

Agreement between the Souhegan Cooperative School Board and Professional Faculty and Support Staff

for School/Fiscal Years 2020-21 through 2023-24

- **Policy Renumbering**
 - Policy GCBA-E will be renumbered to GCBA, Professional and Support Staff Compensation Schedules

- **Pay Scale for Head Facilities**
 - The Pay Scale contained in Policy GCBA for Support Staff Head Facilities will be \$2.50/hr higher than the corresponding Facilities Pay Scale at each Step.

- **ABA Para Positions**
 - A new Pay Scale column will be added to the Policy GCBA Support Staff Compensation Schedules for “ABA Para”, for Paraprofessionals with ABA (Applied Behavior Analysis Paraprofessional) Certification and assignment requiring that certification. The rate will be \$1.68/hr higher than the corresponding Para-Cert Pay Scale at each Step.

- **Retirement Match**
 - Policy GCBDA/GDBDA, INDIVIDUAL EMPLOYEE INVESTMENT FUND, paragraph 3 will be modified to reflect the following changes in district match to employee contributions
 - FY21: up to 100% of the amount required under the Federal Insurance Contributions Act (FICA), as defined in RSA 101:2 VIII, as may be from time to time amended, not including the Medicare coverage rate or any other future coverage which may be added to the Social Security Act rate.
 - FY22: up to 100% of amount required plus 0.25% of income subject to withholding
 - FY23: up to 100% of amount required plus 0.55% of income subject to withholding
 - FY24: up to 100% of amount required plus 1.00% of income subject to withholding

- **District Initiative Compensation Initiative**

- Policy GCBA_will add the following language:

“Certain continuing educational programs determined by the Superintendent, with the approval of the School Board, to meet district needs for professional staff will be “incentivized” for a specified period of time. Once designated, the incentive shall remain in effect for the specified period. Programs may be extended as needed to satisfy district requirements, but not terminated prior to the announced extension end date. Professional staff successfully completing those programs in the specified period shall advance 3 lanes in the compensation schedule starting in the Fiscal Year following their successful completion.”

- **Professional Staff Salary Schedules and Career Growth**

- For FY21, FY22, FY23, and FY24, the Base of the Professional Staff Salary Schedule (cell A0) will remain at \$46,334.
- The Professional Staff Salary Table will change in FY21, FY22, FY23, and FY24 as follows:
 - For FY21, the interval between rows in the Professional Staff Salary Table will increase from \$1185 to \$1318 in all columns.
 - For FY22, the interval between rows in the Professional Staff Salary Table will increase from \$1318 to \$1438 in all columns.
 - For FY23, the interval between rows in the Professional Staff Salary Table will increase from \$1438 to \$1548 in all columns.
 - For FY24, the interval between rows in the Professional Staff Salary Table will increase from \$1548 to \$1645.
- The cap on lanes in the Professional Staff Salary Table (30 lanes, ending in AD) is eliminated. New lanes shall be added, at +\$882/lane, as required to reflect staff Coursework and Career Growth attainments.

- **Support Staff Hourly Compensation Schedules**

- The Support Staff Hourly Compensation Schedule will change in FY21, FY22, FY23, and FY24 as follows:
 - For FY21, the hourly rate in the Support Staff Hourly Compensation Schedule will increase by \$1.20/hr in all columns over the FY20 rates.

- For FY22, the hourly rate in the Support Staff Hourly Compensation Schedule will increase by \$1.00/hr in all columns over the FY21 rates.
- For FY23, the hourly rate in the Support Staff Hourly Compensation Schedule will increase by \$1.00/hr in all columns over the FY22 rates.
- For FY24, the hourly rate in the Support Staff Hourly Compensation Schedule will increase by \$1.00/hr in all columns over the FY23 rates.

- **Staff Work Load**

- Policy GCM paragraph number 3 will be modified as follows:

*“Supplemental compensation shall be tailored to the specifics of the overload, but will be based on the guideline that teaching five full year classes (or equivalent) and an advisory will cause a ~~5%~~ **10%** increase over the normal compensation (from Policy GCBA)”*

- **Other provisions of the agreement**

- No other proposals by the Professional Staff or Support Staff or Board in the fiscal years 2021-24 negotiations were agreed.

The preceding agreement was negotiated and agreed between the Staff and the School Board in the Souhegan Personnel Policies Committee. This agreement is subject to ratification by the voters of the Souhegan Cooperative School District at the Annual Meeting in March, 2020.

 Andrew Emerson, Chair, PPC
For the Professional Staff

 Shirley Markwith, Secretary, PPC
For the Support Staff

 Stephen W. Coughlan
For the Souhegan Cooperative School Board

 Date