

**THE NORTHBOROUGH-SOUTHBOROUGH REGIONAL SCHOOL COMMITTEE  
AND ALGONQUIN REGIONAL TEACHERS ASSOCIATION  
MEMORANDUM OF AGREEMENT**

The Northborough-Southborough Regional School Committee (the Committee) and the Algonquin Regional Teachers Association (the Association) hereby agree to a three-year contract to be in effect from the first day of the 2020-2021 school year and will continue in effect to and including the day prior to the start of the 2023-2024 school year.

Except as modified by this Memorandum of Agreement, the terms and conditions of the prior Collective Bargaining Agreement and Memoranda of Agreement will be carried forward into the successor agreements. In this Agreement, bold indicates new language and strikethrough indicates language to be deleted.

1. COMPENSATION:

Amend Articles XII and XXX - Salary Schedules and XVI – Other Stipends - Appendix A of this MOA includes salary schedules:

- a. **Effective on the first day of the 2020 school year, a 2.5% Cost of Living Adjustment will be applied to the Teachers & Tutors Salary Schedules and Stipends. Effective on the first day of the 2021 school year, a 2.5% Cost of Living Adjustment will be applied to the Teachers & Tutors Salary Schedules and Stipends. Effective on the first day of the 2022 school year, a 2.75% Cost of Living Adjustment will be applied to the Teachers & Tutors Salary Schedules and Stipends.**

**See attached Salary Schedules as well as Coaching and Stipend Salary Schedules.**

2. PROFESSIONAL DEVELOPMENT FUNDING:

Amend Article XV Section 1 to reflect the addition of \$10,000 for conferences.

- a. **Section 1. Each year of the contract, the Committee will fund a Professional Development Course Reimbursement Pool of \$10,000 specifically for conferences, workshops, or seminars (not graduate coursework/credits). The purpose of this pool is to reimburse employees for professional development (ex: conferences relating to the educator’s current position) taken in accordance with the guidelines established by a Professional Development Committee. If there are funds still remaining after May 1, of that same year, these funds will roll into the \$20,000 general professional development (course reimbursement) fund in Section 2 in this Article. ~~The Committee will pay the reasonable expenses (including fees, meals, lodging, parking, and transportation) incurred by employees who attend workshops, seminars, conferences or other professional improvement sessions at the request and/or with~~**

~~the approval of the Superintendent of Schools. When the expense is incurred as the result of a request of the Superintendent, the employee will be paid one hundred percent (100%) of the estimated total amount prior to the event.~~

3. FLEXIBLE PROFESSIONAL DEVELOPMENT:

Amend Article VI, Section 1a. OPERATIONAL GUIDELINES School Year to incorporate six (6) hours of flexible professional development into the contract and if canceled due to weather, increase flexible professional development by one (1) day

- a. The teacher work year shall consist of 185 working days to include the day before the start of the student school year, 180 days for instructional purposes, and four (4) days for professional development. A joint committee consisting of an equal number of representatives of the Committee and the Association will make programmatic recommendations to the Superintendent and Committee regarding the content of the professional development days. **Of the four (4) days for professional development, one (1) of the days will be considered a flexible professional development day. If one (1) of the remaining three professional development days is canceled due to a school cancelation, that professional development day will then become a second (2) Flexible Professional Development day that year. (See Appendix C for details on around Flexible Professional Development.** The Committee and ARTA agree that the work year (including teacher preparation day and professional development days) will begin no earlier than the Monday before Labor Day unless mutually agreed to by the parties no later than January 15th for the coming academic year.
- b. (b) Teachers shall not be required to work on Saturdays, Sundays, or Holidays except by mutual agreement between the Association and the Committee.
- c. ~~Professional development days canceled due to weather will be made up after the students' 180 day school year is completed.~~

4. SCHOOL CALENDAR:

Amend Article IX TEMPORARY LEAVES OF ABSENCE, to add requests for additional religious days and remove impact bargaining clause.

- b. Religious holidays. Bargaining unit members may be granted up to three (3) days each year to observe recognized religious holidays of the faith to which such members belong when such holiday falls upon such a day when school is in session. The Superintendent of Schools shall be the final arbiter of what is recognized as any "Bona Fide or sincerely held religious beliefs." Notice to the Superintendent must be given ten (10) school days in advance of the holiday where practicable. Approved absence for such religious holidays shall not be deducted from personal leave or sick leave. **Additional religious holidays may be granted at the discretion of the Superintendent on a case by case basis.**

~~If the School Committee should change school calendar to one where classes are held on days currently designated as religious holidays, either party may request to impact bargain over the change.~~

5. TIME & DUTIES

**Amend Article VI, Section 4 OPERATIONAL GUIDELINES, Teaching Load**

Section 4. Teaching Load. (a) Teachers will be assigned a maximum of twenty-five (25) teaching blocks and a minimum of the equivalent of one (1) daily duty-free preparation period in a five-day cycle. A double-block class will count as two (2) teaching blocks. No teacher shall be assigned more than five (5) course units per semester and a maximum of five (5) additional assigned periods per five-day cycle. A course unit shall be defined as a class or a combination of classes that meets five (5) times per cycle.

Assignments may include one or more of the following:

1. Professional Learning Communities.
2. Maintenance of specialized equipment and specialized facilities by mutual agreement of teacher and administrator.
3. Directed Study supervision.
4. Cafeteria supervision -- only after available volunteers have been utilized.
5. Supervision of areas such as lavatories, hallways and resource rooms. Such assignments will be made in accordance with teacher preference.
6. Emergency duties to be assigned only on a temporary basis.

**All assignments of additional periods shall be prorated according to the percent of employment not including the professional responsibilities. A group of administrators and teachers will meet to formulate procedures for the equitable assignment and rotation of duties.**

**In an effort to enhance collaboration, the administration will provide a list to department chairs of duties that need coverage. These duties will be in accordance with the additional assigned periods as noted above. In providing duties to each department the administration will endeavor to have a proportional number of different types of duties based on the number of department team members (i.e., cafeteria supervision, supervision of areas, directed study supervision). Department chairs will facilitate discussions with their department team members to determine a schedule for covering the additional assigned periods. The assignment of additional periods will be done in a collaborative manner among department team members. The final assignments will be subject to administrative approval. These procedures will be published and distributed to staff. Except in unusual circumstances, the duty list will be posted in advance of each semester. All staff (except tutors, nurses, and educators in their first year) will have duties. Guidance**

~~Counselors, School Psychologist, the Library Media Specialist, School Nurses, Adjustment Counselors, all Therapists, and Tutors. The aforementioned group will not normally be assigned duties.~~

6. COLLABORATION & COLLEGIALLY:

**Amend Appendix A of Agreement – Department Chairs**

**Delete Section 5 Under Specific Functions**

- a. The responsibilities of department chairs include the support, guidance, and observations of personnel; **coaching and feedback; collection of data and evidence**; participation in the leadership and management of the school; development of curriculum within the context of the school's core values; and leadership in the professional growth of the instructional staff. They also contribute to the development of an overall educational program at Algonquin, coordinating the curricula in their department with those of other departments and contributing to those processes that unify and integrate the school's program.

b. APPENDIX A - PRIMARY FOCUS (DEPARTMENT CHAIR)

~~5. The role of the department chair in the Observation Evaluation of Staff: All department chairs will be trained as **an observer evaluator**. No department chair will be allowed to **observe** evaluate staff until they have been trained. Training will be offered as needed to accommodate newly appointed department chairs.~~

~~Department chairs responsibilities for teachers in their department with Professional Teacher Status:~~

~~Self directed growth plan 2 years~~

~~Year 1 (formative) Department chairs will help set goals at the beginning of the year. They will also observe and write evaluations for every teacher with PTS.~~

~~**The formative will be written by the administrator.** If a “needs improvement” is noted in any category during any observation, that teacher will then be observed and evaluated by an administrator. That administrator will be responsible for the follow-up observation and evaluation within 30 days, as per the language of the Evaluation Instrument.~~

~~Year 2 (summative) The summative will be written by the administrator. The department chairs will help set goals at the beginning of the year.~~

~~Directed Growth Plan 1 year for teachers returning from a leave of absence (whose duration was more than 50% of the school year).~~

~~Department chairs may offer assistance in the formation of the directed growth plan. They will not be evaluators for teachers on a directed growth plan.~~

Department chairs responsibilities for teachers in their department without Professional Teacher Status:

~~Year 1~~ Department chairs will help set goals at the beginning of the year. They will also do 2 of the 3 required unannounced observations. The administrator will do the other required unannounced observation, along with the 1 announced observation.

Department chairs may be present at the midyear formative assessment meeting with the teacher and the administrator. **The formative and summative shall be written by the administrator.**

~~Years 2 and 3~~ Department chairs will help set goals at the beginning of the year. They will also do 1 of the 2 required unannounced observations. The administrator will do the other required unannounced observation, along with the 1 announced observation. **The formative and summative shall be written by the administrator.**

Department chairs may be present at the midyear formative assessment meeting with the teacher and the administrator.

DELETE: 5. The role of the dg, department chair in the Evaluation of Staff: All department chairs will be trained as evaluators. No department chair will be allowed to evaluate staff until they have been trained. Training will be offered as needed to accommodate newly appointed department chairs. Department chairs responsibilities for teachers in their department with Professional Teacher Status: Self-directed growth plan 2 years • Year 1 (formative) Department chairs will help set goals at the beginning of the year. They will also observe and write evaluations for every teacher with PTS. If a "needs improvement" is noted in any category during any observation, that teacher will then be observed and evaluated by an administrator instead of the department chair. That administrator will be responsible for the follow-up observation and evaluation within 30 days, as per the language of the Evaluation Instrument. • Year 2 (summative) The summative will be written by the administrator. The department chairs will help set goals at the beginning of the year. Directed Growth Plan 1 year for teachers returning from a leave of absence (whose duration was more than 50% of the school year). • Department chairs may offer assistance in formation of the directed growth plan. They will not be evaluators for teachers on a directed growth plan. Department chairs responsibilities for teachers in their department without Professional Teacher Status: 39 • Year I Department chairs will help set goals at the beginning of the year. They will also do 2 of the 3 required unannounced observations. The

~~administrator will do the other required unannounced observation, along with the 1 announced observation. Department chairs may be present at the midyear formative assessment meeting with the teacher and the administrator. • Years 2 and 3 Department chairs will help set goals at the beginning of the year. They will also do 1 of the 2 required unannounced observations. The administrator will do the other required unannounced observation, along with the 1 announced observation. 5. Department chairs may be present at the midyear formative assessment meeting with the teacher and the administrator.~~

**7. COLLABORATION & COLLEGIALITY:  
Amend Stipend Language:**

**Titles of stipended positions changed to:**

CURRENT	REVISE
Musical Director	<b>Musical- Music Director</b>
Musical Drama Producer	<b>Musical- Stage Director</b>
Musical Set Designer	<b>Musical- Set Designer</b>
Musical Costume Designer	<b>Musical- Costume Designer</b>
Choreographer	<b>Musical- Choreographer</b>
Vocal and Rehearsal Pianist	<b>Musical- Vocal Coach &amp; Rehearsal Pianist</b>

**The amount of \$750 will be shifted from the Marching Band Director stipend to the Choreographer position.**

**Change Athletic Faculty Manager to Athletic Facilities Manager**

**Remove language: The School Committee reserves the right to determine the number of drama and musical productions per year.**

**Add: \*\*Some clubs/stipends may have shared responsibilities and share the stipend or more than one person appointed to the position depending on enrollment. (Remove asterisk from each section)**

**Appendix C Club Advisor Stipends**

In order to recognize and encourage student club formation and staff involvement, it is proposed that club advisors be paid a stipend based on their level of involvement, dedicated time, and the dynamic activities of the club.

The proposal **should** include a minimum of **ten to twenty (10-20)** students. **Clubs with fewer than 10 students may qualify for Category A.** Documentation to support participation is required in order to process the stipend payment. A stipend will be paid on an annual basis and each club must receive approval from the principal each year.

Annual club proposals may be submitted by students, either in company with an interested advisor or with a plan to form a club and secure an advisor. Money for new club advisor stipends would be made available annually and based upon a funding mechanism using the activity fee receipts or operational budget. This funding source would be determined annually, in collaboration with the principal and Director of Finance/Superintendent. The principal has oversight for expending the allocated amounts for clubs. Payment for stipends must be submitted, with the documentation required, by June 1 of each school year. It is possible that requests for clubs could exceed the annually allocated funds. All clubs beyond the allocated amounts will not be funded.

The principal will maintain a record of clubs and expenditures and review all documentation on a quarterly basis with the Director of Finance/Superintendent. The table below is intended to serve as a guide to determining the amount of stipend paid semi-annually to club advisors. Its purpose is to determine the level of time investment and operational involvement of the advisors in order to identify the proper stipend Club Categories A, B, and C.

8. COLLABORATION & COLLEGIALLY:  
*Amend ARTICLE XXI - VACANCIES AND PROMOTIONS*

Section 1. All vacancies of more than eight (8) weeks in promotional positions, except employees of Superintendency Union No. 3, but including specialists and/or special projects teachers and coaches, shall be filled pursuant to the following procedures:

- (a) Such vacancies shall be adequately publicized, which shall mean, at a minimum, that a notice shall be posted via electronic formats and include the duties and qualifications for the position. During the months of July and August, postings will be provided to all district users.
- (b) Such notices shall be posted as far in advance as possible, ordinarily, at least thirty (30) days before the final date when applications must be submitted and in no event less than two (2) weeks before such date except in emergency situations, at which time the Superintendent will make appointments not to exceed thirty (30) days in duration.

- (c) Unit members who desire to apply for such vacancies shall submit their applications in writing to the Superintendent or his authorized agent within the limit specified in the notice.
- (d) All **stipend positions (extracurricular, coaching, department chairs/lead teachers)** shall be **communicated via email and posted electronically** each year by April 15<sup>th</sup>, and all interested candidates shall be given due consideration. Applications shall be due no later than May 15<sup>th</sup> and appointments will be made by June 1. The sole basis for the appointment shall be the qualifications of the applicant.

**Educators (applicants) will have a least 10 school days from the day of the posting to submit an online application indicating their interest in the position.**

**If there is more than one applicant, there will be an interview process with a joint committee including one member of the association with the administration.**

**Add: (e.) All applicants must be notified, by June 1, of their appointment to any stipend position.**

9. COLLABORATION & COLLEGIALITY:  
Amend ARTICLE XVI -OTHER STIPENDS

Section 2. For all positions covered by this agreement, the parties agree that it is in the best interest of Algonquin students to have their **educators** serve as coaches and activity advisors. If all qualifications are equal, **an Algonquin Regional High School employee** will be given preference over **a non-school employee.**

10. HOUSEKEEPING: Appendix B includes housekeeping items that are not material to the contract, but we agree are contract clean-up.

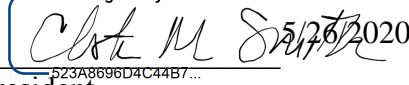
This Memorandum of Agreement is subject to vote and ratification by the Regional School Committee and the Algonquin Regional Teachers Association.

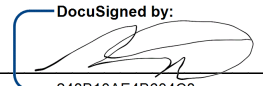
IN WITNESS WHEREOF, the parties have set their hand and seal by their duly authorized representatives, this 21st day of 2020.

For the Committee

DocuSigned by:  
  
5/26/2020  
Chairperson  
16E5F3F099924C1...

For the Association

DocuSigned by:  
  
5/26/2020  
Co-President  
523A8696D4C44B7...

DocuSigned by:  
  
5/27/2020  
248B10AE4B604C8...



Co-President

**APPENDIX A****Salary Schedules**

FY20	BACHELORS	BA+15	MASTERS	M+18	CAGS/M+36	M+60
Step 0	48,959	50,781	53,000	54,984	56,760	59,128
Step 1	51,869	53,694	56,528	58,519	60,450	62,977
Step 2	54,778	56,607	60,057	62,054	64,139	66,826
Step 3	57,688	59,520	63,585	65,589	67,829	70,675
Step 4	60,598	62,433	67,114	69,124	71,519	74,524
Step 5	63,508	65,346	70,642	72,659	75,209	78,373
Step 6	66,418	68,259	74,171	76,194	78,899	82,222
Step 7	69,328	71,172	77,700	79,729	82,589	86,071
Step 8	72,237	74,085	81,228	83,263	86,278	89,920
Step 9	75,147	76,998	84,757	86,798	89,968	93,769

Step 10	78,057	79,911	88,285	90,333	93,658	97,618
Step 11	80,967	82,824	91,814	93,868	97,348	101,467

FY21 @2.5%	BACHELORS	BA+15	MASTERS	M+18	CAGS/M+36	M+60
Step 0	50,183	52,051	54,325	56,359	58,179	60,606
Step 1	53,166	55,036	57,941	59,982	61,961	64,551
Step 2	56,147	58,022	61,558	63,605	65,742	68,497
Step 3	59,130	61,008	65,175	67,229	69,525	72,442
Step 4	62,113	63,994	68,792	70,852	73,307	76,387
Step 5	65,096	66,980	72,408	74,475	77,089	80,332
Step 6	68,078	69,965	76,025	78,099	80,871	84,278
Step 7	71,061	72,951	79,643	81,722	84,654	88,223
Step 8	74,043	75,937	83,259	85,345	88,435	92,168

Step 9	77,026	78,923	86,876	88,968	92,217	96,113
Step 10	80,008	81,909	90,492	92,591	95,999	100,058
Step 11	82,991	84,895	94,109	96,215	99,782	104,004

FY22 @2.5%	BACHELORS	BA+15	MASTERS	M+18	CAGS/M+36	M+60
Step 0	51,438	53,352	55,683	57,768	59,633	62,121
Step 1	54,495	56,412	59,390	61,482	63,510	66,165
Step 2	57,551	59,473	63,097	65,195	67,386	70,209
Step 3	60,608	62,533	66,804	68,909	71,263	74,253
Step 4	63,666	65,594	70,512	72,623	75,140	78,297
Step 5	66,723	68,654	74,218	76,337	79,016	82,341
Step 6	69,780	71,715	77,926	80,051	82,893	86,384
Step 7	72,838	74,775	81,634	83,765	86,770	90,428

Step 8	75,894	77,836	85,340	87,478	90,646	94,472
Step 9	78,951	80,896	89,048	91,192	94,523	98,516
Step 10	82,009	83,956	92,754	94,906	98,399	102,560
Step 11	85,066	87,017	96,462	98,620	102,276	106,604

FY23 @2.75%	BACHELORS	BA+15	MASTERS	M+18	CAGS/M+36	M+60
Step 0	52,852	54,819	57,214	59,356	61,273	63,830
Step 1	55,993	57,964	61,023	63,172	65,257	67,985
Step 2	59,134	61,108	64,833	66,988	69,239	72,140
Step 3	62,275	64,253	68,641	70,804	73,223	76,295
Step 4	65,417	67,397	72,451	74,621	77,206	80,450
Step 5	68,558	70,542	76,259	78,437	81,189	84,605
Step 6	71,699	73,687	80,069	82,253	85,173	88,760

Step 7	74,841	76,831	83,878	86,069	89,156	92,915
Step 8	77,981	79,976	87,687	89,884	93,139	97,070
Step 9	81,122	83,121	91,497	93,700	97,122	101,225
Step 10	84,264	86,265	95,305	97,516	101,105	105,380
Step 11	87,405	89,410	99,115	101,332	105,089	109,535

### TUTORS

	<u>2019-20</u>	<u>2020-21</u>	<u>21-22</u>	<u>22-23</u>
	<u>Step 2%</u>	<u>2.50%</u>	<u>2.50%</u>	<u>2.75%</u>
1	\$27.63	\$28.32	\$29.03	\$29.83
2	\$28.71	\$29.43	\$30.16	\$30.99
3	\$29.88	\$30.63	\$31.39	\$32.26
4	\$31.03	\$31.81	\$32.60	\$33.50
5	\$32.31	\$33.12	\$33.95	\$34.88
6	\$33.59	\$34.43	\$35.29	\$36.26
7	\$33.92	\$34.77	\$35.64	\$36.62
8	\$35.19	\$36.07	\$36.97	\$37.99

### STIPENDS

	<u>2019-20</u>	<u>20-21</u>	<u>21-22</u>	<u>22-23</u>
	<u>2%</u>	<u>2.50%</u>	<u>2.50%</u>	<u>2.75%</u>
Yearbook Advisor, Publication & Business	\$4,591	\$4,706	\$4,823	\$4,956
Math Team Advisor - Varsity	\$3,073	\$3,150	\$3,229	\$3,317
Math Team Advisor - Junior Varsity	\$1,542	\$1,581	\$1,620	\$1,665
Sachem Advisor	\$1,296	\$1,328	\$1,362	\$1,399
Senior Class Advisor 2@	\$2,837	\$2,908	\$2,981	\$3,063
Junior Class Advisor 2@	\$2,059	\$2,110	\$2,163	\$2,223
Sophomore Class Advisor 2@	\$1,039	\$1,065	\$1,092	\$1,122

Freshmen Class Advisor 2@	\$1,039	\$1,065	\$1,092	\$1,122
Student Council – Adv. Council Advisor	\$3,655	\$3,746	\$3,840	\$3,946
Drama Director	\$4,617	\$4,732	\$4,851	\$4,984
Drama Set Designer	\$3,694	\$3,786	\$3,881	\$3,988
Spring Drama Advisor	\$3,694	\$3,786	\$3,881	\$3,988
Musical- Music Director	\$3,207	\$3,287	\$3,369	\$3,462
Musical- Stage Director	\$3,564	\$3,653	\$3,744	\$3,847
Musical- Set Designer	\$2,850	\$2,921	\$2,994	\$3,077
<b>Musical- Costume Designer</b>	\$1,069	\$1,096	\$1,123	\$1,154
National Honor Society 2@	\$1,557	\$1,596	\$1,636	\$1,681
Marching Band Director	\$4,568	\$4,682	\$4,799	\$4,931
Marching Band Assistant	\$2,555	\$2,619	\$2,684	\$2,758
Marching Band Color Director	\$1,819	\$1,864	\$1,911	\$1,964
Detention Hall Supervisor	\$3,361	\$3,445	\$3,531	\$3,628
Evening SAT Teachers	\$2,111	\$2,164	\$2,218	\$2,279
National Art Society Advisor	\$1,684	\$1,726	\$1,769	\$1,818
Harbinger Advisor	\$4,627	\$4,743	\$4,861	\$4,995
Science Club Advisor - Varsity	\$2,434	\$2,495	\$2,557	\$2,628
Science Club Advisor - Junior Varsity	\$1,819	\$1,864	\$1,911	\$1,964
Diversity Awareness Advisor	\$1,819	\$1,864	\$1,911	\$1,964
Latin Club Advisor	\$1,039	\$1,065	\$1,092	\$1,122
Mock Trial Co Advisor	\$1,039	\$1,065	\$1,092	\$1,122
Community Action	\$1,818	\$1,863	\$1,910	\$1,963
DECA Advisor	\$1,818	\$1,863	\$1,910	\$1,963
US Robotics Advisor	\$3,073	\$3,150	\$3,229	\$3,317
Best Buddies Program Advisor 2@	\$1,823	\$1,869	\$1,915	\$1,968
Tri-M Co-Advisor	\$1,684	\$1,726	\$1,769	\$1,818
Jazz I Ensemble Director	\$3,827	\$3,923	\$4,021	\$4,131
Jazz II Ensemble Director	\$3,827	\$3,923	\$4,021	\$4,131
Jazz Choir Director	\$3,827	\$3,923	\$4,021	\$4,131
SADD Advisors 2@	\$1,511	\$1,549	\$1,587	\$1,631
Drama Guild - Boston Globe	\$1,819	\$1,864	\$1,911	\$1,964
Model UN Advisor 2@	\$1,047	\$1,073	\$1,100	\$1,130
Peer Mentoring 2@	\$922	\$945	\$969	\$995
National Business Honor Society Co- Advisor	\$1,684	\$1,726	\$1,769	\$1,818
Publications Photography Advisor	\$1,684	\$1,726	\$1,769	\$1,818
Web Master	\$5,205	\$5,335	\$5,469	\$5,619
Computer Team Advisor	\$1,804	\$1,849	\$1,895	\$1,947
<b>Musical- Choreographer</b>	\$1,822	\$1,868	\$1,914	\$1,967
<b>Musical- Vocal Coach &amp; Rehearsal Pianist</b>	\$1,782	\$1,827	\$1,872	\$1,924
Substitute Caller	\$3,618	\$3,708	\$3,801	\$3,906
Substitute Scheduler	\$1,561	\$1,600	\$1,640	\$1,685
Director of Student Activities	\$1,343	\$1,377	\$1,411	\$1,450
Athletic Event Ticket Takers (Per Game)	\$51	\$52	\$54	\$55
Athletic <b>Facilities</b> Manager	\$3,358	\$3,442	\$3,528	\$3,625
AP Coordinator	\$2,154	\$2,208	\$2,263	\$2,325

Grade 9 Team Leaders	\$1,743	\$1,787	\$1,831	\$1,882
PSAT Coordinator	\$420	\$431	\$441	\$453
Mentor Co-Coordinator 2@	\$871	\$893	\$915	\$940
Mentor	\$576	\$590	\$605	\$622

### COACHES

#### ARHS Coaches FY20 @ 2%

	Group A	Group B	Group C	Group D	Group E	Group F	Group G
Step 0	\$7,480	\$4,604	\$3,682	\$3,452	\$2,762	\$2,071	\$1,611
Step 1	\$7,912	\$4,891	\$3,970	\$3,740	\$2,993	\$2,273	\$1,727
Step 2	\$8,343	\$5,179	\$4,258	\$4,028	\$3,222	\$2,475	\$1,841
Step 3	\$8,775	\$5,466	\$4,546	\$4,316	\$3,452	\$2,675	\$1,957
Step 4	\$9,207	\$5,754	\$4,834	\$4,604	\$3,682	\$2,877	\$2,071
Step 5	\$9,638	\$6,041	\$5,121	\$4,891	\$3,913	\$3,079	\$2,186
Step 6	\$10,070	\$6,329	\$5,409	\$5,179	\$4,143	\$3,280	\$2,302
Step 7	\$10,502	\$6,618	\$5,697	\$5,466	\$4,373	\$3,481	\$2,416
Step 8	\$10,933	\$6,905	\$5,984	\$5,754	\$4,604	\$3,682	\$2,532
Step 9	\$11,364	\$7,193	\$6,272	\$6,041	\$4,834	\$3,884	\$2,647
Step 10	\$11,796	\$7,480	\$6,559	\$6,329	\$5,064	\$4,086	\$2,762

#### ARHS Coaches FY21 @ 2.5%

	Group A	Group B	Group C	Group D	Group E	Group F	Group G
Step 0	\$7,667	\$4,719	\$3,774	\$3,538	\$2,831	\$2,123	\$1,651
Step 1	\$8,110	\$5,013	\$4,069	\$3,834	\$3,068	\$2,330	\$1,770
Step 2	\$8,552	\$5,308	\$4,364	\$4,129	\$3,303	\$2,537	\$1,887
Step 3	\$8,994	\$5,603	\$4,660	\$4,424	\$3,538	\$2,742	\$2,006
Step 4	\$9,437	\$5,898	\$4,955	\$4,719	\$3,774	\$2,949	\$2,123
Step 5	\$9,879	\$6,192	\$5,249	\$5,013	\$4,011	\$3,156	\$2,241
Step 6	\$10,322	\$6,487	\$5,544	\$5,308	\$4,247	\$3,362	\$2,360
Step 7	\$10,765	\$6,783	\$5,839	\$5,603	\$4,482	\$3,568	\$2,476
Step 8	\$11,206	\$7,078	\$6,134	\$5,898	\$4,719	\$3,774	\$2,595
Step 9	\$11,648	\$7,373	\$6,429	\$6,192	\$4,955	\$3,981	\$2,713
Step 10	\$12,091	\$7,667	\$6,723	\$6,487	\$5,191	\$4,188	\$2,831

#### ARHS Coaches FY22 @ 2.5%

	Group A	Group B	Group C	Group D	Group E	Group F	Group G
Step 0	\$7,859	\$4,837	\$3,868	\$3,627	\$2,902	\$2,176	\$1,693
Step 1	\$8,313	\$5,139	\$4,171	\$3,929	\$3,145	\$2,388	\$1,814
Step 2	\$8,765	\$5,441	\$4,474	\$4,232	\$3,385	\$2,600	\$1,934
Step 3	\$9,219	\$5,743	\$4,776	\$4,534	\$3,627	\$2,810	\$2,056
Step 4	\$9,673	\$6,045	\$5,079	\$4,837	\$3,868	\$3,023	\$2,176
Step 5	\$10,126	\$6,347	\$5,380	\$5,139	\$4,111	\$3,235	\$2,297
Step 6	\$10,580	\$6,649	\$5,683	\$5,441	\$4,353	\$3,446	\$2,419
Step 7	\$11,034	\$6,953	\$5,985	\$5,743	\$4,594	\$3,657	\$2,538
Step 8	\$11,486	\$7,255	\$6,287	\$6,045	\$4,837	\$3,868	\$2,660
Step 9	\$11,939	\$7,557	\$6,590	\$6,347	\$5,079	\$4,081	\$2,781
Step 10	\$12,393	\$7,859	\$6,891	\$6,649	\$5,320	\$4,293	\$2,902

#### ARHS Coaches FY23 @ 2.75%

	Group A	Group B	Group C	Group D	Group E	Group F	Group G
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Step 0	\$8,075	\$4,970	\$3,975	\$3,726	\$2,982	\$2,236	\$1,739
Step 1	\$8,541	\$5,280	\$4,286	\$4,037	\$3,231	\$2,454	\$1,864
Step 2	\$9,006	\$5,591	\$4,597	\$4,348	\$3,478	\$2,672	\$1,987
Step 3	\$9,473	\$5,901	\$4,907	\$4,659	\$3,726	\$2,888	\$2,113
Step 4	\$9,939	\$6,212	\$5,218	\$4,970	\$3,975	\$3,106	\$2,236
Step 5	\$10,404	\$6,521	\$5,528	\$5,280	\$4,224	\$3,324	\$2,360
Step 6	\$10,871	\$6,832	\$5,839	\$5,591	\$4,472	\$3,541	\$2,485
Step 7	\$11,337	\$7,144	\$6,150	\$5,901	\$4,721	\$3,758	\$2,608
Step 8	\$11,802	\$7,454	\$6,460	\$6,212	\$4,970	\$3,975	\$2,733
Step 9	\$12,268	\$7,765	\$6,771	\$6,521	\$5,218	\$4,193	\$2,857
Step 10	\$12,734	\$8,075	\$7,081	\$6,832	\$5,467	\$4,411	\$2,982

**Department Chair:**

2019-2020	20-21	21-22	22-23
2%	2.50%	2.50%	2.75%
\$9,412	\$9,647	\$9,888	\$10,160

**Club Stipends**

	Club Level	Level A	Level B	Level C
2019-2020	Stipend	\$300	\$600	\$900
2020-21	2.50%	\$307.50	\$615	\$922.50
2021-22	2.50%	\$315.19	\$630	\$945.56
2022-23	2.75%	\$323.86	\$648	\$971.57

**APPENDIX B**

The items below are areas that we collectively agree are non-substantive and contractual clean-up.

- Chair Chairmen/man to Chair throughout the document
- The pronoun ‘he’ should be changed to “the teacher” – search and replace to “the teacher” in all of the CBA for correct pronouns
- Article 1 - Recognition – remove Department Chair
- Article IV, Section 1 – the word ‘in’ is unnecessary
- Article V, Section 4 – ‘the’ Committee should be changed to ‘a’ committee
- Article VI - Section 1A – will begin no later than (instead of by)
  - Section B – the word “Holidays” does not need to be capitalized
  - Article VI C – Change Time and Learning to Student Learning Time
  - Article VI, Section 4 – Teaching Load – (formatting clean-up only)
  - Article VI, Section B add “the” teacher

- Article VI, Section D – remove the word “subject”
- Article VII, Section 2 – Change Department Chair to Student Services Department Chair and remove Instructional Support Services Coach
- Article XIII, Section 3 – In the event of the absence of a teacher for 5 consecutive days “add consecutive” to the 5
- Article IX, Section A - Personal days – fix the commas – after ‘legal’
- Article IX, Section A - look at adding “District recognized” holidays
  - Section B - The word “the” should be before school calendar
- Article IX, Section C – remove bold, change to “time off benefits”
- Lane changes and pre-approval for coursework - Send paperwork to “human resources” rather than the Superintendent

## APPENDIX C

### FLEXIBLE PROFESSIONAL DEVELOPMENT

The six (6) hours of on or off campus PD may be fulfilled in a variety of ways. Staff may submit and take part in professional partnerships, conduct and lead PD opportunities within the district, attend PD opportunities that occur after the school day has ended, throughout the school year beyond the school day, attend participate in webinars, recommend and participate with guest speakers, develop participate in topical professional learning communities (PLC's), and participate in virtual learning offerings that may be offered by the district. Staff may submit requests for PD proposals consistent with our more traditional scheduling of professional development. For teachers, the PD for these (6) hours must occur after the school day ends.

The parties believe this model provides for maximum flexibility and fluidity, professional and administrative ownership, and personalized and meaningful teaching and learning experiences for all participants. The use of these six (6) hours will be designed in collaboration with the principal and professional development/building staff with feedback from the Professional Development Committee.

The Professional Development Committee (PDC) includes two representatives from each of the K-8 schools and four representatives from Algonquin. The PDC is responsible for assisting in the development of site-based and District parameters, including but not limited to documentation, procedures and scheduling. Each member of the PDC will receive a stipend of \$27.50 per hour as defined by contract. Additional members may be added to accommodate both District and site-based professional development planning.