

AGREEMENT BETWEEN THE WESTHAMPTON SCHOOL COMMITTEE and  
THE WESTHAMPTON TEACHERS ASSOCIATION/MTA/NEA

September 1, 2021 – August 31, 2022

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This agreement is made and entered into by the Westhampton School Committee (hereinafter referred to as the "Committee") and the Westhampton Teachers Association/Massachusetts Teachers Association/National Education Association (hereinafter referred to as the "Association").

  
\_\_\_\_\_  
Chair, Westhampton School Committee

  
\_\_\_\_\_  
President, Westhampton Teacher Association

6/4/21 Date

6/4/2021 Date

DURATION

This Contract will be in effect from August 28, 2021 to August 27, 2022. The parties agree that not later than January 15, 2022 they will enter into negotiations for a successor contract. If negotiations for a successor contract are not completed by August 28, 2022, the provisions of this Contract will remain in full force and effect until said successor Contract is executed.

## ARTICLE I RECOGNITION

The Committee recognizes the Association as the exclusive bargaining agent, pursuant to M.G.L. Chapter 150E, for all full-time and regular part-time personnel, including the school nurse, required to hold a license issued by the Massachusetts Department of Elementary and Secondary Education to be employed in that role, excluding substitute teachers and all managerial, confidential, supervisory and other employees. Unless specified, the term teacher refers to all employees covered by this agreement.

## ARTICLE II SCHOOL COMMITTEE RIGHTS

The Committee is a public body established under and with powers provided by the statutes of the Commonwealth of Massachusetts and nothing in this agreement shall be deemed to derogate from or impair any power, right, or duty conferred upon the Committee by statute or any rule or regulation of any agency of the Commonwealth. All of the rights, powers, and authority held by the Committee, except as provided for in this Agreement and any supplement thereto, and the exercise of said rights, powers and/or authority shall not be subject to the grievance procedure and/or arbitration.

The parties agree that the operation of the Westhampton School District, the supervision of the employees and of their work, are the rights of the Committee alone. Accordingly, subject to the provisions of this Agreement, the making of reasonable rules to ensure orderly and effective work; to determine the quantity and types of equipment to be used; to introduce new methods and facilities; the making of work schedules; the determination of what and where duties will be performed; and of employee competency; the hiring, transfer, promotion, demotion, lay-off, recall, discipline or discharge of employees for just cause without discrimination and the right to discuss terms and conditions of employment with the employees, and to inform them concerning employment matters are exclusive rights of the committee.

The exercise by the Committee of any of the foregoing rights shall not alter any of the specific provisions of this agreement; nor shall they be used to discriminate against any member of the bargaining unit.

## ARTICLE III PROFESSIONAL BEHAVIOR

The Association shall work with the Committee in promoting attitudes and behavior most beneficial to the Westhampton School District. The Committee and the Association recognize that the abuses of sick leave or other leaves, tardiness or absence, deficiencies in professional performance, reflect adversely upon the teaching profession and create undesirable conditions in the school building.

ARTICLE IV  
GRIEVANCE PROCEDURE AND ARBITRATION

The purpose of the procedure is to produce prompt and equitable solutions to those problems which from time to time may arise and affect the conditions of employment covered by this Contract. The Committee and the Association desire that such a procedure shall always be as informal and confidential as may be appropriate for the grievance involved at the procedure level involved and nothing in this Contract shall prevent any such employee from individually presenting any grievance of the employee.

A grievance is defined as a complaint by any teacher, group of teachers or the Association that there has been a violation, misinterpretation or misapplication of the terms of this agreement.

If within thirty (30) days next following the occurrence of any grievance, or the date of first knowledge of its occurrence by any employee affected by it, the grievance shall not have been presented at Level One of the procedure set forth, the grievance shall be deemed to have been waived; and any grievance in course under such procedure shall also be deemed to have been waived if the action required to present it to the next level in the procedure shall not have been taken within the time specified.

LEVEL ONE: A teacher with a grievance will first discuss it with either the principal directly or through the Association's school representative, with the objective of resolving the matter informally.

LEVEL TWO: If within ten (10) days next following such presentation of the grievance, the grievance shall not have been disposed of to the employee's satisfaction, the employee may, within ten (10) days thereafter, file with the President of the Association or his/her designee a written statement of the grievance. Within ten (10) days thereafter, such statement shall be reviewed with the employee by the said President of the Association or his/her designee, and if after such review the employee shall so desire, the grievance shall forthwith be presented in writing by the employee and the said President or designee of the Association to the Superintendent.

LEVEL THREE: If within twenty (20) days next following such presentation to the Superintendent the grievance shall not have been disposed of to the employee's satisfaction, the employee may, within ten (10) days thereafter, notify said President or designee of the Association in writing of the employee's desire to have the grievance presented to the School Committee, and within ten (10) days following receipt of such notice, the President and/or designees shall meet with the employee to decide whether or not the Association will present the grievance to the School Committee. If the President or designee and the Executive Board of the Association shall so vote, the grievance shall forthwith be presented in writing by the Association to the School Committee; and within thirty (30) days thereafter the School Committee shall meet with the President or designee, the Executive Board and the employee in an effort to settle the grievance.

LEVEL FOUR:

- A. If within twenty (20) days next following presentation of the grievance in writing to the School Committee the grievance shall not have been disposed of to the satisfaction of the President or designee and the Executive Board of the Association, and if the grievance

shall involve the interpretation or application of any provision of this Contract, the Association may, by giving written notice to the School Committee within the ten (10) days next following the conclusion of such period of twenty (20) days, present the grievance for arbitration according to the following procedure:

1. The parties will mutually agree on the selection of an arbitrator.
  2. If for any reason the parties are unable to agree on the choice of an arbitrator, then the party submitting the issue to arbitration may submit a conventional demand for arbitration to the American Arbitration Association. Any such arbitrator selected will be under the rules of the American Arbitration Association and be bound by the provisions of the Grievance Procedure contained in this Article.
  3. The arbitration proceedings will be conducted under the rules of the American Arbitration Association. The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of this Agreement. The award shall be final and binding on the School Committee, the Association and the grievant.
  4. If the School Committee claims the Association has violated any provision of the Agreement, it may present such claim to the Association in writing and if the parties fail to settle it within ten (10) calendar days, the School Committee may submit the dispute to arbitration under the provision of this Article.
- B. The arbitrator so selected will confer with the representatives of the School Committee and the President and/or his designees and hold hearings promptly and will issue his decision no later than twenty (20) days from the date of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him. The arbitrator's findings will be in writing and will set forth his findings of fact; reasoning, and conclusions on the issue(s) submitted. The decision of the arbitrator will be submitted to the School Committee and the Association and will be final and binding.
- C. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses will be borne equally by the School Committee and the Association.
- D. If the employee covered by this Contract shall present any grievance without representation by the Association, the disposition, if any, of the grievance shall be consistent with the provisions of this Contract; and if the Association shall so desire it shall be permitted to be heard at each level of the procedure under which the grievance shall be considered.
- E. No written communication, other document, or record relating to any grievance shall be filed in the personnel file maintained by the Westhampton School District for any employee involved in presenting such grievance.
- F. All the time limits herein shall consist of calendar days. The time limits indicated will be considered maximum unless extended by mutual agreement in writing. In the event that a Grievance is filed which cannot be resolved to the satisfaction of the Association prior to the termination of this Contract using the normal time limits set out herein, the Association

may submit a grievance directly to arbitration in accordance with Level Four of this procedure.

#### ARTICLE V NO-STRIKE CLAUSE

During the term of this Agreement, the parties hereto agree that there shall be no strikes of any kind whatsoever, work stoppages, withholding of services, slowdowns, or interference or interruption of the operation of the School Department by any employees or the Association. Nor shall there be any strike or interruption of work, during the term of this Agreement, because of any disputes or disagreements between any other persons (or other employers or associations) who are not Signatory Parties to this Agreement.

Employees who violate this provision shall be subject to disciplinary action, including discharge, and any claim by either party against the other of a violation of this Article shall be subject to arbitration, as provided for on pages three and four (3-4) of this Agreement.

#### ARTICLE VI ANTI-DISCRIMINATION CLAUSE

The Committee and the Association agree not to discriminate in any way prohibited by Massachusetts or Federal statutes against bargaining unit members covered by this contract on account of race, religion, creed, color, national origin, sex, marital status, age, mental or physical handicap, sexual orientation, gender identity, union activity, pregnancy, pregnancy related condition, or any other protected category.

#### ARTICLE VII REDUCTION IN STAFF

In the event it becomes necessary to reduce the number of faculty members with professional teaching status presently in the employ of this District, the Committee agrees that they and their agents will adhere to such procedures as may be required by law. The Committee will take into consideration the teacher's licensure, indicators of job performance, including overall ratings resulting from comprehensive evaluations conducted consistent with M.G.L. c. 71, § 38 and the best Interests of the students in the Westhampton School District; and provided further, that for the purposes of this paragraph, no distinction shall be made between the overall performance ratings established by the board of elementary and secondary education finding that the teacher has met or exceeded acceptable performance standards developed under said § 38 and that are defined by the board as proficient and exemplary. The number of summative evaluations compared will include all those evaluations written for teachers during the preceding 4 year period in the targeted licensure area. If the above-referenced factors are equal, then the least senior teacher in the licensure area will be laid off first.

No teacher with professional teacher status shall be laid off pursuant to a reduction-in-force or reorganization if there is a teacher without such status for whose position the covered employee is currently licensed or if there is a less qualified teacher with such status holding the same or similar position for which the covered employee is currently licensed.

The laid-off employee or the employee whose position is eliminated shall be transferred to an open position for which he/she is licensed at the time of layoff.

#### ARTICLE VIII TEACHER EVALUATION

- A. The goal of the Professional Growth and Evaluation process will be to assist teachers in developing their professional skills.
- B. Teacher evaluations will be performed as mandated by and in accordance with Chapter 71 of the Education Reform Act of 1993, Section 38, Teacher Performance Evaluations as updated by 603 CMR 35.00 "Evaluation of Educators".
- C. Nurses will be evaluated through an ongoing and interactive process of multi-step assessment and dialogue between the teacher and Principal, with input from the Nurse Leader/Health Coordinator, throughout the academic year.
- D. No teacher with Professional Teaching Status (PTS) will be dismissed, disciplined, reprimanded, reduced in rank or compensation without just cause. If a teacher with PTS is given a disciplinary action involving either a suspension or dismissal from employment, the teacher may elect to either follow the grievance to arbitration or follow the procedure set forth in Ch. 71, Sec. 42 of the Massachusetts General Laws. No teacher without PTS will be disciplined, reprimanded, or reduced in rank or compensation without good or sufficient cause. If a teacher without PTS is given a disciplinary action involving suspension or dismissal from employment, the teacher must follow the procedure set forth in Ch. 71, Sec. 42 of the Massachusetts General Laws.
- E. All evaluation and observation of the work performance of a teacher will be conducted openly and with full knowledge of the teacher. Teachers will, upon request, be given a copy of any evaluation report prepared by the Principal and will have the right to discuss such reports with the Principal. The Principal is required to confer with any teacher whose service has been rated unsatisfactorily in any respect, explain the ratings and plan cooperatively for improvement.
- F. Teachers will have the right, upon written request to the Superintendent, with at least twenty-four (24) hours advance notice, and after school hours, to review the contents of all of their personnel files. A teacher may have an Association representative accompany him/her during such review
- G. No material derogatory to a teacher's conduct, service, character or personality will be placed in his or her personnel file unless the teacher has had the opportunity to review the

material. The teacher will acknowledge that he or she has had the opportunity to review such material by affixing his or her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such material and his or her answer shall be reviewed by the Superintendent and attached to the file copy

- H. Any credible complaints regarding a teacher relative to his or her professional conduct during school hours made to any member of the Administration by any parent, student or any other person will be promptly called to the attention of the teacher and his or her Principal

#### ARTICLE IX LEAVES

- A. Personal Leave: Each full-time teacher may request to be absent up to four (4) personal days for conducting business that cannot be completed after school hours. Religious observance is a reason for use of personal leave. Personal leave availability for part time teachers shall be on a prorated basis. Personal days are not cumulative. Teachers desiring to make use of personal leave shall make it known to the principal as far in advance as possible. No more than two teachers may take personal leave at one time without permission of the principal. If possible, personal leave shall not be taken the day prior to or the day after a vacation period. Unused personal days will be converted to sick days at the end of each year.
- B. Sick Leave: All first year teachers will be credited with five (5) days of sick leave on the first day of work and will then receive ten (10) additional days on the basis of one (1) day credit for each month actually employed, but not on non-paid leave of absence, to reach a total of, but not to exceed, fifteen (15) days per year. Sick leave used prior to monthly accrual may be retroactively applied as necessary upon monthly credit through the school year if the first year teacher was absent from school beyond the five (5) initial days credited. Unused days may be carried to the following year of employment. Subsequently, each full-time teacher is entitled to fifteen (15) school days each year for sickness (or other emergencies approved by the superintendent) cumulative to 210 days. Part-time teachers shall accrue sick leave in proportion to the percentage of time they are employed. Sick leave may be used to care for immediate family members. A maximum of five (5) sick days may be used for illness of immediate family members and non-routine medical appointments that cannot be scheduled outside school hours. Requests for additional days must be approved by the Superintendent for extraordinary circumstances.
- C. Professional Leave: Each full-time teacher is entitled to one (1) day of professional leave for the purpose of professional growth and enhancement. A professional leave day shall be approved by the principal. Professional leave days are not cumulative. Teachers desiring to use a professional leave day shall make it known to the principal as far in advance as possible. No more than two teachers may take professional leave at once without the permission of the principal.

- D. Bereavement: Teachers may be absent without loss of pay for bereavement purposes. As follows:
- a. Up to five calendar days, at any one time, in the event of the death of an employee's spouse, child, parent, sibling, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, and grandchildren.
  - b. Up to three calendar days, at any one time, in the event of the death of an employee's grandparents or spouse's grandparents.
  - c. One calendar day for other family members or close friends not identified in a or b.

The Superintendent will have the discretion to grant additional time with or without pay under extenuating circumstances.

E. Leaves Without Pay

1. Parenting Leave Maternity and parental or adoption leave shall be granted by the Committee subject to Ch. 149, Sec. 105D of Massachusetts General Laws.
2. One Year Leave An unpaid leave of absence may be granted to any member of the unit for a period of time up to one year in length provided the leave is recommended by the Superintendent. Such leave may be for health reasons, political office, educational programs, grants or awards or other leaves.

F. Sick Leave Bank

#### TEACHER SICK LEAVE BANK

The School Committee shall establish and maintain a Teacher Sick Leave Bank separate from the sick leave bank for other employees, the purpose of which is to offer continuous salary to needy staff members during times of prolonged illness. The Sick Bank provides teachers an opportunity to voluntarily contribute a portion of their accumulated sick leave for use by another staff member.

A three-person group representing the School Committee, faculty, and Superintendent, shall administer the Teachers' Sick Bank. This group shall establish rules and procedures for the actual operation of the Bank, consistent with the following terms:

1. Teachers may donate up to two (2) days of their own accumulated sick leave into the Sick Leave Bank during the first two weeks of any school year and/or during subsequent donation periods that may be established by the Sick Leave Bank Committee. Teachers employed after the start of the school year may donate up to two sick leave days any time during the first two weeks of their employment.
2. All days contributed to the Teacher Sick Leave Bank are non-refundable. Contributed days will be added to the Bank in the order received, with a limit of 60 days accumulated in the Bank at any one time. Days unused from one school year are carried over into the next year.



- 3 When leave available in the Bank falls below 20 days, the Sick Leave Committee may, if it so desires, establish a new two-week donation period, during which staff members may contribute up to two (2) more leave days to the Bank.
- 4 The amount of leave that can be donated to the Bank by an individual teacher in a single school year is limited to four (4) days.
- 5 The Sick Leave Bank Committee may grant leave to a teacher in need, with these restrictions:
  - a. The request of a teacher in need of SLB days must be reviewed and approved by a majority of the Sick Leave Bank Committee;
  - b. Benefits are available for situations involving illness or incapacitation of employees only, not family members;
  - c. Benefits are not available to employees who are on unpaid leave of absence.
  - d. Teachers may apply for benefits no more than once in a school year.
  - e. The teacher must have used all of his or her accumulated sick leave before days from the Bank are applied;
  - f. The teacher must have been ill, incapacitated, or likely to be out of work due to illness for at least fifteen consecutive school days. If the employee's own sick leave days run out during this fifteen-day period, any leave days from the Bank shall commence on the day after the teacher's sick leave days are exhausted.
  - g. The Teacher Sick Bank Committee may not award more than twenty days in any one year to an employee.

#### ARTICLE X HEALTH BENEFITS

Health insurance benefits shall be at the same rate and with the same insurance carriers offered to other employees of the Town of Westhampton.

#### ARTICLE XI CLASS SIZE

The parties recognize the desirability of achieving optimum learning environment by assuring workable class size to the extent possible within existing facilities and available staff.

ARTICLE XII  
TEACHING HOURS, SCHOOL YEAR, TEACHING AND DUTY LOAD

- A. The starting and dismissal times for students will be 8:30 A.M. and 3:00 P.M., respectively.
- B. The work day for teachers will begin at 8:15 A.M. and end at 3:15 P.M., except when individual parent conferences are scheduled.
- C. Starting and dismissal times are subject to modification by the Committee, provided that no such modification will increase or decrease the length of the teachers' workday.
- D. The work year for teachers will not begin earlier than the Monday prior to Labor Day. The total days teachers are required to be present will not exceed one hundred eighty-four (184) days, including one orientation day at the beginning of the school year, one day after the close of school for the purpose of completing unfinished business, and two other days for professional development to be scheduled by the Principal and staff before or after the student school year, or at another time when students are not present.
- E. In order for staff to plan and coordinate curriculum, school wide themes and cross age activities, the Westhampton Elementary School teachers will have four half-days for planning and coordinating, when students are not present. The staff, administration and school committee will determine half-day dates each year when setting the school calendar. If needed, staff may propose additional half-days after the calendar is approved.
- F. Teachers may be required to remain after the end of the regular workday without additional compensation for the purpose of up to one staff meeting a month. Whenever possible, teachers will be notified of such meetings at least 48 hours in advance. In addition, the Principal may convene additional staff meetings as necessary during regular workday hours.
- G. Teachers will be required to attend no more than three (3) evening meetings each school calendar year.
- H. Teachers will be required to schedule and participate in individual conferences with parents of pupils. Students will be dismissed according to a half-day schedule for the first conference day, allowing teachers release time to prepare for conferences. On the early release day, conferences will begin at 3PM and run until 7PM. Two additional conference days will be scheduled on which conferences will begin at 3:30 PM and run until 5 PM. These conferences will follow full work days. Compensation time for each unit member, of one half day, will be arranged with the principal.
- I. Except in emergencies, each teacher (with the exception of the nurse) will be responsible for two recess duties per week.

A rotating schedule for emergency coverage will be mutually agreed upon by the Association and the Principal. The nurse will not be required to do emergency coverage.

- J. Each teacher will either arrive early or remain after school and be available to provide extra help for students or for consultation with parents, or the principal for 45 minutes on one day per week. This day will be publicized to parents and students.
- K. Classroom teachers have primary responsibility for the education and supervision of children assigned to them, and agree to work cooperatively as needed with other teachers who may from time to time teach specialized subjects to these children. Preparation time for classroom teachers (excluding the school nurse) will become available once students are in the supervisory care of an art, music or physical education teacher, or another assigned adult. All teachers will receive a minimum of three, forty-five (45) minute preparation periods per week. Every effort will be made to ensure no teacher will have more than one preparation period per day.
- L. The administration agrees to make every effort to secure substitute coverage in the event a subject specialist teacher is absent, so as to permit the classroom teacher to use this preparation time. At the request of the teacher, any preparation time forgone shall be made up at a time mutually acceptable to the teacher and principal.
- M. Teachers will be released one half (1/2) day per month to work on teacher collaboration/communities of practice. The schedule and agenda will be jointly set by the association and administration. The school nurse will not be required to participate in these meetings. The parties agree to meet to prepare a yearly plan for the content and focus of these days.
- N Each teacher covered under this contract will be guaranteed a forty (40) minute, duty free lunch each day.

ARTICLE XIII  
TEACHER PROTECTION

- A. Principals and teachers shall be required to report any case of assault on teachers in connection with their employment to the Superintendent of Schools. The Superintendent shall acknowledge receipt of such report and shall report this information to the School Committee.
- B. The alleged assault will be promptly investigated by the principal and the Superintendent. The report of this investigation shall be forwarded to the School Committee which shall determine, subject to the requirements of paragraphs C and D below what action shall be taken by the School Committee.
- C. If the assault is by an adult who is not a pupil, the School Committee will report the incident to the proper law enforcement authorities.
- D. In the case of an assault by a pupil or by a non-pupil, the Committee will render all reasonable assistance to the teacher in connection with the handling of the incident by law

enforcement, legal or medical authorities. Such assistance shall include but not be limited to complying with any request by the teachers for information in its possession relating to the incident or the person involved. Nothing in this paragraph shall be interpreted to require the Committee to provide any financial assistance or compensation to a teacher which it is not otherwise required to provide by law or by this Agreement.

#### ARTICLE XIV RETIREMENT RECOGNITION

A teacher who retires under the Massachusetts Teachers Retirement System and who has more than 10 combined years of service at the Westhampton Elementary School will be reimbursed at the current daily substitute rate for certified teachers for half of his/her unused sick leave, to a limit of 105 days.

#### ARTICLE XV PROFESSIONAL DEVELOPMENT

The School Committee and the Association recognize the important relationship of professional development and continuing professional education of teachers to the quality of education provided to students.

- A. Should the Principal request a teacher to take specific training, s/he will reimburse the teacher for the entire cost. Upon successful completion of an approved training, the teacher must provide receipts to the Principal for reimbursement.
- B. The Committee will appropriate five hundred dollars (\$500) for each full-time professional employee for professional development activities approved by the Principal. A part-time professional will receive a pro-rated amount. Unused monies in this account will be offered to the staff for additional professional development on or before April 15<sup>th</sup> of each year. The total amount of the appropriated and additional professional development monies for each staff member will not exceed one thousand dollars (\$1000) per year. Any additional professional development monies remaining as of May 15<sup>th</sup> shall revert to the building's general budget.
- C. Written notice of upcoming degree completion and/or column change must be submitted by February 1, in the year prior to the change in order to receive the salary increment.

ARTICLE XVI  
SALARIES

- A. Teacher salaries shall be as set forth in APPENDIX A for the school year 2020-2021. All appendices are incorporated into this agreement by reference.
  
- B. Paycheck Distribution
  - 1. Teachers will be notified annually of the exact dates when checks will be issued for that year.
  - 2. During the twelve-month period from September 1, 2022 to August 31, 2023, the annual distribution of teacher salary will be divided into 27 equal installments, rather than 26.
  - 3. In the above years, the first check will be issued on September 1, and the last (27<sup>th</sup>) check on the following August 31.
  - 4. In all other school years, the annual salary of teachers will be divided into 26 equal installments, ensuring continuous biweekly distribution of paychecks on Thursdays.

ARTICLE XVIII  
VACANCIES AND PROMOTIONS

- A. Whenever a vacancy in a professional position occurs during the school year (September to June), it will be adequately publicized by the Superintendent by means of a notice placed on the Association bulletin board in this school as far in advance of the appointment as possible. Between close of one school year and start of next school year, written notices of any such vacancy will be given to each member of the Association who files a mailing or forwarding address with the office before leaving school. In both situations, the qualifications for the position, its duties, and rate of compensation will be clearly set forth. The qualifications set forth for a particular position will not be changed when such future vacancies occur unless the Association has been notified in advance of such changes and the reasons therefore. No vacancy will be filled, except on a temporary basis, within ten (10) days from the date the notice is posted in the schools and the giving of notification to the Association membership.
  
- B. All qualified teachers will be given adequate opportunity to make application for such positions, and the Committee agrees that the administration will give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system and other relevant factors.

In filling such vacancies equal consideration will be given to qualified teachers already employed by the District.

Where a vacancy is to be filled, appointments will be made wherever possible not later than sixty (60) days after the notice is posted in the schools or the giving of notification to the Association.

- C. The Westhampton School Committee does not discriminate or exclude any member from any course, activity, service or resource on the basis of race, color, national origin, age, sex, religion, sexual orientation, union activity, disability, pregnancy, pregnancy related condition, or any other protected category in admission to, access to treatment or employment in its programs and activities.
  
- D. The parties hereto recognize the desirability of improved curricula. They also recognize that continuous attention to such matters, coupled with occasional periods of concentrated effort are of value in updating and revising curricula. The Committee recognizes that occasional curriculum work may be required. On occasion the committee will employ those teachers willing to assist in curriculum work on an agreed basis as funds become available at a rate of \$40 per hour.

APPENDIX A

WESTHAMPTON SALARY SCHEDULE

2021-2022	BA	B15	MA	M15	M30	M45	CAGS	DOC
1	\$48,408	\$49,938	\$51,960	\$53,374	\$54,762	\$56,080	\$57,398	\$58,900
2	\$48,408	\$49,938	\$51,960	\$53,374	\$54,762	\$56,080	\$57,398	\$58,900
3	\$48,408	\$49,938	\$51,960	\$53,374	\$54,762	\$56,080	\$57,398	\$58,900
4	\$50,185	\$51,886	\$54,284	\$55,727	\$57,142	\$58,420	\$59,699	\$61,342
5	\$51,963	\$53,831	\$56,609	\$58,079	\$59,520	\$60,759	\$61,998	\$63,787
6	\$53,741	\$55,777	\$58,933	\$60,431	\$61,900	\$63,097	\$64,296	\$66,226
7	\$55,517	\$57,725	\$61,258	\$62,782	\$64,281	\$65,438	\$66,596	\$68,670
8	\$57,295	\$59,672	\$63,584	\$65,135	\$66,660	\$67,777	\$68,895	\$71,110
9	\$60,255	\$61,618	\$65,908	\$67,489	\$69,039	\$70,117	\$71,198	\$73,555
10		\$64,836	\$68,230	\$69,840	\$71,419	\$72,456	\$73,500	\$75,997
11			\$73,401	\$75,102	\$76,774	\$77,810	\$78,852	\$81,600

APPENDIX A

Salary Increases:

2021-2022 2.5% across the board

Longevity

15 years \$500  
 20 years \$600  
 25 years \$700  
 30 years \$800

Summer Pay \$40/hour

Mentoring Stipends

A trained Westhampton Elementary School mentor will be assigned to new professional staff at Westhampton Elementary School.

Each mentor will be paid \$500 for the first mentee and \$250 for each additional mentee.