contract shall be valid from **July 1, 2020** to **June 30, 2023**. Termination of this Agreement shall not be construed as limiting or modifying the rights or benefits granted to the Association or any employee by RSA 273-A or other applicable law.

ARTICLE II
RECOGNITION

2.1 The Board recognizes the Association as having been certified by the New Hampshire Public Employees Labor Relations Board, herein after referred to as "NH PELRB", pursuant to RSA 273-A, as the exclusive representative of the bargaining unit consisting of all certified teachers and the school nurses, *school* counselors and *library media specialists*.

2.2 The above Section shall not prejudice either party's position in petitioning for modification of the bargaining unit before the NH PELRB.

2.3 Economic benefits for part-time staff shall be calculated on a pro-rata basis, subject to the rules and regulations of the carrier.

ARTICLE III
NEGOTIATIONS PROCEDURE

3.1 On or before October 1 of any year preceding the expiration date of this Agreement, either party may notify the other party, in writing, of its intent to negotiate terms of a successor Agreement. Within thirty (30) calendar days of the receipt of the notice the parties shall meet to exchange proposals.

3.2 The parties agree to negotiate according to the procedures set forth in RSA 273-A, and that such negotiations will be in good faith. Each party shall make proposals, counter proposals, and exchange data in an effort to reach accord.

3.3 Any agreement reached shall be reduced to writing and signed by the Board and the Association.

3.4 Either party may, if it desires, utilize the services of an outside consultant.

3.5 Funds necessary to enact any changes in the contracts will be presented as a warrant at the Brookline School District meeting. If this warrant article is not approved by the voters, the existing contract will remain in place and dispute resolution will commence per RSA 273-A.

3.6 A copy of this Agreement will be filed with the PELRB by the NEA per RSA 273-A:16.

ARTICLE IV GRIEVANCE PROCEDURE

4.1 Definition

A "grievance" is a complaint by a staff member or members, or the Association that there has been a violation, misapplication or misinterpretation of any provision of the Agreement.

4.2 Purpose

The parties acknowledge that it is more desirable for a staff member and his/her immediately involved supervisor to resolve problems through free and informal communications. Grievances which are not satisfactorily settled in an informal way shall be reduced to writing (See Appendix A, attached hereto) and referred to the following formal grievance procedure.

4.3 Right of Representation

A staff member covered by the Agreement shall, under this Article, have the right to have an Association representative present at any time, subject to his/her requesting such representation.

4.4 Time Limits, Calculations and Extensions

4.4.1 For a claim to be considered a grievance, the aggrieved party (ies) must submit the grievance in writing within twenty (20) days of the violation, misapplication or misinterpretation of the Agreement giving rise to the grievance.

4.4.2 All time limits in the Article shall mean school days, except as specified in Section 4.44 below.

4.4.3 Time periods and limits specified in this procedure may be extended by mutual agreement.

4.4.4 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits (unless extended by mutual agreement) shall permit the aggrieved person to proceed to the next level. Conversely, the grievants failure to adhere to the specified time limits (absent agreement to extend) shall constitute a final determination that the grievance is settled, and waiver of any right to proceed further.

4.4.5 During the summer recess, all time limits shall refer to normal business days (Monday through Friday, except legal holidays). Notwithstanding the preceding sentence, the parties agree that the processing of grievances which are pending as of June 1 of any school year (i.e., grievances which have been properly filed pursuant to 4.4.1, above, and 4.5 below), may be suspended during the Summer recess, absent a specific request by either party. Requests for the continuation of the grievance process through the Summer should be made only when delay in resolution of the grievance may have operational, economic, or other identifiable consequences (e.g., witness availability, hiring decisions, etc.).

4.5 Formal Procedure

The grievance shall state the specific alleged violation or condition, with proper reference to the contract Agreement and the remedy sought.

Level 1. Within five (5) days of receipt of a formal grievance, the Building Principal shall meet with the aggrieved staff member. Within three (3) days following any such meeting, the Principal shall give his/her answer in writing. If the grievance is not settled at this level, then it may be referred to Level 2 within five (5) days of the receipt of any answer given at this level.

Level 2. Within five (5) days of a grievance being referred to this level, the Superintendent will meet with the participants of Level 1 and examine the facts of the grievance. The Superintendent shall give his/her answer within five (5) days of any such meeting. If the grievance is not settled at this level, then within five (5) days from receipt of the answer rendered at this level the grievance may be referred to Level 3, the School Board.

Level 3. Within ten (10) days of the grievance being referred to this level, the Board will hold a hearing with the participants and examine the facts of the grievance. The hearing may be in non-public session, at the request of the grievant. The Board will thereafter, within ten (10) days of such hearing, give its answer, in writing. If the grievance is still not settled, then within twenty (20) days from receipt of the answer rendered at this level, the matter may be referred to arbitration by the Association as set forth in Level 4 of this procedure.

Level 4. If the matter is referred to arbitration, then the parties shall first attempt to agree on a mutually acceptable arbitrator. If they are unable to do so within ten (10) days of the Association's request for arbitration, then either party shall apply to the American Arbitration Association to name an arbitrator under the rules and procedures of the service. The arbitrator shall use his/her best efforts to arbitrate the grievance, including issues pertaining to substantive and procedural arbitrability, but he/she shall have no power add to or subtract from, alter, or modify any of the said provisions. The arbitrator shall thereafter submit a written decision to both parties. The arbitrator's decision will be binding on both parties. The parties agree to share equally in the compensation and expenses of the arbitrator. In accordance with RSA 542, either party may appeal the arbitrator's decision.

4.6 Grievance(s) of a general nature, or involving decisions by the Superintendent or School Board, may be submitted by the Association to Level 2.

4.7 The parties agree that staff members covered by the Agreement shall enjoy freedom from restraint, interference, coercion, discrimination, or reprisal for participating in any grievance proceeding.

4.8 Grievances shall not be made a part of any employee's personnel file or used in making employment references.

ARTICLE V
STAFF EVALUATION

The Board and the Association agree that the responsibility for staff evaluation rests with the administration and that such evaluation will be done on an ongoing basis in accordance with the SAU 41 Professional Growth Model, as approved by the Association.

ARTICLE VI
VACANCIES, TRANSFERS, AND ASSIGNMENTS

6.1 Assignments

Staff members shall be informed of their specific assignment by April 30th preceding the new school year. This assignment may not be changed for the coming year, except as provided below.

6.2 Reassignment

Staff members who are interested in being assigned to another position for the next school year may make known their interest by submitting a written statement to the Principal no later than March 1st. Said staff members shall be considered by the administration should a vacancy arise in the area of indicated interest.

6.3 Vacancies

Except as provided below, notice of any bargaining unit vacancies shall be posted for at least ten (10) business days prior to the deadline for application. The posting shall state the specific position to be filled, qualifications, starting date, and other relevant terms of employment. ***Bargaining Unit*** members who apply for the position shall be given first consideration by the administration. Final decision on the filling of all vacancies shall be the District's prerogative. During the summer recess, notice of vacancies shall be emailed to all bargaining unit members. If a vacancy is filled by transfer/reassignment (whether voluntary or involuntary) of an existing employee, thereby creating a new vacancy, the posting requirement shall be only 5 days.

6.4 Transfers

Involuntary transfers are to be avoided whenever possible. Staff members are not to be transferred for disciplinary reasons. If a transfer is necessary, the administration will first seek volunteers who are certified and qualified to fill the position; however, the administration shall determine the individual to be transferred. Any staff member involuntarily transferred may resign his or her position without prejudice.

6.5 Reinstatement to Position

Any staff member involved in an involuntary transfer will be considered to return to his/her previous assignment if an opening occurs within three (3) years. It shall be the teacher's responsibility to notify the Superintendent of the previous involuntary transfer when applying for the position. The staff member must also have maintained required certification for the vacancy.

ARTICLE VII STAFF DEVELOPMENT

7.1 The Superintendent's office will notify staff members annually, by August 31, of their re-certification dates, the number of staff development hours accumulated, and the amount needed for re-certification. However, the responsibility for re-certification still rests with the individual, who should verify his or her own records.

7.2 The Board agrees that any work performed by individual teachers for various committees as assigned by the administration be allowed as staff development credit hours.

7.3 Courses and Workshops

The Board shall provide reimbursement on the following basis for approved courses and staff development activities taken by staff members:

1. Written approval must be obtained from the Superintendent prior to registration; said approval is at the sole discretion of the Superintendent. To be approved, a course or other activity must be directly related to the staff member's current assignment within the district, to objectives defined within the staff member's evaluation, or to the District's goals and objectives.
2. The Board shall reimburse staff members up to \$2250 per course, for a maximum of nine (9) credit hours per school year, subject to budget limitations. All courses must either be offered by an institution accredited by the New England Association of Schools and Colleges Commission on Institutions of Higher Education, or be offered by an institution approved by a similar regional accreditation agency recognized by the U.S. Secretary of Education.
3. The staff member may choose one of the following options for course reimbursement:
 - a. **Prepayment:** After signing a prepayment course reimbursement contract declaring the staff member's intent to remain employed by the District for at least *two years* after the end date of the course, one hundred percent (100%) of eligible tuition shall be paid to the staff member. A staff member who fails to achieve a grade of "B" or better (or "pass" in a course offering only pass/fail grades) and provide a grade report reflecting the same, fails to complete the course that term, or fails to remain employed by the District for at least one year after the end date of the course shall

repay the District the entire amount previously paid to the staff member for the course. All prepayment funds will be paid to the employee within thirty (30) days of receipt of the prepayment reimbursement by the Business Office.

- b. **Reimbursement:** One hundred percent (100%) of eligible tuition shall be paid to the staff member after the completion of the course and upon presentation of a grade report reflecting a grade of “B” or better (or “pass” in a course offering only pass/fail grades). A staff member who fails to achieve a grade of “B” or better (or “pass” in a course offering only pass/fail grades) or fails to complete the course that term shall not be eligible for reimbursement.
 - c. Except in cases of disability, non-renewal, or reduction in force of the employee, each bargaining unit member who has received a course reimbursement *or prepayment* for other than the first three (3) credit hours is expected to remain employed in the District for at least two full school years after the year in/for which he or she received the reimbursement. Any teacher who terminates employment with the District before working two full school years after the end of the school year in/for which he/she received a reimbursement/prepayment, shall repay the balance pro-rated monthly over four months, starting with the first day of the second month following the employee’s last day of work with the District. In the event that the employee fails to make the required payments, the District may enforce the obligation in the appropriate Court, and the employee shall be responsible for any legal costs incurred by the District, including reasonable attorney’s fees.
4. In order for a course to count toward a column (lane) change on the salary schedule, the following requirements shall apply:
 - a. The course must be graduate-level.
 - b. If the course was paid in full or in part by the District under this Section, all requirements for course reimbursement must be met; otherwise, a grade report reflecting a grade of “B” or better (or “pass” in a course offering only pass/fail grades) must be presented.
 - c. For staff members to the left of the ‘M’ column on the salary schedule, all courses must be part of, or lead to, a Master’s degree program.
 5. Staff members shall also be eligible for reimbursement for required CPR and First Aid certifications, or approved professional development activities in an amount not to exceed \$975. Professional development reimbursement includes registration fees for workshops and/or conferences, and for materials, travel, room and meals. Workshops and/or conferences must be directly related to the teacher’s job assignment and receive prior approval from the Principal and the Superintendent. Such activities may not be used towards a column (lane) change on the salary schedule. A Staff Member may also use up to

\$160 from his/her Individual Limit once every three (3) years for state agency fees relating to the Staff Member's New Hampshire state re-certification.

6. Part-time teachers shall be reimbursed on a pro rata basis.
7. The total annual dollar amount available for reimbursement under this Section shall be \$1,800 times the number of full-time equivalent staff members. Such monies shall be available to staff members on a first-come, first-served basis up to the limits set forth earlier in this Section.
8. Moneys for professional development shall be attributed to the fiscal year in which the majority of the course/activity occurs. For courses/activities which fall equally between two fiscal years, the funds shall be attributed to the later of the two years.

7.4 National Board Certification

The Board shall provide reimbursement and compensation on the following basis for National Board Certification:

1. Written approval must be obtained from the Superintendent and a National Board Certification contract with the District must be signed prior to registration for the National Board Certification process. To be approved, the National Board Certification area and age category must match the staff member's present assignment. This opportunity to begin the National Board Certification process with District financing shall be limited to four (4) staff members per school year, and shall be in lieu of course reimbursement for that school year; professional development money shall still be available to the staff member as per Section 7.3(5).
2. The staff member shall pay the non-refundable registration fee. The District shall pay the assessment fee upon the staff member's acceptance into the National Board Certification process. The staff member shall complete the National Board Certification process within three years, and shall remain employed by the district as a full-time educator throughout the process. Additionally, the staff member shall remain employed by the district as a full-time educator for at least two more years once National Board Certification is achieved. The Board shall hear appeals to this timeline should a staff member be unable to fulfill this requirement. The decision of the Board shall be final.
3. Should a staff member not fulfill the requirements set forth above, the staff member shall repay the full amount of the National Board Certification assessment fees paid by the District. The Board shall hear appeals to this repayment should a staff member be unable to fulfill this requirement. The decision of the Board shall be final.
4. At the end of the school year in which a staff member has achieved National Board Certification via the process described in this Section, the District shall pay that staff member a stipend of \$3,000.

ARTICLE VIII
COMPENSATION

8.1 Salaries

The basic salaries of staff members covered by this Agreement are set forth in Appendix B which is attached to and incorporated in this Agreement.

8.2 Outside Experience

All staff members starting employment within the District after July 1, 2018, shall be given credit on the salary schedule set forth in Appendix B for full years of outside teaching experience as a certified teacher in a public school, Title I teaching position, private accredited school, or licensed pre-school at the discretion of the administration at the time of hire. In no event shall a newly-hired staff member be given credit for more than his/her actual years of experience.

8.3 Placement

Placement on the salary schedule for staff members shall be in accordance with the total years of experience, highest degree and the number of credits earned. No new employee shall be placed on the salary schedule at a level higher than that of any current employee with the same level of academic preparation and teaching experience.

8.4 Nurses

Notwithstanding Sections 8.2 and 8.3, for nurses beginning employment with the District after July 1, 2018, salary placement shall be based upon the college degree and appropriate additional credits earned up to MA+45, and prior years' experience as a school nurse. All nurses are eligible for horizontal movement on the salary schedule, based upon attainment of appropriate college credit and/or degrees up to MA+45. For the purposes of track movement, all future college credit and degrees shall relate to the nurse's position within the District.

8.5 Salary Schedule

1. The salary schedule is based upon the regular school year as set forth in Article X. For assignments in excess of the regular school calendar, staff members shall be paid a per diem based on their placement in the salary schedule.
2. Summer IEP meetings and Summer Positions: Staff members who are required by the District to attend IEP or other special education team meetings after the final day of the work year will be compensated at an hourly rate based upon their respective salaries and per diem rates. Staff members who accept ESY or other summer positions within the Brookline School District will be paid an hourly rate of \$40.

8.6 Salary Track Changes

By September 30th of each year, Staff Members shall notify the SAU Business Office, in writing, by a process established by the SAU, of their intent to complete a degree track change in the next school fiscal year. Failure to meet this deadline will result in delay in budgeting the change until the fiscal year following the next year, provided that the appropriate paperwork is submitted.

For example, the 2018-2019 deadline for submission would be September 30, 2018, for the change to be budgeted and made effective for the next school year (2019-2020). If the deadline is missed, the change would then be effective for 2020-2021.

By October 15th of each year, for those staff members who notified the SAU in the prior fiscal year of their intent to change lanes/tracks, completed Evaluation forms (not future dated requests) must be submitted after completion of the courses, along with OFFICIAL transcripts, directly to Human Resources. Completed packets received on or before October 15th of each year, will be processed retro-actively to the start of that school year. Any completed packet received after that date will be processed for the next available pay period.

8.7 Extra-curricular Activities

Stipends not to exceed \$250 shall be paid for extra-curricular activities in accordance with past practice. The administration shall have the authority to add or remove activities eligible for stipends as new extra-curricular activities are offered or existing ones discontinued, and to set stipend amounts as appropriate.

The administration shall notify staff members of such activities as they become available. Participation in such activities shall be voluntary.

Notwithstanding the above, the stipends for the following positions will be:

Team Leaders	\$300
Yearbook Editor	\$150
Math Counts Competition	\$150
Mentor Coach	\$500
Mentor	\$300 plus \$150 for additional mentee

8.8 Team/PLC Leaders

Team leaders/PLC leaders will be paid \$300 per year, payable in the first pay period of the next fiscal year.

8.9 Longevity Bonus

The Board will provide a longevity bonus for certain milestone years of experience in the Brookline School District. The bonus will be paid at the end of the contract year for the current

year milestone. An employee must be employed at the end of the contract year to be eligible for the bonus.

The longevity bonus will be based on the following schedule:

<u>Milestone</u>	<u>Bonus Amount</u>
10 Years	\$ 500.00
15 Years	\$1,000.00
20 Years	\$1,500.00
25 Years	\$2,000.00
30 Years	\$2,500.00
35 Years	\$3,000.00

8.10 Retirement Incentive Benefits

Professional staff who have completed fifteen (15) or more years of service in the Brookline School District who are eligible for retirement benefits under the New Hampshire Retirement System, shall be eligible to retire at a minimum age of fifty-five (55) with a retirement benefit of ***thirty (30)*** percent of the last full year's salary.

For retirement requests made prior to ***December*** 1st of any school year, payment shall be made in the first check run after July 1st at the beginning of the next fiscal year. If notice is given after ***December*** 1st, payment shall be made in the first check run after July 1st following the end of the next fiscal year. ***For requests made and approved prior to December 1st, notice of retirement will not be made public until December of the same school year.***

Up to four (4) retirement applications per year shall be approved by the Board. Those staff members who have the greatest seniority will be given first consideration. At the discretion of the Board, more than four (4) staff members may be granted this early retirement benefit. If a staff member is not granted early retirement for the year of the initial request and s(he) re-applies the following year, the staff member will be given preference.

The approval of early retirement shall be treated as a voluntary termination, and the teacher shall have no right to continue teaching in the District after that date.

ARTICLE IX **SCHOOL NURSE**

9.1 The nurse shall be paid at 100% of the BA track.

ARTICLE X
WORKING CONDITIONS

10.1 School Year

The school year covered by this Agreement shall not exceed 185 days *for returning staff and 187 days for new staff.*

- a. *The student days are determined by the District.*
- b. *Two (2) orientations days before school begins for new Staff Members paid at the employee's pro-rated hourly rate (dates to be determined by the Superintendent).*
- c. *Three (3) days for classroom preparation, professional development, and meetings before students return for returning staff members, as determined by the Building Principals, Superintendent, or designee.*
- d. *A maximum of four (4) additional professional development/in-service days. One (1) of the four (4) days will be used for professional staff to conduct Parent-Teacher conferences as determined by the District.*
- e. *A staff member whose contract year consists of other than this number shall receive a salary, as determined by Article VIII, which has been adjusted either up or down by an amount equivalent to his/her normal rate of compensation, computed on a daily basis, for each working day by which his/her contract year varies from the normal school year.*

10.2 School Day

The normal on-site workday for teachers shall be seven hours and twenty minutes (7 hours, 20 minutes), to begin thirty (30) minutes before the pupil day, and end at least fifteen (15) minutes after the close of the pupil day. Teachers shall use this additional time for special help and consultation with pupils or to help in the overall educational programs of the school. It is understood that this constitutes the normal working day for professional services, plus whatever time is required for certain obligations to students, parents, and the school. These include attending faculty meetings, parent conferences, student assistance, and student detention. While all teachers are expected, on occasion, to carry on these obligations outside the workday, it is understood that these occasions will not be so frequent as to be considered part of the usual daily routine.

10.3 Lunch Duty

There will be no lunch room duties for classroom teachers.

10.4 Planning Time

Planning periods will be scheduled to agree with the specialists' schedules. The equitable rotation of recess duties will be utilized to provide teachers with unencumbered planning time. When possible, each teacher shall have the equivalent of at least one planning period per student day, which may be while students are at recess or involved with other student activities. If a teacher's schedule includes in excess of one planning period per day, the administration may require that the additional period(s) be used for peer collaboration, e.g. Professional Learning Community-related activities.

The Board will make every effort to provide a reasonable amount of planning time for part-time staff working approximately 50% of the time.

10.5 Faculty Meetings

The administration may require attendance at 1-2 monthly faculty meetings outside of school hours. Such meetings shall be 30-60 minutes each, but together may not exceed a total of 90 minutes.

All faculty meetings will be scheduled by the first professional staff work day of the school year. Staff will be notified of any changes to the faculty meeting schedule at least two weeks in advance, absent exigent circumstances, in which case the notice shall be as soon as reasonable.

10.6 Discipline

No teacher shall be disciplined without just cause. Discipline is defined as warnings, reprimands, adverse evaluation, suspensions, non-renewal, dismissal, or other actions of a disciplinary nature, which are noted in writing in the teacher's personnel file. However, just cause shall not extend to the non-renewal of a probationary teacher (See RSA 189:14-A). Counseling shall not be considered a disciplinary action.

Any staff member shall be entitled to have present a representative of the Association during any meeting which involves or may involve disciplinary action. When a request for such representation is made, no action shall be taken with respect to the employee until such representative of the Association is present. If disciplinary action is likely to occur at a given meeting, the teacher shall be advised immediately of said possibility and be advised by the Employer of the right to representation under this provision of the Agreement.

10.7 Uniform Interpretation of Regulations

All rules and regulations applying to employees shall be interpreted and applied uniformly throughout the District.

10.8 Parental Communication

A parent or legal guardian who approaches the administration with academic concerns regarding a child shall be advised to communicate directly with the teacher. If the parent or legal guardian chooses only to communicate with the administration, the teacher will be informed that such communication has occurred, but the parent or legal guardian may choose to remain anonymous. If the concern is not resolved, the initiating party may pursue the matter through administrative channels. Under no circumstances shall the concerns be used to evaluate or discipline a teacher without said teacher being given a timely opportunity to meet and discuss the matter with the individual and the administration.

10.9 Reductions in Force

Policy GCQA - REDUCTION IN INSTRUCTIONAL STAFF WORK FORCE

A. When the Board finds it necessary to reduce the number of certified full-time and/or part-time positions for reasons of declining enrollments, budget reduction, change in or consolidation of Board-authorized programs, or for any other reason determined necessary or desirable by the Board, the following reduction-in-force policy will be implemented.

Notice

1. As soon as a reduction in force becomes necessary, the President of the Association shall be notified in writing, specifying the nature of the proposed reduction.
2. For purposes of this policy, classifications will be defined as follows:
 - a. PK- Grade 6 (including math and reading specialists) ***and special education teachers with Elementary Certification and/or Early Childhood Certification;***
 - b. Specialized teaching areas including Art, ***Digital Learning Specialist***, Foreign Language, Library ***Media Specialist***, Music, and Physical Education;
 - c. ***Special Education teachers without Elementary Certification or Early Childhood Certification;***
 - d. Nurse; and
 - e. ***School Counselor.***
3. The School Board will accept any written presentations regarding the reduction in force from individual instructional staff or the public.

B. Procedures for Determining Reduction in Force:

1. The School Board will make every reasonable effort to minimize the effects of reduction in force on the current staff by absorbing as many positions as possible through attrition (retirements, resignations, and refusal to contract).
2. If further reductions in staff are necessary, the School Board should retain those instructional staff members who, in its discretion, will be the best instructional staff for the school system and the students it serves.

3. Within these classifications, probationary instructional staff, as defined by RSA 189:14-a, shall be laid off first. If further reductions are necessary, then instructional staff on continuing contract will be laid off. A continuing contract instructional staff member is one who qualifies for notice, reasons, and a School Board hearing under the provisions of RSA 189:14-a. Among continuing contract instructional staff, the following criteria will be utilized:

- a. New Hampshire certification
- b. Academic and professional preparation beyond minimum requirements
- c. Instructional performance as determined by previous evaluations

4. If these factors are substantially equal, then seniority shall determine the order of layoff, with the least senior instructional staff member being laid off first. Seniority is defined as the total years of uninterrupted service to the Brookline School District. Approved leaves or transfers to a non-bargaining unit position shall not result in loss of previously accrued seniority. However, resignation shall terminate all previously accrued seniority.

5. Instructional staff shall be recalled in reverse order of layoff for any open position within the classification in which the layoff occurred. The same conditions as A.2 shall apply to recall.

- a. Laid off instructional staff shall be eligible for recall for a two-year period following their final day of employment.
- b. Recall notice shall be mailed certified, return receipt requested. Instructional staff shall be responsible for notifying the Superintendent in writing of their current address.
- c. Instructional staff shall have ten (10) calendar days to respond to any recall notice. Failure to accept recall shall terminate the instructional staff member's rights under this Article.
- d. No new employees shall be hired for any vacancy within a classification while personnel laid off from those classifications are available to fill those positions.
- e. Any instructional staff member recalled shall retain previously accrued benefits such as seniority and sick leave.

6. Should a vacancy occur within a classification and no instructional staff are on the recall list for that classification, then that vacancy shall be offered to the most senior instructional staff member laid off from another classification who is certified and substantially qualified to instruct that position. If the laid off instructional staff member refuses the vacant position, his/her recall rights shall be retained.

7. This reduction-in-force procedure is the only procedure that may be used in a reduction in force.

The School Board will:

1. Apply the Reduction-in-Force Policy approved by the Brookline School Board on May 25, 2010, known as Board Policy GCQA; *At the time of execution of this Agreement, the School Board had yet to amend its RIF Policy, GCQA, which had been previously approved on May 25, 2010. Thus, Policy GCQA is outdated as it does not reflect the most recent changes in to Article 10.9 in the CBA. Nonetheless, Article 10.9 of this Agreement will govern the Reduction-in-Force process to the extent there is a discrepancy between Article 10.9 and the outdated version of Policy GCQA.*
2. Follow the policy during the term of this Agreement; and
3. Make no changes to the policy during the term of this Agreement, except as such changes are mutually agreed upon between the Board and Association.

10.10 Resignations

Except in cases of emergency, or as otherwise provided by law, staff members are expected to give fourteen (14) calendar days' notice of their intent to resign. For the purposes of this section, "resign" or "resignation" means any instance where a staff member unilaterally determines not to fulfill the employment contemplated by an individual contract, irrespective of whether the school year has begun.

It is the intent of the parties that "emergency" in this section is defined as including a physical or emotional crisis of the teacher or immediate family member of the teacher where re-employment is not contemplated or undertaken.

ARTICLE XI **DEDUCTIONS**

11.1 The Board agrees that upon receipt of written authorization thereof, signed by a staff member covered by this Agreement, it will deduct from the salary check of the staff member an amount specified by the Association to provide payment of dues for membership in the Brookline Teachers' Association, NEA/NH.

11.2 The Board also agrees to deduct (from employees) authorized moneys to be transmitted to annuity companies and credit unions within ten (10) days.

ARTICLE XII **INSURANCE BENEFITS**

12.1 Life Insurance

The Board shall provide a term life insurance policy for each employee, with a face value of two (2) times the employee's annual salary.

12.2 Health Insurance

No co-coverage will be allowed. Staff members employed by the District in the 2017-2018 school year (“returning staff member[s]” for the purposes of this section), may elect from of the three following plans:

- BC3T10-RX10/20/45
- AB10IPDED-RX10/20/45
- ABSOS20/401KDED-RX 10/20/45

However, if enrollment in the BC plan falls to zero, then that plan shall no longer be available.

Staff members beginning employment with the District after June 30, 2018 may only enroll in ABSOS20/401KDED – RX 10/20/45.

Subject to the above, the Board shall make maximum monthly premium contributions toward health insurance plans as follows:

For all three plans:

	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
Single	\$869	\$869	\$869
2 Person	\$1,570	\$1,570	\$1,570
Family	\$1,953	\$2,003	\$2,053

If no successor agreement is reached by July 1 following the termination date of this Agreement, the school district will increase its maximum contribution toward any plan by an amount equal to 50% of the increase to the ABSOS respective plan rate over the previous year.

During the term of this agreement, the District may offer alternative (in addition to the plans stated above) medical plans to employees of the District, and bargaining unit members may elect to participate in such plans on the same terms and conditions as other employees.

The specific health insurance plans and prescription options identified above are subject to change, based upon availability through the insurance carrier or plan administrator. If a current plan is no longer offered, the parties agree to exchange proposals limited only to identifying a replacement plan no later than six months prior to the start of the plan period. The parties acknowledge that coverage and benefits available under the plans they propose may modify and/or reduce coverage and benefits currently available. If the parties are not able to agree on one of the two proposed plans, the plans will be submitted to binding arbitration, no later than 120 days prior to the start of the plan period with a mutually acceptable arbitrator. In the event the parties cannot agree on an arbitrator, the NH PELRB will choose the arbitrator. After hearing from both parties, the arbitrator will choose one of the two proposed plans no later than 45 days prior to the start of the plan period.

Upon retirement, an employee may continue participation in a group plan until eligibility for Medicare. The retiree shall be responsible for full payment of the premiums.

Any full-time staff member who is eligible for health insurance under this Agreement, who shows proof of otherwise being covered by a health insurance plan roughly comparable to any plan offered under this Agreement, and who does not elect to receive health insurance through the District for the fiscal year, and who remains employed by the district for the complete school year, shall receive additional compensation from the District of \$2,500 in 2018-2019 and thereafter.

In the event that any health insurance plan offered by the District is projected as to trigger an excise tax (or so-called “Cadillac Tax”), then irrespective of how the tax is to be imposed (e.g., against the insurer, the District, individual employees, etc.), the parties agree to exchange proposals limited only to identifying a health insurance plan that complies with the Affordable Care Act and that does not result in the imposition of such a tax no later than six months prior to the start of the plan period. The parties acknowledge that coverage and benefits available under the plans they propose may modify and/or reduce coverage and benefits currently available. If the parties are not able to agree on one of the two proposed plans, the plans will be submitted to binding arbitration, no later than 120 days prior to the start of the plan period with a mutually acceptable arbitrator. In the event the parties cannot agree on an arbitrator, the NH PELRB will choose the arbitrator. After hearing from both parties, the arbitrator will choose one of the two proposed plans no later than 45 days prior to the start of the plan period.

12.3 Dental Insurance

The Board shall pay 90% of the single premium for Northeast Delta Dental with a minimum of the following coverages:

- A – 100%
- B – 80%
- C – 50%
- D – 50%

12.4 Long Term Disability

The Board shall provide a long term disability policy for each employee. The policy shall pay 66^{2/3}% of monthly salary up to a maximum of \$3,000 per month to age 70, with a ninety (90) day waiting period.

The Board will pay 100% of the existing healthcare premium of an employee should they become disabled for a period of up to one (1) year or until the employee is eligible for Medicare and/or other federal or state assistance programs, whichever comes first.

12.5 Flexible Savings Plan

The District will create an IRS section 125 Flexible Spending Account Plan (FSA). These funds may be used to offset any medical, dental, child care or other expenses allowed by law. Employees will be allowed to voluntarily contribute by payroll deduction to the Section 125 Plan up to the limit allowed by law.

ARTICLE XIII LEAVE BENEFITS

13.1 Sick Leave

Each staff member shall be entitled to twelve (12) days of paid sick leave per year, granted at the beginning of each school year. Up to ninety (90) days unused sick days may be accumulated and carried over.

Maternity Leave: Sick leave for maternity will be paid pursuant to applicable law.

In addition, up to fifteen (15) accumulated sick days may be used to care for a parent, spouse, or child out of the household.

In the case of adoption, up to thirty (30) accumulated sick days may be used.

If a staff member has accumulated more than ninety (90) days of sick leave as of the effective date of this Agreement, days in excess of ninety shall remain available for the staff member's legitimate use. However, further days shall not accumulate for that staff member until such time as the staff member's total accumulated days drops below ninety (90); at that time, the staff member shall be subject to the ninety-day limitation set forth above.

Sick leave under this section is concurrent with, and not in addition to, leave under the FMLA.

13.2 Sick Leave Bank

A sick leave bank shall be established by setting aside one (1) sick leave day per contract year from each Staff Member covered by this agreement. The sick leave bank shall be for the use of all Staff Members covered by this agreement. When the bank has been depleted, all eligible Staff Members will re-contribute. Staff Members can only access the sick leave bank if they have contributed. Sick leave bank contributions will not be required while the balance is above 300 days. Notwithstanding the balance of the sick leave bank, new staff must contribute during their first two years in the District. Sick days donated by a staff member who leaves the district will be removed upon his/her departure.

To become eligible to request extended benefits from the sick leave bank, a Staff Member must:

- 1. Have exhausted all accrued sick leave under Section 13.1 of this article;*

- 2. Present satisfactory evidence of serious illness, disability, pregnancy, or normal and customary post-partum as defined in 13.1 (excluding work-related illness or injury); and*
- 3. Gain the approval of the Sick Bank Committee.*

All Staff Members may draw up to sixty (60) days from the sick leave bank in any one year OR up to such time as Long Term Disability commences, whichever is sooner. The sick leave bank will be administered by the Sick Bank Committee which will consist of two (2) Staff Members appointed by the Brookline Teachers' Association and a person who is the designee of the Superintendent.

The Sick Leave Bank is only intended for the Staff Member and does not cover absences due to illness of a member of his/her immediate family. During the time of the Staff Member's absence, the District will maintain payment of the employer's portion of the Staff Member's medical insurance premiums.

13.3 Personal Leave

At the beginning of every school year, each employee shall be credited with three (3) paid days to be used for the employee's personal business. Any employee planning to use a personal day or days shall notify his/her supervisor at least one day in advance, except in cases of emergency. The employee shall not be required to reveal the purpose of such leave. A personal day may not be taken on a scheduled work day immediately preceding or following a holiday, school vacation, or other leave without prior approval of the administration; the administration shall respond to a request for such a personal day within ten (10) school days.

If a Staff Member wishes to take a day off for a religious or cultural holiday not covered by the school calendar, the Staff Member will be required to use either a paid personal day or take an unpaid day off.

13.4 Bereavement Leave

The employee shall be entitled up to five (5) paid leave days per death of immediate family members. Immediate family shall be interpreted as spouse and the employee's or spouse's mother, father, brother, sister, children, grandchildren, and grandparents. The employee may take one (1) paid day, per death, to attend the funeral of any close friend or other relative. Unused funeral/bereavement leave shall not be cumulative.

13.5 Professional Leave

Each employee shall be entitled to three (3) days of professional leave with prior approval of the Principal. Such leave shall be utilized for attending workshops, visiting other schools, District/SAU instructional meetings and other relevant educational purposes. More than three days per year may be granted by the Principal, at his/her discretion.

13.6 Sabbatical Leave

A sabbatical leave may be granted by the School Board upon the recommendation of the Superintendent. Such leave shall only be available to bargaining unit members who have completed seven (7) years of service to the district within a bargaining unit position.

13.6.1 This may be a full year leave at half pay or a half-year leave at full pay.

13.6.2 Only one Sabbatical Leave per year may be granted.

13.6.3 Any application for Sabbatical Leave is subject to the review of the Administration and the approval of the Board. Such application must be in writing and filed with the Principal and/or Superintendent no later than November 1 of the year preceding the start of the leave. The applicant(s) will be notified of acceptance or denial of the application no later than March 31.

13.6.4 In the event there is more than one application in any given year, the Superintendent, exercising his or her sole discretion, shall determine the recipient taking into consideration, among other things:

13.6.4.1 the relevance of the proposed sabbatical programs to the respective applicants' positions in the District;

13.6.4.2 the potential benefit to the District of the proposed sabbatical programs;

13.6.4.3 the dates the sabbatical applications were received in the SAU office;

13.6.4.4 the relative seniority of the applicants; and

13.6.4.5 whether one or more of the applicants had previous sabbatical request.

13.6.5 Any Sabbatical Leave granted is with the understanding that upon completion, the teacher will return to the District for a minimum of two (2) additional years of service. If a teacher fails to return to the District, or fails to complete two (2) years of service after return, then the teacher shall be required to repay the amount paid to the teacher pursuant to 13.6.1 above, and reimburse for insurance benefits paid by the District under 13.6.6 below, within six months of failure to return, or of the teacher's separation of employment with the District. In the event that the teacher fails to make the required payments, the District shall enforce the obligation in the appropriate Court, and the teacher shall be responsible for any legal costs incurred by the District, including reasonable attorney's fees.

13.6.6 During a Sabbatical leave, the employee may continue insurance coverages through the District, with the District responsible for 50% of the contribution toward the health and dental insurance premium contributions it would otherwise be responsible for if the teacher were serving as a full-time teacher during that period, and the District will be responsible for 100% of the premiums for life and long term disability for the period of the Leave. All other benefits to which the teacher was entitled to at the start of the Sabbatical Leave, including unused sick time, will be restored upon return.

13.6.7 During a Sabbatical Leave, a teacher will be entitled to continue, at his or her sole cost, any insurance benefits, with all such payments due in advance.

13.6.8 A teacher shall not earn any experience credits for the period he or she is on Sabbatical leave.

13.6.9 The Board's and/or Superintendent's decision under this section 13.6 shall be final and not subject to the grievance procedure.

13.7 Family Leave

Upon request, a teacher shall be granted up to one year of unpaid leave for purposes of child rearing, parental care, or spousal care. Such leave will be unpaid, except to the extent required by applicable law, but in no event will include sick bank days. Further, such leave shall be concurrent with, and not in addition to, any applicable FMLA leave. Where possible, the teacher shall give at least sixty (60) days' notice of informing the District of both the anticipated starting and ending dates of such leave. Upon return, the teacher shall be assigned to an equivalent position and retain all previously accrued benefits, including sick leave accumulation and seniority. If the unpaid leave includes less than 95 work days in any school year, the teacher shall be given credit on the salary schedule for that year.

13.8 Discretionary Leave

Unpaid leave may be granted for reasons other than those stated in section 13.6 at the sole discretion of the Superintendent and the School Board.

13.9 Association Leave

Subject to verification by the Association President, the bargaining unit shall be entitled to a total of three (3) days per year of paid leave for Association business.

13.10 Court/Agency Appearance

Any employee subpoenaed to testify in court or at a hearing before an administrative agency of the government shall be granted non-cumulative leave with pay for the duration of such appearance, provided such appearance is directly related to school business.

An employee shall be granted leave with pay for each work day he/she is required to report for jury duty. The employee shall not be required to use another category of leave. The check received by the staff member for Jury Duty pay shall be signed, "Pay to the order of the Brookline School District" and endorsed. If the check(s) is/are not received, or other arrangements made, the compensation previously paid out for the time missed by the staff member will be deducted from the last pay periods of the fiscal year. Mileage included in the original check for jury pay will be

refunded to the staff member from the District, no later than the second accounts payable cycle after the business office receives the original check with the mileage statement from the employee.

13.11 Attendance Bonus

At the completion of the school year, the District will make a supplemental payment to each staff member whose attendance record for the year is exemplary. The staff member will receive for total days absent (excluding professional and bereavement leave days) the following:

For no more than 4 days absent: ½ day of additional pay

For no more than 3 days absent: 1 day of additional pay

For no more than 2 days absent: 1½ days of additional pay

For no more than 1 day absent: 2 days of additional pay

For no days absent: 2½ days of additional pay

ARTICLE XIV SEVERABILITY

14.1 If any provision of this Agreement is found contrary to law, then such provision will not be deemed valid and subsisting except to the extent permitted by law; provided, however, that all other provisions of this Agreement will continue in full force and effect. The parties shall promptly renegotiate the subject matter relating to any provision found contrary to law.

ARTICLE XV DURATION

15.1 The provisions of this Agreement will be effective as of the first day of **July, 2020** and shall remain in full effect and binding on the parties until **June 30, 2023** or until a successor Agreement takes effect, whichever occurs later.

15.2 This Agreement shall not be modified orally, but only through negotiations, as set forth in Article III of this Agreement. This Agreement represents the final resolution of all matters in dispute between the parties and shall not be changed or altered unless the change or alteration has been agreed to and evidenced in writing by the parties hereto.

ARTICLE XVI ASSOCIATION RIGHTS

16.1 Upon request, the Association shall have, in addition to other rights expressly set forth and provided by RSA 273-A the following rights:

1. Access to bulletin boards, or sections thereof, for the purpose of posting Association materials. The Association shall also have the right to use the school mails to distribute Association materials.
2. Use of school facilities for meetings and school equipment, including typewriters, mimeograph machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incident to such use and shall be responsible for the proper operation of all such equipment.
3. Permission for duly authorized representatives of the State and National levels of the Association to transact official Association business on school property provided that this shall not interfere with nor interrupt normal school operations.
4. Opportunity to make announcements at faculty meetings.
5. Sufficient time on the agenda of the orientation or the opening day of school or the welcoming ceremony to make a brief presentation.

ARTICLE XVII **EMPLOYEE RIGHTS**

17.1 Rights from NH RSA

The Board hereby agrees that every employee shall have the rights set forth in RSA 273-A.

17.2 Rights from Law

Nothing contained within this Agreement shall be construed to deny or restrict to any employee rights he/she may have under any applicable law or regulation. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

17.3 Rights from Citizenship

The employees shall be entitled to full rights of citizenship and no religious or political activities of any employee or the lack thereof shall be grounds for any discipline or discrimination with respect to the employment of such employee.

17.4 Non-discrimination

The employer agrees that it will in no way discriminate against or between employees covered by this Agreement because of their race, creed, religion, color, national origin or ancestry, age, sex, marital status, physical characteristics, place of residence, or sexual orientation.

17.5 Personnel Files

17.5.1 No adverse material, evaluations or otherwise shall be placed in a staff member's file without providing the staff member the opportunity to review the contents of such material prior to placement in the file. The staff member shall sign an acknowledgement that he/she has seen the document/material. The staff member's signature shall simply be evidence of the receipt of copy and not be construed as assent to the contents. The staff member may, within twenty (20) school days, attach a rebuttal to any such material.

17.5.2 Staff members shall have the right, upon reasonable notice, to review and make copies of any information in their personnel file, except confidential pre-employment references. Any staff members shall have the right to be accompanied by an Association representative when inspecting the staff member's personnel file. Request to inspect a personnel file will be given in writing to the Superintendent for his/her designee. The file shall be located in the SAU office.

17.5.3 Access to staff members personnel files will be limited to supervisory personnel within the District (including such persons employed or engaged by the District to carry out necessary or appropriate District functions), or as may be required by law.

ARTICLE XVIII **ACADEMIC FREEDOM**

18.1 The parties agree that teachers shall be guaranteed academic freedom. Academic freedom means that teachers are free to present additional instructional materials which are pertinent to the subject taught within the outlines of appropriate course content, curriculum guidelines, Brookline School Board policies, and state statutes. It further means that the teacher shall be entitled to freedom of discussion within the classroom on matters which are relevant to the subject matter. However, where the presenting teacher suspects that a topic or materials may be potentially controversial, the teacher shall have such topics and materials reviewed and approved in advance by the principal. No teacher shall be disciplined, as defined in Section 10.6, because of the exercise of these rights.

APPENDIX A GRIEVANCE REPORT FORM

Copies to: 1. Staff Member(s)' Immediate Superior; 2. Principal (if not 1);
3. Superintendent; 4. Association

To: _____

Date: _____

From: _____

School: _____

Date of Grievance: _____

Statement of Grievance, including the specific violation or condition, will reference the specific Article of the Brookline School Board/BTA Agreement violated:

Relief Sought:

Signature

Date Received: _____

LEVEL 1

Submitted to:

Building Principal

Date Received: _____

Decision of Principal

Signature

Date: _____

LEVEL 2

Appealed Prior Decision to:

Superintendent of Schools

Date Received: _____

Decision of Superintendent:

Signature

Date: _____

Opposing Position of Aggrieved Staff Member(s):

Signature

Date: _____

LEVEL 3

Submitted to Brookline School Board

Date Received: _____

Decision of School Board:

Board Chairperson

Date: _____

LEVEL 4

Request to Submit Decision in Level 3 to Arbitration

Date Received: _____

Association President

Date: _____

APPENDIX B PROFESSIONAL STAFF SALARY SCHEDULES

Key:

Year 1:

1. **0.75%** increase to **2019-2020** schedule
2. Employees on the table take one step.
3. Off table increase is 2.25%.

Year 2:

1. 0.75% increase to **2020-2021** schedule
2. Employees on the table take one step.
3. Off table increase is **2.5%**.

Year 3:

1. **1.3%** increase to the **2021-2022** schedule
2. **Employees on the table take one step.**
3. **Off table increase is 2.75%.**

FY21 Salary Schedule							
	B	B+15	B+30	M	M+15	M+30	M+45
Step 1	\$39,222	\$40,595	\$42,016	\$45,661	\$47,259	\$48,913	\$50,625
Step 2	\$40,399	\$41,813	\$43,277	\$47,030	\$48,676	\$50,381	\$52,143
Step 3	\$41,611	\$43,068	\$44,574	\$48,442	\$50,137	\$51,892	\$53,708
Step 4	\$42,860	\$44,359	\$45,913	\$49,894	\$51,640	\$53,448	\$55,319
Step 5	\$44,145	\$45,691	\$47,290	\$51,392	\$53,189	\$55,052	\$56,979
Step 6	\$45,469	\$47,060	\$48,708	\$52,934	\$54,785	\$56,704	\$58,689
Step 7	\$46,834	\$48,473	\$50,169	\$54,522	\$56,430	\$58,404	\$60,449
Step 8	\$48,238	\$49,928	\$51,675	\$56,157	\$58,123	\$60,157	\$62,262
Step 9	\$49,685	\$51,425	\$53,224	\$57,841	\$59,867	\$61,962	\$64,130
Step 10		\$52,967	\$54,821	\$59,576	\$61,661	\$63,820	\$66,055
Step 11			\$56,466	\$61,365	\$63,512	\$65,735	\$68,035
Step 12				\$63,206	\$65,417	\$67,707	\$70,077
Step 13				\$65,102	\$67,381	\$69,739	\$72,179
Step 14				\$67,054	\$69,402	\$71,831	\$74,344

FY22 Salary Schedule							
	B	B+15	B+30	M	M+15	M+30	M+45
Step 1	\$39,516	\$40,900	\$42,331	\$46,003	\$47,613	\$49,280	\$51,005
Step 2	\$40,702	\$42,127	\$43,602	\$47,383	\$49,041	\$50,759	\$52,534
Step 3	\$41,923	\$43,391	\$44,908	\$48,805	\$50,513	\$52,281	\$54,111
Step 4	\$43,182	\$44,692	\$46,257	\$50,269	\$52,028	\$53,849	\$55,734
Step 5	\$44,476	\$46,034	\$47,645	\$51,777	\$53,588	\$55,465	\$57,407
Step 6	\$45,811	\$47,413	\$49,073	\$53,331	\$55,196	\$57,129	\$59,129
Step 7	\$47,185	\$48,836	\$50,546	\$54,931	\$56,853	\$58,842	\$60,902
Step 8	\$48,600	\$50,302	\$52,062	\$56,578	\$58,559	\$60,608	\$62,729
Step 9	\$50,057	\$51,811	\$53,623	\$58,274	\$60,316	\$62,427	\$64,611
Step 10		\$53,365	\$55,232	\$60,023	\$62,123	\$64,299	\$66,550
Step 11			\$56,890	\$61,825	\$63,988	\$66,228	\$68,546
Step 12				\$63,680	\$65,908	\$68,215	\$70,602
Step 13				\$65,590	\$67,886	\$70,262	\$72,721
Step 14				\$67,557	\$69,922	\$72,369	\$74,902

FY23 Salary Schedule							
	B	B+15	B+30	M	M+15	M+30	M+45
Step 1	\$40,030	\$41,431	\$42,881	\$46,601	\$48,232	\$49,921	\$51,668
Step 2	\$41,231	\$42,675	\$44,169	\$47,999	\$49,679	\$51,419	\$53,217
Step 3	\$42,468	\$43,955	\$45,492	\$49,439	\$51,170	\$52,961	\$54,814
Step 4	\$43,743	\$45,273	\$46,858	\$50,922	\$52,704	\$54,549	\$56,458
Step 5	\$45,054	\$46,632	\$48,264	\$52,450	\$54,285	\$56,186	\$58,153
Step 6	\$46,406	\$48,030	\$49,711	\$54,024	\$55,913	\$57,872	\$59,898
Step 7	\$47,798	\$49,471	\$51,203	\$55,645	\$57,592	\$59,607	\$61,694
Step 8	\$49,232	\$50,956	\$52,739	\$57,314	\$59,320	\$61,396	\$63,545
Step 9	\$50,708	\$52,484	\$54,320	\$59,032	\$61,100	\$63,239	\$65,451
Step 10		\$54,058	\$55,950	\$60,804	\$62,931	\$65,135	\$67,415
Step 11			\$57,629	\$62,629	\$64,820	\$67,089	\$69,437
Step 12				\$64,507	\$66,764	\$69,102	\$71,520
Step 13				\$66,443	\$68,768	\$71,176	\$73,666
Step 14				\$68,435	\$70,831	\$73,310	\$75,876

SIGNATURE PAGE

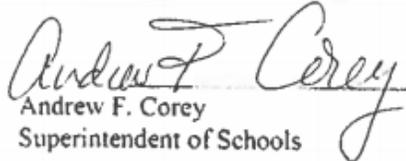
IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this 29th day of September, 2020.

BROOKLINE SCHOOL BOARD

By


Ken Haag, Chair
Brookline School Board

By

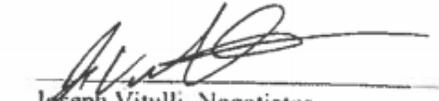

Andrew F. Corey
Superintendent of Schools

BROOKLINE TEACHERS' ASSOCIATION

By


Karin Pillion, President
Brookline Teachers' Association

By


Joseph Vitulli, Negotiator
Brookline Teachers' Association