Collective Bargaining Agreement

Between

Regional School Unit No. 18 Board of Directors

and the

Regional School Unit No. 18
Education Association

2020 – 2021
2021 – 2022
2022 - 2023

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ARTICLE 1
AGREEMENT

A. This Agreement was adopted by the RSU 18 School Board on June 14, 2017 and the RSU 18 Education Association/MEA/NEA on June 12, 2017. Its provisions outline agreements between the RSU 18 School Board hereafter referred to as the "Board", and the RSU 18 Education Association/MEA/NEA, hereafter referred to as the "Association".

B. This Agreement constitutes a contract for the terms of said Agreement, and the Board and the Association shall carry out the commitments contained herein and give them full force and effect.

C. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE 2
DEFINITIONS

A. Number: Whenever the singular is used, it is to include the plural unless otherwise expressly provided or clearly indicated by the context.

B. School: Whenever the term "school" is used, it is to include any work location or functional division in RSU 18.

C. Board: Whenever the term "Board" is used, it refers to the RSU 18 Board of Directors and any of its designated representatives, by committee, individual member, or authorized agent.

D. Association: Whenever the term "Association" is used, it refers to the RSU 18 Education Association and any of its designated representatives, by committee, individual member, or authorized agent.

E. Superintendent: Whenever the term "Superintendent" is used it shall include the Superintendent of RSU 18, or any other person whom the Superintendent or the Board specifically designates to act for him/her in any particular situation or class of situations.

F. Principal: Whenever the term "Principal" is used, it is to include the administration at any work location or functional division.

ARTICLE 3
RECOGNITION

A. The Board hereby recognizes the RSU 18 Education Association/MEA/NEA as the sole and exclusive bargaining representative as defined under Title 26, MRSA, Section 962, for certified classroom teachers, special education teachers, guidance counselors, social workers, speech and

hearing clinicians, librarians/media specialists, literacy specialists, literacy coaches and instructional coaches who are employed on a full-time, or part-time, prorated basis.

B. Unless otherwise indicated, the term "teachers", when used hereafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined.

C. Employees working less than full-time and at least 50% time shall receive prorated benefits.

D. The Board agrees not to negotiate with or recognize any teachers' organization other than the Association for the duration of this Agreement.

E. Whenever any notice pursuant to the provisions of this Agreement is required to be given by one party to the other party, then the following procedure shall prevail.

1. When a communication from the Association is forwarded to the Board, a copy shall be sent to the Superintendent.

2. When a communication from the Board is sent to the Association, it shall be directed to the President.

ARTICLE 4
NEGOTIATION PROCEDURES

A. The negotiations procedure shall be as outlined in the MRSA, Title 26.

B. The parties agree that all negotiable items have been discussed during negotiations leading to this Agreement and, except by mutual agreement, no negotiations on this Agreement shall be conducted on any item, whether contained herein or not.

C. Copies of this Agreement will be made available electronically by the Board.

ARTICLE 5
GRIEVANCE PROCEDURE

A. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems that may arise under this contract. The grievance procedures will be kept as informal and confidential as may be appropriate at any level of the procedure. Informal settlements shall bind the immediate parties to the settlement but shall not be precedent in a later grievance proceeding.

B. Definitions

1. A "grievance" is an alleged violation of this Agreement or any dispute with respect to its meaning or application.

2. An "aggrieved person" is the teacher, teachers or Association making the clai

3. A "party in interest" is the teacher or teachers making the claim and any persons who might be required to take action or against whom action might be taken in order to resolve the claim.

4. A "teacher" is any person in the Unit covered by this Agreement.

5. For the purpose of grievance proceedings, a "day" shall mean a working business day (Monday through Friday).

C. Time Limits

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by written mutual agreement.

2. A grievance shall be deemed to have been waived unless submitted in writing at Level One within twenty (20) days after the aggrieved party knew or should have known in the exercise of reasonable diligence of the act, events, or conditions upon which the grievance is based.

D. Informal Procedure. If a teacher feels that he or she has a grievance, the teacher will first discuss the matter with the principal in an effort to resolve the problem informally.

E. Formal Procedure

1. Level One - School Principal

(a) If an aggrieved teacher is not satisfied with the outcome of the informal procedure, the teacher may present the claim as a formal grievance in writing to the principal, and shall identify the aggrieved party, the contract provision alleged to have been violated, the date, time and place where the alleged events or conditions or acts constituting the grievance occurred and the identity, if known, of the person responsible for causing the act, event or condition and a general statement of the grievance and the relief sought by the aggrieved party.

(b) The principal shall, within ten (10) days after the receipt of the written grievance, render his or her decision and the reasons therefore, in writing, to the aggrieved person.

2. Level Two - Superintendent of Schools

(a) If the aggrieved is not satisfied with the resolution at Level One, or if no answer is received, the teacher may, within ten (10) days, submit it to the Superintendent at Level Two.

(b) The Superintendent and up to three (3) representatives shall, within ten (10) days of receipt of the grievance, meet with the aggrieved party for the purpose of resolving the grievance. A maximum of three (3) representatives of the Association may be present.

(c) The Superintendent shall, within ten (10) days after the meeting, render his decision and the reasons therefore in writing to the aggrieved.

3. Level Three - School Board

(a) If the aggrieved is not satisfied with the disposition of the grievance at Level Two, the teacher may, within ten (10) days after receiving the Superintendent's response, request in writing a meeting on the matter before the Board by sending written notice to the Superintendent.

(b) The School Board and their representatives shall, within twenty (20) days after the receipt of the appeal, meet with the aggrieved teacher and with a maximum of three (3) representatives of the Association for the purpose of reviewing the grievance with the aggrieved person.

(c) The Board shall, within ten (10) days after such meeting, render its decision and the reason therefore in writing to the aggrieved teacher.

4. Level Four – Grievance Mediation

(a) In the event that the decision of the Board as rendered pursuant to Article 5, Section E(3), is not acceptable to the grievant, then the Association may, within ten (10) days after the decision due date, or receipt of the Board's response, file a written notice with the opposite party to submit the grievance to Grievance Mediation. Either party may decline to engage in mediation. If both parties do not agree to mediation, the Association may proceed to Level 5 by submitting written notice to the Board within 20 days after receipt of the Board's response.

(b) The parties shall attempt to mutually agree upon a mediator. If the parties cannot agree upon a Grievance Mediator within five (5) days from when notice to mediate is filed, either party may request that the Executive Director of the Maine Labor Relations Board appoint a Grievance Mediator from the Panel of Mediators. The parties shall share the expense of Grievance Mediation equally. If the parties fail to agree to accept the final recommendation by the Grievance Mediator, the grievance shall go to Level 5 upon written notice by the Association, within ten (10) days of the last mediation session.

5. Level Five - Impartial Arbitration

(a) If the aggrieved is not satisfied with the disposition of the grievance at Level Four, he/she may request that the Association submit the grievance to arbitration. If the Association decides to proceed with the grievance, it may, within ten (10) days of receipt of the decision at Level Four, submit the grievance to arbitration by so notifying the Board Chair and Superintendent in writing.

(b) The Chairman of the Board and the President of the Association or their designated representatives shall, within five (5) days after such notice, jointly select a single arbitrator who is an experienced and impartial person of recognized competence. If the parties are

unable to agree upon an arbitrator within five (5) days, the American Arbitration Association shall be called upon to propose the names of arbitrators, and the parties shall follow the procedures of the American Arbitration Association to select an arbitrator.

(c) The arbitrator selected shall confer promptly with the representatives of the Board, representatives of the Association, and the aggrieved, shall review the record of the prior meeting(s), and shall hold such further hearings with the aggrieved teacher and other parties in interest as he or she shall deem requisite.

(d) The arbitrator shall, as soon as practicable, after his or her selection, render a decision in writing to all parties in interest, setting forth his or her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision, which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall have no power to add to, subtract from, or modify the provisions of this Agreement, and shall confine any decisions to the meaning of the specific written contract provision(s) which gave rise to the dispute. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties subject to judicial review.

(e) The cost for the services of the arbitrator shall be borne equally by the Board and the Association.

F. Miscellaneous

1. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this grievance procedure.

2. Failure at any level of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved teacher to proceed to the next level. Failure at any level of this procedure to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

3. Schedule "C" will be the form used for filing and processing grievances.

4. Whenever possible, all meetings and hearings under this procedure shall be after the close of the normal school day and shall not be scheduled to interfere with any assigned extracurricular activities of the aggrieved party or parties in interest that may also be necessarily involved. If not possible, then the aggrieved party is not expected to return to duty for the remainder of that school day.

ARTICLE 6
TEACHER RIGHTS

A. Nothing contained herein shall be construed to deny or restrict any teacher such rights as he or she may have under State of Maine school laws. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

B. Continuing contract teachers may only be disciplined, dismissed or non-renewed for just cause. For purposes of this Agreement, the term "just cause" means that the reason for discipline, discharge or non-renewal is not arbitrary or capricious and is reasonably related to the responsibilities of a teacher or the School Board's operation and management of the school system. The word discipline as used herein means "punishment or disciplinary action for the sake of training or correction."

C. 1. Whenever any teacher is required to appear before the Principal, Superintendent or the School Board concerning any matter which could adversely affect the continuation of that teacher in his or her office, position or employment, or the salary or any increments pertaining thereto, then the teacher shall be entitled to have a representative of the Association present for advice and representation during such meeting or interview. Any suspension of a teacher pending a hearing on the charges shall be with pay for up to 60 calendar days, which may be extended by mutual consent if the investigation or proceedings extend beyond 60 calendar days. Monies withheld will be paid if the teacher is cleared of the charge.

2. A teacher who is suspended or discharged will be given written notice within five (5) working days either in person or by certified mail, return receipt requested, to the employee's last known address according to Board records, of the suspension or discharge and the reasons thereof.

3. If a probationary teacher is dismissed during the term of his/her contract, he/she shall be entitled to receive written reasons from the Superintendent for the dismissal and shall have the right to confer with the Superintendent and appropriate principal. The teacher shall be entitled to have representation during such conference.

D. 1. Complaints regarding a teacher's classroom performance made to any member of the administration and/or Board by any parent, student, or other person shall be promptly called to the attention of the teacher by an administrator. The teacher shall be given an opportunity to respond to and/or rebut such complaint and the evidence in support of it, and shall have the right to be represented at any meetings or conferences regarding such complaint. All notifications and discussions of complaints shall be conducted in a confidential manner.

2. The teacher shall have the right to Association representation during any interview that may lead to disciplinary action, and shall be given sufficient notice of the interview to afford Association representation.

3. The teacher will be promptly informed in writing when the investigation is completed of any determinations made, except when the matter has been earlier terminated.

4. If the result of the investigation is that the allegations or complaints are unfounded, no records pertaining to the allegations will be placed into the teacher's personnel file, but such records may be retained in a separate location.

E. Although the Board agrees to protect the confidentiality of personal references, academic credentials, and other similar documents, it shall not establish any personnel file which is not available for the teacher's inspection. No material derogatory to a teacher's conduct, service, character, or personality, shall be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the expressed understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall have the right to submit a written response to such materials and his/her answer shall be reviewed by the Superintendent or his/her designee and attached to the file copy.

A teacher will have the right to examine his/her file during normal business hours of the office in which the file is kept within five working days of the request. The teacher may obtain one copy annually of any material in the personnel file at the Board's expense.

ARTICLE 7
ASSOCIATION RIGHTS

A. The Association and its representatives shall have the right to use school buildings for meetings subject to approval by the principal of the building in question. Such request shall be made two (2) working days in advance of the time and place of such proposed use.

B. The Association may, at the Superintendent's discretion, have the privilege of using school facilities and equipment (within the building), computers, copying machines, fax machines, email, calculating machines and all types of audio-visual equipment, when such equipment is not otherwise in use. The Association shall furnish their own materials and supplies incidental to such use.

C. The Association shall have, in each building, the right to use a portion of a bulletin board in each faculty lounge for Association communications.

D. The Association shall have the right to use the inter-school mail facilities and school mail boxes provided such use does not conflict with or hamper the normal use of such facilities and shall be subject to the established procedure of the individual schools.

E. The Association shall be allowed one-half hour during or at the end of an orientation program for new teachers, if the Superintendent schedules such a program.

F. The Association shall be granted 14.5 hours, in blocks of no less than three hours, of Association leave, to be used at the discretion of the President of the Association, provided that the Association assumes the cost of a substitute.

ARTICLE 8
RIGHTS OF THE BOARD

A. Except as specifically limited by a specific written provision of this Agreement, the Board shall continue to have all rights, functions, powers, duties, and authority available to it under law, regulation, ordinance, or otherwise and to have the exclusive right to take any action it deems appropriate in the operation of the school system and the implementation of its educational policies and the direction of the work of the employees covered herein.

ARTICLE 9
TEACHERS' EMPLOYMENT

A. 1. The Board agrees to employ teachers holding certificates, or eligible for certification, by the State of Maine Department of Education, for teaching assignments.

2. When a person signs a contract to teach in the RSU, the position is his/her primary occupation.

3. The salary of each teacher shall be determined pursuant to the following sections of this Article.

4. On and after the effective dates of the Agreement, teachers shall be paid a salary as provided for in the "Basis Salary Schedule," attached as "Schedule A" subject to the provisions of Section A (5) of this article and any State of Maine laws and regulations relating to teachers' salaries and certification standards.

5. Recognition of increased professional training will be made upon receipt of an advanced degree. A teacher who anticipates that his/her degree status will change in the subsequent fiscal year (July 1 – June 30) shall give written notice to the Superintendent of the anticipated change as soon as the teacher knows that his/her degree status will change. Once a teacher provides such notice and an official transcript noting completion of the degree is received by the Superintendent, the teacher will be placed on the appropriate step of the salary schedule within three weeks of the date the teacher provides this information to the Superintendent.

B. Annual employment contracts shall be issued to teachers as soon as possible after the District budget has been approved. Teachers shall have two (2) weeks after receipt to sign and return the contract indicating their acceptance of the stated salary and their intention to return the following school year. Positions will be declared vacant after that time. In the event salaries for the following year have not been negotiated at the time the contract is sent, the contract shall indicate the current year's salary with the notation: "subject to negotiation by the School Board and the Association." Any individual contract offered by the Board of Directors, signed and executed by the Superintendent of Schools, shall be subject to and consistent with the terms and conditions of the collective bargaining agreement.

C. Teaching experience credit up to two years or an equivalent time of military service, plus unused leave days shall be granted to teachers within the system whose career has been interrupted by

military service. Teaching experience credit up to two years may be granted to certificated teachers coming into the system from military service provided they have completed degree work.

D. Teachers covered by this Agreement are expected to be in their classrooms or assignment locations, except in serious emergencies, during the student day.

ARTICLE 10
TEACHER ASSIGNMENT

A. If at all possible, teachers shall be notified of their assignments by June 1 each year.

B. No later than two (2) weeks after response to letters of contractual intent, the Superintendent shall post in all school buildings a list of known vacancies which shall occur during the following school year. Those positions will not be filled until seven calendar days after notification of vacancy.

C. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building shall file a written statement with the Superintendent at the time of their response to the letter of contractual intent or within seven (7) calendar days of the posting of RSU vacancies.

D. Notice of a reassignment or transfer not requested by a teacher shall be given to the teacher prior to issuing of the contract, if possible. Whenever a teacher is involuntarily transferred or reassigned to another building and/or grade level, he/she shall receive the following support to assist in the transition or reassignment:

1. The teacher shall be required to spend two visitation days in the new school and/or grade level for the purpose of observation and orientation. However, the required visitation days may be waived upon mutual agreement of the Superintendent and the teacher.

2. In instances where a teacher has been reassigned to a grade level that he/she has previously taught, the required visitation days may be waived upon mutual agreement of the Superintendent and the teacher.

E. In filling vacancies occurring at the end of the school year for the subsequent year or in filling new positions, due consideration will be given to the request of teachers within the system. Upon refusal, teachers are entitled to an explanation from the Superintendent. The nomination of the Superintendent and election by the Board of Directors of the person to fill the vacancy shall be final.

ARTICLE 11
LENGTH OF SCHOOL YEAR

A. The regular work year for teachers covered by the Agreement shall be 184 workdays, with the breakdown of these days as follows:

- Scheduled workdays will be 184, of which
- 175 to 179 days will be student days, and
- 9 to 5 days will be teacher workshops.

- In addition to the scheduled workdays, the Board may schedule additional snow/ emergency days to be returned if not taken.

It is understood that the Board has the right as a matter of educational policy to change the number of seat days, except that if such a change alters the number of workdays, the Association shall have the right to bargain the impact of such a change.

The Board reserves the right to set the calendar, cognizant of teacher sentiment. Prior to Board action, the Superintendent will meet with representatives of the Association to discuss the calendar.

B. Teachers who work outside the work year or work day, including new staff orientation, as established by this Contract on special projects for which compensation is not provided elsewhere in this agreement, and who have prior written approval from the Superintendent for such work will be compensated for such work at an hourly rate equivalent to the base bachelor scale per diem hourly rate calculated by dividing the contracted work days and dividing the individual work day by the required number of hours per work day. For 2020-21 the hourly rate will be $28.48, for 2021-22 the hourly rate will be $29.23, and for the 2022-23 the hourly rate will be $29.98.

For this Section, "special projects" include but are not limited to curriculum development, assessment work, staff development or other work for which the expertise of the teacher is required. For the purpose of this Article, the work is voluntary and shall not be considered in the evaluation of the teacher.

C. Guidance counselors and librarians, when required to work additional days before the opening of school and after the closing of school, will be compensated at their salary on a per diem basis. These additional compensated work days (up to ten days per school year) will be at the discretion of the Superintendent of Schools.

ARTICLE 12
TEACHING HOURS AND TEACHING LOAD

A Teacher Week and Work Day

1. The regular teacher workweek shall not exceed five (5) consecutive days, Monday through Friday, except in emergencies. The regular teacher workday shall be forty-five (45) minutes beyond the student academic day to be scheduled by the teacher either before and/or after the regular school day. The expectation is that when necessary the teacher will modify their schedule to meet students, parents or building/administrative needs. Teachers shall inform the building principal of their regular working hours and shall notify the principal's office of changes to these hours. Student needs and emergencies may necessitate a temporary change in these hours. In the event the district operates on an emergency, shortened schedule due to inclement weather, teachers will be released as soon as the building principal determines that student supervision is no longer necessary.

It is understood that the Board has the right as a matter of educational policy to change the length of the student academic day (currently 6.5 hours), except that if such change alters the length of the teacher work day, the Association shall have the right to bargain the impact of such a change.

2. All non-teaching duties shall be assigned on a rotating basis in a fair and equitable manner.

B Teaching Assignments

1. Middle and senior high school teachers shall not be required, but may elect to teach more than two (2) subject areas.

2. Regular classroom teachers in the middle and senior high schools shall not be required to change subject area teaching stations more than two (2) times during the school day unless reasonably required by the Principal.

C. Meetings

Teachers may be required to remain after the end of their regular workday, without additional compensation, for the purpose of attending up to 20 faculty, committee or other meetings called by the administration each school year. Such meetings will not exceed 60 minutes in length, but may be extended to up to 90 minutes by majority agreement.

D. Parent Teacher Conferences

Teachers will receive compensatory time for parent/teacher conferences scheduled outside of the normal workday.

E. Duty Free Lunch.

1. Teachers shall have, except in emergency, a daily duty-free lunch of at least the following lengths:

   a. Elementary School-45 minute duty-free period, 30 minutes of which is duty-free lunch
   b. Middle School - 30 minutes
   c. Senior High School- 30 minutes

2. With administrative notification, except in cases of emergency, teachers may leave the building during their scheduled duty-free lunch periods.

F. Extracurricular activities and field trips

1. Teacher participation in extracurricular activities shall be voluntary, and the teacher shall be compensated according to the rate of pay in Schedule B.

2. Teacher participation in field trips, which extend beyond the teacher's in-school workday, and overnight or weekend trips, shall be voluntary.

G. Missed Planning Time

When teachers are not provided personal preparation time in accordance with Board policy, they will be provided a half day of compensatory leave each time the lost planning time equals half the teachers' workday. At the beginning of the school year, teachers will be provided with a form prepared by the District on which to record lost planning time, and the building principal will upon the teacher's request verify the losses by signing the form upon each occasion of lost planning time. Teachers must request an administrator's signature within two working days of the lost time, and teachers are responsible for keeping their individual records of lost time. Any half-day earned must be used within one year of accrual.

It is understood that the Board has the right as a matter of educational policy to change its current policy on teacher planning time (referenced in Appendix), except that if such a change affects teacher working conditions, the Association has the right to bargain the impact of such a change.

ARTICLE 13
SALARIES

A. The salaries of all teachers covered by this Agreement are set forth in Schedule A, which is attached hereto and made a part hereof.

B. The annual salaries of teachers shall be paid in twenty-six (26) installments due every other Friday before noon except in extenuating circumstances. A teacher may choose to receive his/her last four (4) checks for the summer months in July in one lump sum, if such desire is indicated in writing by April 1. Late applicants for summer pay, in extenuating circumstances, may be paid. Proper payroll deductions shall be made from this check. All staff will participate in direct deposit. The Board also agrees to deduct Association dues from payroll checks, provided individual teachers voluntarily authorize such deduction. Open enrollment for payroll deductions will be from September 1st to October 31st.

C. In the event of termination of contract or resignation of a position, a teacher may request his/her remaining contract pay less benefits/payroll deductions at the end of the school year, and previous time restrictions (Article 13B) will be waived.

D. Any teacher who as of 7/1/2010 was on the BA/BS + 15 track on the former China School District salary scale will be paid an additional $1000.00 above the slated BA/BS scale.

ARTICLE 14
SENIORITY AND REDUCTION IN FORCE

A. Position Elimination

1. If the Board is contemplating the elimination of any bargaining unit position(s), it will notify the Association ten working days prior to the Board meeting to consider that a reduction in force is

necessary. The Board will meet and consult with the Association upon request prior to a decision to eliminate any bargaining unit position(s).

2. In the event that the Board decides to eliminate any bargaining unit position(s), it will give the Association prompt written notice of the positions to be eliminated.

B. Selection of Teachers for Layoff

1. Except in the case of probationary teachers who are not re-employed for the following school year, the selection of the teacher(s) to be terminated as a result of the elimination of any bargaining unit position(s) will be made in accordance with the following terms:

   a. Within each affected impact area, teachers will be laid off in inverse order of seniority except as modified.

   The least senior teacher(s) in an impact area may be retained and the next senior teacher(s) laid off when the teachers remaining in an impact area are not qualified to provide the programs to be retained in the impact area on the basis of current certifications, experience, training or performance.

   b. The following impact areas shall be used:

      1) Pre K-8
      2) 7-12 by department
      3) K-12 specialty impact areas:

         Art, Computer Education, Foreign Languages, Guidance Services, Library Media Services, Music, Physical Education, Health Education, Special Education, Speech.

         Literacy/instructional coaches and literacy specialists shall be considered part of the department/ impact area to which the teacher belongs at the time he or she is assigned to the coaching position.

   c. Teachers who teach in grades 7 or 8 shall choose which impact area they will be in (PreK-8 or 7-12) for the remainder of their continuous employment with RSU 18. Should their assignment change from one year to the next, they will have 30 days after they receive their new contract to notify the Superintendent and the Association as to whether they would like to change their impact area. These changes will be reflected on the Seniority List, which will be posted by October 31.

   d. Teachers who have served in another impact area within the past three (3) years will retain their seniority in the previous impact area in addition to their current area of placement.

C. Seniority List Preparation

1. The Superintendent, or his/her designee, will provide the Association and post in all designated teachers' rooms a seniority list within three (3) weeks of the completion of

negotiations of this Agreement and by October 31st for each subsequent year of this Agreement. All teachers will be listed in the impact area reflecting their current assignment, in descending order of seniority. The list will show each teacher's name; date when continuous employment in RSU 18 began; and, if relevant to determination of seniority order, the teacher's total teaching experience. Teachers whose current assignment is in more than one (1) impact area will be listed in the impact area in which they spend the major portion of their school day.

2. Any disagreement with the list must be reported by the Association to the Superintendent (or if by a teacher to the Association and the Superintendent) within fifteen (15) working days after delivery of the list to the Association and posting. Any changes to the list, other than those resulting from the disposition of disagreements reported during this fifteen (15) working day review period, will be made only by mutual agreement of the Association and the Superintendent.

D. Rights Upon Layoff

1. Notice

a. A teacher who is to be laid off will receive at least ninety (90) calendar days' notice of layoff in writing. A copy of the notice of layoff will be simultaneously sent to the Association.

2. Benefits

a. A teacher who is notified that he or she is to be laid off will be granted up to three (3) days leave with pay, upon request to the Superintendent, for the purpose of seeking alternative employment.

b. Teachers who have been laid off may participate at their own expense in the RSU's group health insurance plan for such period as is permitted by COBRA.

3. Recall

a. A teacher with continuing status who is laid off will be eligible for recall for twenty-four (24) months from the effective date of the teacher's layoff, unless the teacher has refused an offer of a position of an equivalent amount of time from the Board, or has signed a contract elsewhere for a position for an equivalent amount of time.

b. The Board (or its designee) will mail to the Association and to each teacher who is eligible for recall a list of all existing and anticipated teaching vacancies as soon as each opening is known. It will be the responsibility of the teacher to keep the Superintendent notified of the teacher's current mailing address.

c. Teachers who wish to be considered for such a vacancy will inform the Superintendent within ten (10) calendar days of the notification letter of their interest in the available position(s). A teacher eligible for recall will retain the right to reemployment in any

available position within the teacher's impact area for which the teacher is qualified (by certification, experience, and training) and interested, prior to the employment of new hires. Where more than one (1) teacher who is eligible for recall is qualified for and interested in recall to a position, recall will occur in order of seniority. If a teacher is offered reemployment in accordance with these terms and refuses, the teacher will forfeit further eligibility for recall.

d. All benefits to which a teacher was entitled at the time of layoff including unused accumulated sick leave and credits toward sabbatical eligibility will be restored upon return to active employment.

ARTICLE 15
EVALUATIONS

A. Evaluations shall be conducted in accordance with Board policy, which shall be posted on the RSU website.

B. Teachers shall be notified of the identity of an evaluator in advance.

C. All monitoring or observation of the work performance of an employee will be conducted openly and with the full knowledge of the employee.

D. A copy of the final written evaluation will be given to the employee as soon as practicable and must be provided to the employee within 30 calendar days after the last observation upon which the evaluation is based. The employee will have an opportunity to sign the evaluation report that is to be placed in their personnel file. The employee's signature does not mean that the employee agrees with the evaluation, only that he/she has seen it and has been given a copy.

E. The evaluation report will be signed by the evaluator

F. A teacher shall be given a copy of an observation and/or evaluation report two working days before any meeting to discuss it. The conference will be held within 30 calendar days after the written evaluation was completed.

G. The employee will have the right to respond in writing to such evaluation and have it attached to the original in the personnel file, provided such response is given to the Superintendent's office within ten (10) working days of receipt of the evaluation.

H. No employee will be required to sign a blank or incomplete evaluation form. Nothing will be added or removed from an employee's evaluation once the employee has signed it.

ARTICLE 16
SICK LEAVE

A. Fifteen (15) days sick leave will be granted annually to all full-time teachers, accumulative to one hundred fifty eight (158) days. Sick leave for part-time teachers will be prorated.

B. Sick leave shall not be permitted for elective surgery and associated recuperation time, i.e., surgery performed on a date selected by the teacher, if in the physician's opinion, the surgery could be scheduled during non-school time without being detrimental to the health of the teacher.

C. The Superintendent of Schools may require a doctor's certificate at any time abuse of this sick leave seems evident.

D. When a teacher is granted unpaid leave, the reduction in pay will be figured on the basis of the teacher's base salary and there will be no reduction in an extracurricular stipend unless the absence occurs during the season of that activity. In the event of a deduction in pay, this will be prorated at the rate of the number of contract days for each day absent as outlined above.

E. Absence for the following reasons will apply to sick leave policy:

1. Personal illness.

2. Up to twelve (12) sick days may be used for illness in the immediate family. Immediate family in this section is defined as the teacher's parents, in-laws, siblings, spouse or children. (This is to include a minor child if the teacher has been appointed legal guardian.) The Superintendent of Schools may make exceptions.

F. Sick Leave Bank:

The Board will cooperate in the establishment of a sick leave bank. Teachers may participate in the sick bank on a voluntary basis. The Board and Association will develop a list of procedural rules for the implementation and use of the sick bank.

H. When a teacher is receiving worker's compensation benefits, sick leave shall be applied on a pro rated basis to make up the difference between the worker's compensation and the teacher's normal full net pay.

ARTICLE 17
TEMPORARY LEAVES OF ABSENCE

A. Teachers shall be entitled to the following temporary non-accumulative leaves of absence each school year:

1. Jury Duty

Teachers summoned for jury duty shall be entitled to leave of absence from their respective duties without net loss of income during the period of service. Compensation paid to the juror by the Court will be turned over to the School Unit.

2. Bereavement Leave

A. A temporary leave of absence shall be given to a teacher for death in the immediate family, up to a maximum of five (5) days in each instance, with full pay upon approval of the Superintendent of Schools. For the purpose of this section, the immediate family shall include parents, spouse, child, sibling, grandchild, domestic partner, or stepchild.

B. A temporary leave of absence shall be given to a teacher for death in the extended family, up to a maximum of three (3) days in each instance, with full pay upon approval of the Superintendent of Schools. For the purpose of this section, the extended family shall include grandparent, aunt, uncle, niece, nephew, cousin, in-law, or step-relationship. When a unique relationship existed between an employee and a member of his/her extended family, the Superintendent may grant up to five days paid leave.

C. One (1) day for any funeral other than immediate or extended family. The Superintendent of Schools may make exceptions.

3. Wellness Leave

Employees will be granted two days for wellness leave per year. Wellness leave requests must be made to the building administrator or director five school days prior to the requested day. This leave will be subject to availability of substitutes.
Wellness leaves may not be used during the following time periods with the exception of certain situations, which may be approved by the building administrator or director:

- The 3 weeks prior to the end of the school year unless approved by the Superintendent.
- The day before and the day after long weekends and or school vacations.
- Exceptions to these situations may be considered by the Superintendent.

If an employee does not use all of their wellness leave in any given year, the employee can carry up to one wellness day forward into the next school year accumulative to a maximum of three (3) days.

If zero (0) wellness leave is used during the school year including any carry forward leave, a $300 stipend will be paid to the employee. Payment for the non-use of wellness leave will be in the last pay period in July.

4. Maternity Leave

A. Maternity Leave shall be granted as permitted by the Family medical Leave Act. Teachers will be able to use their accumulated sick days for the disability period of the leave. The sick leave bank will not be available for non-medical situations.
B. An unpaid personal leave after the use of Family Medical Leave Act may be granted to a teacher who wishes to take a leave of absence in connection with the birth of her child. Such leave may be granted upon approval by the Superintendent and arranged with the teacher concerned to meet the interests of the employee and the RSU. During the period of such

leave, the teacher shall not be entitled to sick leave benefits and if a teacher does not return to work immediately following the scheduled termination of the leave, any subsequent employment shall be on the same basis as a new employee.

5. Paternity or Adoption Leave

Paternity leave or adoption leave shall be granted as permitted by the Family Medical Leave Act. The use of sick leave bank will not be available for the employee's non-medical leave.

6. Military Leave

Military leave shall be granted as permitted by the Maine Family Military Leave Act as defined under Title 26, MRS, Subchapter 5, Section 814.

ARTICLE 18
EXTENDED LEAVES OF ABSENCE

A leave of absence without pay may be granted upon approval of the School Board.

ARTICLE 19
EDUCATIONAL LEAVE

A. Requests for professional leave, with pay, for the purpose of visiting other schools or attending meetings or conferences of an educational nature may be granted to teachers upon recommendation of the building principal, and approval by the Superintendent provided that approval is applied for and given in advance.

Budgetary constraints, frequency of requests for the purpose and appropriateness of the educational experience will be considered by the Superintendent of Schools in granting such requests.

The Board will pay reasonable expenses approved in advance (including but not limited to registration fees, meals, lodging, or transportation) incurred by teachers who are requested by the Superintendent to attend workshops, seminars or other approved professional improvement sessions.

Teachers requesting reimbursement from the Board under this section will submit to the Superintendent a voucher individually listing the expenses for which reimbursement is sought for his/her approval.

ARTICLE 20
SABBATICAL LEAVES

A. Sabbatical leave to pursue education or appropriate related opportunities and/or experiences, may be requested after completion of seven (7) years of continuous service in RSU 18 and either MSAD 47 or the China School Department. Said leave may be requested for one (1) year at one-half (1/2) regular annual salary, full health insurance, and full tuition allowance. Salary will be paid according to the

published pay schedule.

Said leave may be granted upon the recommendation of the Superintendent of Schools and approved by the School Board. Any extension of said leave will be at no cost to the School Board.

B. Applications for sabbatical leave must be submitted to the Board prior to December 1st of the year preceding the anticipated sabbatical year.

C. A teacher who accepts pay from the School Board while on leave for study shall return to the system upon completion of the approved program for at least one (1) year of service. A teacher who takes sabbatical leave shall execute an agreement with the Board promising to repay full sabbatical pay if he or she resigns less than one year after completing the sabbatical leave. At the conclusion of the leave for study, a teacher shall submit a summary of the professional activities that occurred during the leave.

D. If upon completion of the leave, the Superintendent recommends that the leave has been satisfactorily completed in accordance with the plan set forth, the employee shall receive the same increment in salary that would have been received had he or she not been on leave. All rights under sick leave accumulation, tenure and retirement will likewise be retained.

ARTICLE 21
PAYMENT FOR COLLEGE CREDITS

A. In our rapidly changing society, teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change, and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the updating of teacher performance and roles. The Board and the Association support the principle of continuing training of teachers and the improvement of instruction.

B. Payment up to the University of Maine tuition rate for graduate study shall be made by the RSU for teachers who have obtained or plan to obtain credits at summer school, approved colleges or universities, at evening classes, or C.E.D.

1. All courses must be approved by the Superintendent.

2. All new RSU 18 teachers as of July 1, 2009 will be required to obtain a master's degree in a pertinent field within ten (10) years of the date of hire or complete an equivalent thirty (30) credits in a graduate level program, within their assignment area, as agreed to by the teacher and Superintendent. (SAD 47 teachers hired prior to 9/1/94 and China teachers hired prior to December 31, 2010 are exempted from this requirement.) The RSU will pay for no more than twelve (12) graduate credit hours per year during this contract period. The Superintendent may allow for up to 15 graduate credits when necessary to meet the requirements of the program in which the teacher is enrolled. A teacher may attend other accredited institutions of higher learning that may charge higher tuition costs than the University of Maine tuition rate, a teacher may include required text costs, and/or may include required fees for , however, when doing so, the dollar benefit in a given contract year shall not exceed the University of Maine tuition rate

for twelve (12) graduate credit hours (or 15 graduate credit hours when specifically authorized by the Superintendent as provided above). *(The equivalent 30* credit *hours, upon completion, will be paid on the master's scale.)* Reference Article 9, Section A (5).

3. The Superintendent will approve for payment only courses that are credited toward an approved Master's Degree program or an approved equivalent thirty (30) credits of graduate level study, approved doctoral program, relevant undergraduate and graduate level studies, that the Superintendent requires a teacher to take, and other courses, including undergraduate courses, that the Superintendent determines will directly enhance the teacher's ability to perform his or her duties.

4. The RSU will issue purchase orders directly to the educational institution for courses approved by the Superintendent. The RSU will not reimburse teachers directly for coursework except in extenuating circumstances that are pre-approved by the Superintendent.

5. Teachers new to the system will not be eligible for payment for courses that started prior to the contract period.

6. Full payment will be made less any compensation from institutes, scholarships, and grants.

7. If a course is not successfully completed (grade of B or better), all funds paid by the RSU shall be deducted from the next three (3) paychecks, except in extenuating circumstances as approved by the Superintendent.

C. 1. Whenever a teacher is required by the Board or Superintendent to take a college course or program of study, the Board will pay for the course or program of study.

2. Teachers who wish to attain "highly qualified" status by taking the PRAXIS 2 content specialist exam will be reimbursed upon successful completion, not to exceed $150.00.

D. National Board Certification

Teachers may choose to pursue National Board Certification as an alternative to pursuing a master's degree.

1. The Board will support the teacher by paying application/ assessment fees for National Board Certification. Should the teacher not complete the National Board Certification within ten (10) years or within the timeline expected of the National Board, whichever is shorter, the teacher will reimburse the Board for all expenses paid on his/her behalf. Should a teacher leave the employ of RSU 18 before completion of the National Board Certification the teacher will reimburse the Board for all expenses paid to date.

2. The Board directs administration to work with the teacher in completing any necessary paperwork that the state requires of the RSU and teacher to assure state compensation for teachers who have attained National Certification.

3. The Board will provide compensation at the master's level of Schedule A if the state discontinues compensation for teachers who successfully complete the requirements of National Certification who have a bachelor's degree. The Board will provide compensation at the CAS level of Schedule A if the state discontinues compensation for teachers who successfully complete the requirements of National Certification who have a master's degree.

4. Five (5) professional days, of which no more than two (2) can be consecutive, will be provided to a teacher seeking National Board Certification.

ARTICLE 22
INSURANCE PROTECTION

A. The Board agrees to furnish health insurance at RSU expense to all teachers, up to 95% of the Adult with Child Choice Plus Plan rate.

Teachers who are married and both working for the RSU shall combine their individual insurance benefits up to a maximum of full family standard.

B. The RSU shall pay up to full single coverage for dental insurance premiums for a dental insurance program selected by the RSU. Employees must annually select their dental benefit coverage option (single, two-person, family) during the open enrollment period.

C. Medical and Child Care Reimbursement Plan. Teachers shall be entitled to set aside pre-tax dollars in medical and childcare reimbursement accounts to cover anticipated expenses, in accordance with appropriate IRS codes under Section 125. The RSU will collect and forward any employee fee associated with the program.

Annually not more than sixty (60) calendar days or less than thirty (30) calendar days prior to the beginning of the next plan year each employee will be notified of the opportunity to elect to make changes in the amount of income that is to be deposited to either the Medical Expense Reimbursement Account or the Dependent Care Reimbursement Account.

D. If circumstances warrant, school personnel may, at the request of the Superintendent, be required to have physical or mental examinations by a competent doctor. The Board will pay for such examinations. The Superintendent will notify the Association President prior to such action.

ARTICLE 23
PERSONAL AND ACADEMIC FREEDOM

A. The schools and classes held in this RSU shall reflect the direction desired by the parents of the students and the Board acting in their behalf, consistent with the regulations of the State of Maine.

B. Teachers are entitled to full rights of citizenship as guaranteed by federal and state constitutions and applicable statutes and attainable through "due process of law".

C. The Board realizes that "teaching methods" vary from teacher to teacher. The direction of instruction is administered by principals acting on directions from the Superintendent and Board. Course content is the duty of the Board. Presentation reflects the teacher's talents.

D. All teachers are required to use good taste and sound moral judgment. Insubordination may result in dismissal as permitted by statute.

E. Teachers shall be guaranteed reasonable freedom in classroom presentations and discussions.

F. An important part of restructuring our schools entails teachers participating in the decision-making process. This necessitates empowering teachers to become leaders in curriculum planning and development, assessing student achievement, staff development, and the organization of the school.

ARTICLE 24
DUES DEDUCTIONS FROM SALARY

The School Board agrees to deduct from teachers' salaries, money for local, state and national association dues and to transmit the monies promptly to such associations in twenty (20) equal installments, on behalf of each teacher who provides written, signed authorization to deduct said dues by September 30th of the new contract year. For any teacher requesting payroll deduction for dues after September 30th, the deduction will be prorated, and the amount of deduction provided to the RSU 18 payroll administrator prior to deductions occurring. Each teacher requesting dues deduction shall expressly authorize RSU No. 18 to do so, and the authorization shall remain in effect until revoked in writing by the teacher. The Association agrees to indemnify and hold the RSU and its agents harmless from any damages that may arise out of any action taken by the RSU and its agents in reliance on the dues deduction instructions given to the RSU by the Association.

ARTICLE 25
RETIREMENT

Purchase of Accumulated Sick Leave. The Board agrees to provide each qualifying teacher compensation at his or her salary per diem rate of up to 30 days of accumulated sick leave. Such compensation is to be provided at the time of severance and may not exceed $6,000. Teachers with 10 or more years of service in the China schools as of September 1, 2010 are eligible to be paid at a per diem rate for up to 30 days and shall not be subject to the $6,000.

The teacher must meet the following criteria.

1. The teacher is eligible to retire under the Maine State Retirement System.
2. The teacher agrees to notify the Board, in writing, by February 1 that he/she intends to retire.
3. The teacher has at least three years of service as a teacher within RSU 18 or its predecessor school administrative units.

ARTICLE 26
REHIRING OF RETIREES

A. A rehired retired teacher is defined as any teacher who has retired and severed employment and is now receiving or is eligible to receive benefits from the Public Employees Retirement System, and who has returned to teaching pursuant to Public Employees Retirement Rule Chapter 410.

B. Any Public Employees Retirement System teacher, regardless of employment who is employed by the Board following his/her retirement shall be hired as a probationary teacher pursuant to 20-M.R.S.A 13201 and the terms of his/her employment shall comply with all rules and laws relating to the rehiring of retired employees.

C. If the teacher was previously employed by the Board, there shall be no entitlement to any previous benefit accruals including, but not limited to, sick leave, eligibility for other leaves, and severance benefits.

D. Any teacher previously employed by the Board and subsequently rehired as a retiree, shall be considered a first-year teacher for the purpose of placement on the seniority list.

E. A rehired retired teacher will not be eligible for health insurance benefits that are otherwise provided in this agreement. In addition, rehired retired teachers will not be not be eligible for cash in lieu for health or dental insurance.

ARTICLE 27
MISCELLANEOUS PROVISIONS

A. Any individual contract between the Board and an individual teacher shall be subject to and consistent with the terms and conditions of this Agreement.

B. Contracts for newly hired teachers shall be provided by the administration.

ARTICLE 28
DURATION OF AGREEMENT

A. This Agreement shall be effective as of September 1, 2020, and shall continue in effect until August 31, 2023, subject to the Association's right to negotiate over a successor Agreement. It is understood that teacher workdays for the 2020-21 school year that occur prior to September 1, 2020will be compensated according to Schedules A and B for 2020-21. Teacher workdays for the 2021-22 school year that occur prior to September 1, 2021 will be compensated according to Schedules A and B for 2021-22. Teacher workdays for the 2022-23school year that occur prior to September 1, 2022 will be compensated according to Schedules A and B for 2022-23.

This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

B. In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents.

RSU 18 EDUCATION ASSOCIATION/ MEA/NEA

By _____
(Co-President)

By _____
(Association Negotiating Committee)

Dated: 5/22/2020

RSU 18 SCHOOL BOARD

By _____
(Chair)

By _____
(Chair, Negotiating Committee)

APPENDIX
RSU 18 BOARD POLICY - TEACHER PREPARATION TIME

Except when the workday is shortened due to inclement weather or emergency, teachers will have daily personal preparation time in accordance to the following schedules.

1. Elementary teachers in self-contained classrooms shall receive a minimum of 40 minutes preparation time. Every reasonable effort will be made to provide coverage when specialists are absent from their elementary classrooms. For the purposes of this article, specialists are physical education, music, art, computer, and library.

2. Middle school teachers and any elementary teachers working fixed-length periods established by the Board shall receive at least one preparation period equal in length to a student class period.

3. High School 9-12 – Each teacher will have one full block one-half of the school year of personal preparation time and one-half block for one-half of the school year for personal preparation purposes. During the time that teachers are scheduled one-half block of personal preparation time, teachers will be assigned study hall or tutorial duty during the other one-half block.

Schedule C

REGIONAL SCHOOL UNIT NO. 18
GRIEVANCE FORM

Date of Filing: _____ Stage: _____ Level One, School Principal
_____ Level Two, Superintendent of Schools
_____ Level Three, School Board
_____ Level Four, Grievance Mediation
_____ Level Five, Impartial Arbitration

Grievant: _____

Position: _____ Building: _____

Contract Provision Allegedly Violated: _____

_____

Date, Time and Place of Occurrence: _____

_____

Statement of Grievance (Include events and conditions of the grievance and persons responsible):

_____

_____

Redress Sought: _____

_____

Response: _____

_____

Date: _____ Signed: _____

Position: _____

Initial Applicable Statements:
_____ I hereby accept the above determination.
_____ I hereby decline the above determination.
_____ I intend to process the grievance to the next level.

_____ _____
Signature of Grievant Date

REGIONAL SCHOOL UNIT NO. 18
SCHEDULE A

2020-21

Completed Years of Experience	BA/BS	MA/MS/ Bachelor's + 30	CAS/ Master's + 30
0	38,000	40,000	42,000
1	38,575	40,575	42,575
2	39,000	41,000	43,000
3	39,300	41,300	43,300
4	39,650	41,650	43,650
5	40,000	42,000	44,000
6	40,500	42,500	44,500
7	40,800	42,800	44,800
8	41,675	43,675	45,675
9	43,000	45,000	47,000
10	44,200	46,200	48,200
11	45,450	47,450	49,450
12	46,800	48,800	50,800
13	48,100	50,100	52,100
14	49,500	51,500	53,500
15	50,750	52,750	54,750
16	52,075	54,075	56,075
17	53,375	55,375	57,375
18	54,700	56,700	58,700
19	56,050	58,050	60,050
20	57,350	59,350	61,350
21	58,800	60,800	62,800
22	60,150	62,150	64,150
23	61,550	63,550	65,550
24	63,150	65,150	67,150
25	67,112	69,112	71,112
26	68,400	70,400	72,400
27	68,400	70,400	72,400
28	68,400	70,400	72,400

For the Bachelor's + 30 or the Master's + 30, the coursework must be approved and relevant to the individual teacher's job.

REGIONAL SCHOOL UNIT NO. 18
SCHEDULE A

2021-22

Completed Years of Experience	BA/BS	MA/MS/ Bachelor's + 30	CAS/ Master's + 30
0	39,000	41,000	43,000
1	39,540	41,540	43,540
2	40,115	42,115	44,115
3	40,540	42,540	44,540
4	40,840	42,840	44,840
5	41,190	43,190	45,190
6	41,540	43,540	45,540
7	42,040	44,040	46,040
8	42,340	44,340	46,340
9	43,215	45,215	47,215
10	44,540	46,540	48,540
11	45,740	47,740	49,740
12	46,990	48,990	50,990
13	48,340	50,340	52,340
14	49,640	51,640	53,640
15	51,040	53,040	55,040
16	52,290	54,290	56,290
17	53,675	55,675	57,675
18	54,975	56,975	58,975
19	56,300	58,300	60,300
20	57,650	59,650	61,650
21	58,950	60,950	62,950
22	60,550	62,550	64,550
23	61,900	63,900	65,900
24	63,300	65,300	67,300
25	64,900	66,900	68,900
26	68,862	70,862	72,862
27	69529	71529	73529
28	69529	71529	73529

For the Bachelor's + 30 or the Master's + 30, the coursework must be approved and relevant to the individual teacher's job.

REGIONAL SCHOOL UNIT NO. 18
SCHEDULE A

2022-2023

Complete Years of Experience	BA/BS	MA/MS/ Bachelor's + 30	CAS/ Master's + 30
0	40,000	42,000	44,000
1	40,560	42,560	44,560
2	41,100	43,100	45,100
3	41,675	43,675	45,675
4	42,100	44,100	46,100
5	42,400	44,400	46,400
6	42,750	44,750	46,750
7	43,100	45,100	47,100
8	43,600	45,600	47,600
9	43,900	45,900	47,900
10	44,775	46,775	48,775
11	46,100	48,100	50,100
12	47,300	49,300	51,300
13	48,550	50,550	52,550
14	49,990	51,990	53,990
15	51,290	53,290	55,290
16	52,690	54,690	56,690
17	53,940	55,940	57,940
18	55,325	57,325	59,325
19	56,625	58,625	60,625
20	57,950	59,950	61,950
21	59,375	61,375	63,375
22	60,675	62,675	64,675
23	62,275	64,275	66,275
24	63,625	65,625	67,625
25	65,025	67,025	69,025
26	66,625	68,625	70,625
27	70,650	72,650	74,650
28	70,650	72,650	74,650

For the Bachelor's + 30 or the Master's + 30, the coursework must be approved and relevant to the individual teacher's job.

REGIONAL SCHOOL UNIT NO. 18
SCHEDULE B

High School Athletic Stipends
FY 21 – FY 23

Fall Positions	
Assistant Athletic Director	832
Cheerleading - Varsity	2,819
Cheerleading - Assistant	1,379
Cross Country	3,158
Field Hockey - Varsity	6,450
Field Hockey - Assistant	3,902
Football - Varsity	6,450
Football - Assistant	3,902
Golf - Varsity	3,158
Golf - Assistant	1,821
Soccer - Varsity	6,450
Soccer - Assistant	3,902
Volleyball – Varsity	4,786
Volleyball – Junior Varsity	2,872
Winter Positions	
Assistant Athletic Director	832
Basketball - Varsity	6,450
Basketball - Assistant	3,902
Cheerleading - Varsity	4,214
Cheerleading - Assistant	2,559
Ice Hockey - Varsity	6,450
Ice Hockey - Assistant	3,902
Swimming - Varsity	4,786
Swimming - Assistant	2,872
Winter Track	4,786
Winter Track - Assistant	2,872
Spring Positions	
Assistant Athletic Director	702
Baseball - Varsity	4,786
Baseball - Assistant	2,872
Lacrosse - Varsity	4,786
Lacrosse - Assistant	2,872
Softball - Varsity	4,786
Softball - Assistant	2,872
Tennis - Varsity	3,158
Track - Varsity	4,786
Track - Assistant	2,872

REGIONAL SCHOOL UNIT NO. 18
SCHEDULE B

High School Academic and Co-Curricular Stipends
FY 21 – FY 23

Chess Club	1,080
Drama Coach	6,294
Drama Coach - Assistant	4,032
Greenhouse Club	1,080
Intramural Advisor - Season 1	1,457
Intramural Advisor - Season 2	1,457
Key Club Advisor	1,457
Latin Team Advisor	962
Math Team Advisor	2,250
National Honor Society Advisor	1,274
Robotics Team Advisor	2,900
Scholarship Coordinator	2,500
Senior Class Advisor	2,300
Junior Class Advisor	2,300
Sophomore Class Advisor	1,500
Freshman Class Advisor	1,500
Student Council Advisor	1,977
On-line Learning Coordinator	2,663
On-line Learning Instructor (per course - above normal teaching load)	5,306
Yearbook Advisor	4,994

REGIONAL SCHOOL UNIT NO. 18
SCHEDULE B

Middle School Athletic Stipends
FY 21 – FY 23

Athletic Director/Coordinator - MMS	13,005
Athletic Coordinator - CMS	5,566
Fall Positions	
Cross Country	2,003
Field Hockey - 7th and 8th	2,377
Football - 7th and 8th	2,872
Football Assistant - 7th and 8th	1,327
Golf	1,405
Soccer - 7th and 8th	2,377
Soccer Junior Varsity - 7th (CMS)	1,405
Winter Positions	
Basketball	2,872
Basketball - Junior Varsity (CMS)	1,925
Cheerleading (CMS)	1,925
Swimming	2,133
Swimming - Assistant	1,353
Spring Positions	
Baseball	2,133
Softball	2,133
Track	2,133

REGIONAL SCHOOL UNIT NO. 18
SCHEDULE B

Elementary, Middle School Academic and Co-Curricular Stipends
FY 21 – FY 23

Civil Rights	1,405
Drama Coach	2,029
Intramural Advisor	2,377
Iteam Advisor	1,405
Math Team	1,977
Pod Cast Advisor	1,457
Robotics	1,405
Student Council Advisor	1,561
8th Grade Promotion Ceremony Advisor	1,000
Yearbook Advisor	1,457
Yearbook Photographer (MMS)	1,457
Peer Tutoring	1,080

REGIONAL SCHOOL UNIT NO. 18
SCHEDULE B

District Stipends
FY 21 – FY 23

Co-Curricular - Music	
Band Director, High School	2,559
Band Director, Middle School	988
Choral Director, High School	2,559
Choral Director, Middle School	988
Choral Ensemble Director, High School	1,769
Chorus, High School	910
Ensemble Accompanist, High School	1,014
Jazz Band Director, High School	1,977
Jazz Band Director, Middle School	988
Musical Advisor, High School	1,795
Pep Band Director, High School	1,769
Dance Chaperones (per dance)	104

Certification	
Certification Board Chair	3,589
Certification Board	
Atwood Primary/ Williams Elementary Schools	1,457
James H. Bean School	1,170
Belgrade Central School	1,170
Messalonskee Middle School	1,457
Messalonskee High School	1,535
China Middle/ China Primary Schools	1,457
Support (mentor) Team	1,144

REGIONAL SCHOOL UNIT NO. 18
SCHEDULE B

District Stipends
FY 21 – FY 23

Leadership	
Leadership Team Member	1,951
Other Leadership Roles	
Chemical Hygiene Officer	1,050
Guidance Director (High School)	3,980
IEP Coordinator (High School)	3,980
Speech Coordinator	3,980

Summary Notes to be developed for B2.

1. B2 will show all currently approved stipends regardless of being funded.