

AGREEMENT BETWEEN
THE
KING PHILIP REGIONAL
SCHOOL COMMITTEE
AND THE
KING PHILIP TEACHERS
ASSOCIATION

UNIT A – TEACHERS

September 1, 2021–August 31, 2024

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UNIT A - CONTRACT AGREEMENT

Pursuant to the provisions of Chapter 150E of the General Laws of the Commonwealth of Massachusetts, this contract is made this 1st day of September, 2021 by the King Philip Regional School Committee and the King Philip Regional School District (hereinafter referred to as the "Committee") and the King Philip Teachers Association (hereinafter referred to as the "Association").

In consideration of the mutual covenants herein contained the Committee and the Association agree as follows concerning the matters of wages, hours, standards of productivity and performance, and any other terms and conditions of employment.

PREAMBLE

- A. Recognizing that our prime purpose is to provide education of the highest possible quality for the children of the King Philip Regional School District and that a good morale within the staff of professional employees of the King Philip Regional School District is essential to achievement of that purpose, the parties of this contract declare that:
1. Under the Laws of Massachusetts, the Committee, elected by the citizens of Norfolk, Plainville and Wrentham, has final responsibility for establishing the educational policies for the schools of the King Philip Regional School District.
 2. The Superintendent of Schools of the King Philip Regional School District (hereinafter referred to as "Superintendent") has responsibility for carrying out the policies so established.
 3. The staff of professional employees covered by this contract (hereinafter referred to as "employees") has responsibility to provide education of the highest possible quality in the schools of the King Philip Regional School District.
 4. Fulfillment of these respective responsibilities can be facilitated and supported by consultations and free exchanges of views and information between the Committee, the Superintendent and the staff of the professional employees in the formulation and application of policies relating to wages, hours, standards of productivity and performance and any other terms and conditions of employment for the employees.

ARTICLE I

RECOGNITION

- A. The Committee hereby recognizes the Association as the exclusive collective bargaining representative for all full-time and regular part-time employees of the King Philip Regional School District who hold the titles of Teacher, School Counselor, Librarian, Nurse, School Psychologist, and other such titles as are listed in Appendices C, D, E, and F of this contract and excluding all casual, confidential, and managerial employees, and all other employees.
- B. Notwithstanding the above, any employee whose title is listed in Appendix D, E, or F and who does not also hold one of the other titles listed in Paragraph A, above, shall be covered by this contract solely for the purpose of wages as set forth in said appendices.

ARTICLE II

GENERAL PROVISIONS

- A. It is understood and recognized that the Committee is a public body established under and with powers provided by the statutes of the Commonwealth of Massachusetts and nothing in this contract 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. As to every matter not specifically mentioned or provided for in this contract, the Committee retains all powers, rights and duties that it has by law and may exercise the same at its discretion without any such exercise being made the subject of a grievance or arbitration proceeding hereunder.

- B. Before the Committee adopts a substantial change in policy which affects a mandatory subject of bargaining and which was not proposed by the Association during bargaining, the Committee will notify the Association in writing that it is considering such a change; and the Association will have the right to negotiate the proposed changes with the Committee, provided that it files such a request with the Committee within ten (10) school days after receipt of such notice.
- C. Where a conflict is found to exist between this contract and an existing Committee policy, the provisions of this contract shall apply and control.
- D. Failure by the Association and/or the Committee in one or more instances to enforce any provision or provisions of this agreement shall not be construed as a waiver of said provision or provisions.

ARTICLE III

METHOD OF PAYMENT OF SALARIES

- A. Payroll will be distributed biweekly on Thursdays via direct deposit. If a holiday precedes a payday in the same week (e.g., Martin Luther King Day, Memorial Day, etc.), payroll shall be available at the close of school on that Friday.

Notwithstanding the above, the Association agrees if a check or checks are found to be in error and must be reissued, or if the checks are delayed for other cause that is beyond the School Committee's control, the Association shall not grieve the delay of the checks, provided, however, that in no case shall paychecks be issued to employees later than twenty-four (24) hours next following the regular payday.

- B.
 - 1. Annual salaries shall be paid in:
 - a. Twenty-one equal installments with the remaining five equal installments to be paid in a single sum at the conclusion of the last day of the school year, or
 - b. Twenty-one equal installments from September through June with no money deferred, or
 - c. Twenty-six equal installments paid from September 1 through August 31.
 - 2. All Unit A members shall be paid via direct deposit.
 - 3. Upon employment, each employee shall designate on a form provided by the Superintendent's Office, which payment schedule identified in Section B.1 above that the teacher elects to follow. Following this initial notice, each employee shall continue to be paid according to that schedule in subsequent years unless they notify the Superintendent's office in writing of a desired change on or before the last day of school relative to the subsequent school year.
- C.
 - 1. All positions identified in Appendix D, Categories A, B, C, and D, if appointed prior to June 30th of the prior fiscal year are eligible to receive bi-weekly pay or one lump-sum payment at the end of the school year. If the individual is appointed to a position in Appendix D, Categories A, B, C, and D after June 30th, the individual will be paid at the conclusion of the school year.

2. All positions receiving lump-sum payments shall be paid at the conclusion of the last regularly scheduled contest for each season (Appendix E).
- D. In the event that the incumbent of a position shall not perform the duties stipulated in the contract for the contract period, the salary shall be prorated over that portion of the contract period served.
- E. Failure of those individuals appointed for positions in Appendices C, D, and E to return their signed letters of appointments within ten (10) days of receipt of said letters shall indicate non-acceptance of the appointment.
- F.
1. Each December, the Committee will provide forms to the teachers for notice of movement across the salary schedules contained in Appendix A of this Agreement. Only teachers who intend to move will notify the Committee by January 15th for movement for the following school year.
 2. Teachers may only move across the salary schedules at the time of the first payroll check in September and at the time of the first payroll check in March of each school year
 3. If the teacher does not move in September, the January 15th notice will cover the teacher for the following March 1.
 4. If no notification is given by January 15th, the teacher will not be allowed to move in the next school year, but the teacher could move in subsequent school years if notice is given pursuant to Section F. 1. above.
 5. It is each employee's responsibility to make certain that adequate verifying documentation (official transcript, letter from the course professor or a letter from the institution registrar) is submitted to the Superintendent's office (14) calendar days prior to the close of the first payroll on which the employee would move between pay schedules. This documentation must reflect not only the latest completed course work, but all completed course work, which is to be relied upon for movement between salary schedules. The Superintendent's office will provide a written acknowledgement verifying that the documentation has been received. In the event an employee provides an unofficial transcript to the Superintendent from a summer course, the employee shall provide an official transcript on or before October 1st.
 6. To the extent the actual cost of lane changes as determined by the Committee on or about September 1st of each year, is less than the estimated costs below, additional funds will be available for course reimbursement. The amount available for course reimbursement shall in no case be less than \$50,000.00 annually. The estimated amount of each year's liability is as follows:

FY2021: \$60,000
 FY2022: \$60,000
 FY2023: \$60,000

The estimates will be based upon the employee's notifications received by January 15th of each year of the contract.

ARTICLE IV

DEDUCTIONS

- A. The Committee hereby accepts the provisions of Section 17C of Chapter 180 of the General Laws of Massachusetts as amended and, in accordance therewith, shall certify the Treasurer of the King Philip Regional School District to deduct from the salaries of its employees dues of Teachers' Association, local, county, state and/or national as authorized by such employees in writing to the District School Committee. Any such authorization may be withdrawn by an employee by giving at least sixty (60) days' notice in writing of such withdrawal to the District School Committee. The specific amount of the current dues of each of said Associations shall be certified to the Committee by the local Association Treasurer on or before September 15th of each school year. The District shall deduct from the salary of such employees the amount of dues as is certified and transmit the sum to said Association within thirty (30) days of the deduction.
- B. The Committee agrees to enter into written agreements with any employees for the purchase of an individual or group annuity contract, pursuant to the General Laws, Chapter 71, Section 37B. An employee can sign a new contract during the months of September and April each school year.
- C. The Committee agrees to make deductions from payment of salary of an employee as specified in writing by such employee concerning credit union transactions, as provided in the General Laws, Chapter 149, Section 178B.
- D. The Committee agrees to pay seventy-five percent (75%) of the premium of the group medical benefits plan, as agreed to by the Association and the Committee and as authorized by Mass. Gen. L. Ch. 32B, Sect. 15 and the terms of a Health and Welfare Trust entered into by and between the parties.

The Committee agrees to pay a dollar amount equal to seventy-five per cent (75%) of the premium cost for a group medical plan toward a health maintenance organization (HMO) plan, as agreed to by the Association and the Committee, which may be selected instead of the group medical plan at the option of the employee.

The Committee agrees to offer health insurance to retired employees of the School District based on the terms of the parties' Health and Welfare Trust Agreement and subject to the following terms and conditions: in order to be eligible for retiree health insurance through the School District, an employee must retire at the age of 55 or older. An employee shall not receive retiree health insurance from the School District until such time as they have retired into a retirement system and is actually receiving a retirement or pension allowance. This shall not preclude eligible retirees from choosing to participate in retiree health insurance at any time after they retire, provided that they provide the School District with at least one (1) year of written notice that they intend to enroll in retiree health insurance, or alternatively, they are able to demonstrate that a qualifying event has occurred. For this purpose, a "qualifying event" means an event that would permit a mid-year change of election under IRS regulations under Internal Revenue Code Section 125. Retired employees may also opt for an HMO approved by the Committee in accordance with the requirements of this Section or Medicare supplemental insurance. In the event that an eligible retiree elects to enter into the Medicare supplement plan, the School District shall contribute the same percentage toward the employee's Medicare supplement plan as it would pay for the retiree's health insurance plan. This benefit will extend to the uninsured surviving spouse or divorced spouse of a qualified retiree (and other eligible dependents), so long as said divorced or surviving spouse has not remarried.

Employees who are eligible for a pension under Mass. Gen. L. Ch. 32 and who are retiring directly from the School District beginning at age 55 or older but who are not otherwise eligible for retiree health insurance under the terms of the parties' Trust Agreement, are eligible to pay one hundred percent (100%) of the cost of the premium of the School District's group medical benefits plan, provided that upon reaching age 65, all retirees who are paying 100% of the cost of the premium for

their health insurance shall apply and transfer to the School District's Medicare Supplement Plan. This benefit will extend to the uninsured surviving spouse or divorced spouse of the qualified retiree, so long as said divorced or surviving spouse has not remarried.

In the event an employee is not entitled to receive salary, wages or other compensation for any calendar month, due to the employee being out of work for an injury for which the employee is currently receiving workers' compensation benefits, and where the employee has exhausted any and all accrued leaves to which they are entitled, the School District will pay fifty per cent (50%) of the cost of the employee's health insurance premium to the treasurer of the School District, and the employee will contribute the remaining fifty per cent (50%) of the health insurance premium. The employee will be required to pay the employee's portion of the premium to the School District before the 15th of the month preceding the covered month. If the first payment is not received on time, the employee will lose their option to continue coverage, unless the employee can demonstrate that they had a good faith basis for not submitting the payment on time, in which case the employee may submit the payment no more than seven (7) days after the 15th of the month. The School District must receive any subsequent monthly payments before the 15th of the month preceding the covered month, or the employee's coverage will cease.

The Committee agrees that if it provides alternative health insurance coverage it will ensure that no employee will lose existing coverage by reason of waiting or qualification periods, which are not satisfied due to the change in health insurance plans.

- E. The Committee agrees to make deductions from an employee's salary for the purpose of payment to a dental insurance payment plan ("the plan"). The plan shall be provided and administered solely by the King Philip Teachers Association. The Committee's sole obligation under the plan shall be to make requested deductions from employees' pay. Employees shall be responsible for paying 100% of the premiums for the dental plan, as set forth in the plan documents provided by the Association.
- F. The Committee shall purchase and pay fifty percent (50%) of the premium for group life insurance in the amount of \$10,000 on the life of each eligible employee as provided by General Laws, Chapter 32B, Section 5.
- G. The Association shall indemnify and save the Committee harmless against suits against the Committee on account of payroll deduction of said dues. The Association agrees to refund to the Committee any amount paid to it in error on account of payroll deduction provisions upon presentation of proper evidence thereof.
- H. The parties shall maintain a mutually acceptable flexible benefits plan, which will permit members of the bargaining unit to pay their contribution towards health insurance premiums with pre-tax dollars, as allowed in the Federal Internal Revenue Code of 1986, Section 125.

ARTICLE V

COURSE REIMBURSEMENT

- A. Teachers may be reimbursed for reasonable professional improvement expenses incurred such as course tuition, conference fees, or other professional improvement expenses, up to a maximum of \$1,500.00 for year 2021-2022, of \$1,500.00 for year 2022-2023, and of \$1,500.00 for year 2023-2024.
- B. To qualify for reimbursement, a teacher must, prior to incurring the expenses, submit a written proposal to the Professional Improvement Screening Committee. No expense may be reimbursed unless it has been previously approved by said Committee.

- C. Each school will have a Professional Improvement Screening Committee which shall consist of:
1. Superintendent of Schools or their designee.
 2. One Principal
 3. One teacher, selected by the King Philip Teachers Association
- D. All proposals submitted to the Professional Improvement Screening Committee shall state, at a minimum:
1. The name, address, and telephone number of the applicant;
 2. The school in which the applicant teaches;
 3. The subject matter(s) in which the applicant presently teaches and has taught during the preceding two academic years;
 4. All other areas in which the applicant is certified; and,
 5. Such additional information as said Committee may request.
- E. The Professional Improvement Screening Committee shall review each proposal and shall approve or deny each proposal. A written reason will be provided for each proposal that is denied by the Committee.

All decisions of said Committee shall be final and not subject to any grievance process or other form of review.

- F. The Professional Improvement Screening Committee shall not approve any expense for any fiscal year beyond an expenditure cap.
- G. Reimbursement shall be paid upon the receipt by the Superintendent's office of documentation from the appropriate institution showing that the employee has completed the course and received a grade of A or B. Reimbursement for said course shall be 100%, up to a maximum of \$1,500.00, for year 2021-2022, of \$1,500.00 for year 2022-2023, and of \$1,500.00 for year 2023-2024 as determined by the Professional Improvement Screening Committee. No reimbursement shall be made for any grade less than B-minus
- H. As a condition of reimbursement the teachers shall promise, in writing on a form prescribed by the Committee, to serve the school district for a period of not less than six (6) months following termination of said course and in the event this promise is not fulfilled, shall repay the full amount of the reimbursement to the District. A teacher who is not rehired during such period, or whose service is terminated because of induction into the armed services, shall not be required to make such payment.
- I. Reimbursements shall be applicable to no more than three (3) courses per fiscal year. If all reimbursement funds have not been expended as of June 1st, members who have previously applied on a first come first serve basis, may be reimbursed for a fourth course if all other applicable members have already been reimbursed for up to three courses.
- J. The School Committee shall budget a minimum of \$50,000 per year for course reimbursement. This amount shall be increased to the extent that the estimated cost of lane changes as set forth above in Article III, Sec. F.6 exceeds the actual cost of lane changes as determined on or about September 1st of each year.
- K. Unit members who have received approval and taken courses under Article V, shall provide the District within 30 days of the end of the course and no later than June 30th for a Spring Course the appropriate school committee reimbursement forms. Unit members who do not turn in the appropriate

forms within the timeframe of 30 days from the termination of the course shall not receive reimbursement and funds will be issued to the next member waiting for reimbursement.

ARTICLE VI

ASSIGNMENTS

- A. All employees shall be notified in writing of their assignments for the ensuing school year prior to August 15. Such assignments shall not be changed subsequent to August 15, except with the consent of the employee involved, or because of extraordinary circumstances making such change necessary.
- B. Classroom Unit A Members shall normally be assigned to five (5) class periods per day. However, under specific conditions, a sixth (6th) class period may be assigned to classroom Unit A Members. Up to seven (7) additional class periods per year may be offered at KPRSD with no more than two (2) in any department. No Unit A member shall teach a sixth class period for two consecutive school years unless no other eligible member (see numbers 4 & 5 below) agrees to teach a sixth class period and the member mutually agrees to teach a sixth class period for a second consecutive year. Notification of an available sixth class will be sent to all Unit A members in the affected department and the Association President via e-mail.

In order for a sixth (6th) class period to be assigned to a Unit A member, all of the following conditions must be met:

1. There must be mutual consent between the Unit A member and the principal;
 2. The member is informed that they will continue to have an assigned service duty as specified in Article VII of this Agreement;
 3. The member is informed that they will no longer have a preparation period, as defined in Article VI of this Agreement, for as long as they are teaching a sixth (6th) class period;
 4. The member must have professional teacher status at KPRSD;
 5. The member must be licensed to teach the subject area. The opportunity to teach a 6th class period shall first be offered to those in the specified department who are licensed and have taught in the subject area. Thereafter, the period may be offered by the building principal to any other staff member. Members who teach a sixth (6th) class period will receive an additional twenty percent (20%) of their salary as compensation for the additional class period.
- C. Every Unit A Member, who is assigned within the school building, will have not less than five (5) unassigned preparation periods per week, such period to be equal in length to a regular classroom period. Unit A Members who lose a preparation period because of an assembly or class coverage will be allowed to leave at pupil dismissal time on a day mutually arranged with the building Principal. This provision shall not include snow days, curriculum days, early dismissal or unforeseen emergencies leading to the close of school.
 - D. In addition to the assignments provided for in Section B above, each Unit A Member may be given additional classroom assignments in substitution of absent Unit A Members. Except in cases of emergency due to circumstances beyond the control of the Committee and the

Superintendent, no Unit A Member shall be required to substitute in more than four (4) class periods during the school year. All substitutions shall be made by the building Principal and shall be performed without additional compensation. Additional classroom assignments shall be interpreted in the following manner: Unit A members may be assigned “pupil supervision” duties and such duties shall not count toward the four (4) substitution limit. In the event that a Unit A member is assigned “instructional time activities” as a substitute, which shall be defined as, the delivery of instruction to students for a teacher who is absent, the Unit A member shall not be required to substitute in more than four (4) class period during the school year. If additional class period assignments with instructional time activities are arranged by mutual consent of the Unit A member and the principal, such time shall be paid at the member’s hourly per diem rate.

- E. The Committee and the Association recognizes that the pupil-teacher ratio is an important aspect of an education program. Therefore, the Committee shall, wherever possible, establish class sizes at appropriate and reasonable pupil-teacher ratios in the best education interests of students; and, in particular, the Committee shall endeavor to meet OSHA standards in laboratories wherever possible.
- F. All employees shall have a duty-free lunch period equal in length to that of the students.

ARTICLE VII

SERVICE DUTIES

- A. All Unit A Members will be expected to perform pupil supervisory tasks as assigned on an equitable basis. Unit A members whose assignment is split between two buildings will not be assigned to a duty on the days when they are assigned to two buildings. Unit A members may, however, be assigned a duty on days when they are not assigned to two buildings in the same day.
- B. Parking lot supervision is specifically excluded as a Unit A Member duty.
- C. Rules and Regulations pertaining to the conduct of teachers and students shall be provided in accordance with the General Laws, Chapter 71, Section 37H.

ARTICLE VIII

TRANSFERS

- A. The Superintendent will transfer teachers between buildings, grades, or subjects, voluntarily or involuntarily, only if the teachers to be transferred are properly certified or qualified, and only when the administration feels that a situation exists which necessitates the transfer or, in the case of a voluntary transfer, justifies the transfer.
- B. In cases of involuntary transfer, the Department(s) involved shall be canvassed for a qualified volunteer before any directed transfer is made.
- C. An involuntary transfer will only be made after a meeting between the employees involved and the Superintendent of Schools, at which time the employee will be notified in writing of the reasons for the transfer.
- D. Where more than one member requests or volunteers for a transfer to an open position, seniority within the system will be given due weight as one of the elements governing such transfers.

ARTICLE IX

VACANCIES

- A. If a vacancy occurs any time after the beginning of the school year, a permanent substitute may be hired to fill the vacant position. That position shall be declared vacant for the following school year. The provisions of this clause shall apply for filling the vacancy.
- B. 1. Notice of all vacancies in any new or existing professional position in the District will be provided to the Association for them to either post or provide electronically to their members ten (10) school days prior to the posting being opened to the public.
2. In cases where extenuating circumstances exist, the Superintendent need not post a position internally for ten (10) school days, but only as long as is practicable under the circumstances. The Superintendent agrees, however, to send notice of the vacancy to the Association President as soon as the position is vacated.
- C. If vacancies occur during summer recess, notices will be sent to all employees via district email.
- D. Such notices shall include the job title, preferred qualifications, salary and the closing date for application.
- E. In filling vacant positions, the Committee will give primary consideration to the qualifications of all applicants. When the only applicants are from within the District and the qualifications are substantially equal, the position will be filled on the basis of seniority within the District.

When the applicants include persons outside the District, and the qualifications of all applicants are substantially equal, experience in the bargaining unit will be given due weight.

- F. A long-term substitute is defined as an individual who temporarily fills a position covered by Article I, Section A of the parties' collective bargaining agreement. Long-term substitute positions are non-bargaining unit positions and are not covered by the terms of the contract.
- G. Long-term substitutes who are hired for a period of time less than a full school year (i.e., a partial year) shall not receive seniority for their time as a long-term substitute.
- H. Individuals who are hired as long-term substitutes when a teacher in the bargaining unit is out on leave (including but not limited to maternity leaves and medical leaves) and who work the full number of work days in the entire school year (currently, 182 days) and are certified at the time of hire in the subject matter in which they serve as a long-term substitute, will be eligible to receive a year of seniority and attendant benefits (seniority, retiree health insurance and longevity), provided that when they are hired as a permanent teacher following their service as a long-term substitute, it is into a teaching position for which they are certified in a timely manner (not to exceed one month).
- I. The District may hire individuals as long-term substitutes when there is an unforeseen vacancy (i.e., late resignation, unexpected illness) in the position, provided that the District must post the position as a vacancy consistent with the parties' contract and make a good faith effort to make a permanent hire. If the long-term substitute is hired as a permanent teacher, they shall begin their seniority as of the date of their hire as a permanent teacher, subject to the entitlements of paragraph l(b).

- J. Any long-term substitute who is not certified shall not be eligible for seniority.
- K. The District will notify the Association president of all long-term substitute hires and their area(s) of licensure, if any, within a month of their hire. Whether a year of long-term substitute service shall be credited for seniority will be addressed in the year following that service pursuant to the Association's Article X review of the seniority list. Unless the Association is not notified pursuant to paragraph (e) above, upon approval of the annual seniority list, the Association shall waive all long-term substitute seniority challenges. Otherwise, disputes are subject to the Article XXIII grievance and arbitration procedure.

ARTICLE X

REDUCTION-IN-FORCE

- A. In the event that pupil enrollments, curriculum changes, or similar considerations cause the Committee to eliminate any positions, the following procedure shall apply.

This paragraph shall not apply to any position or employee terminated under any other portion of this contract.

1. Positions to be eliminated shall be determined at the sole discretion of the Committee.
2. Should the School Committee decide to reduce the number of employees, it shall make every effort to accomplish said reduction by attrition.
3. In the event the reduction cannot be accomplished by attrition, employees shall be laid off according to the following seniority groups:

YEARS IN SYSTEM:

Group 1	1-3
Group 2	4-6
Group 3	7-9
Group 4	10-12
Group 5	13-15
Group 6	16-18
Group 7	19-21
Group 8	22-24
Group 9	25-27
Group 10	28-30
Group 11	31-33
Group 12	34-36
Group 13	37-39
Group 14	Above 39

No employee will be laid off until all employees within their area(s) of certification, major or minor, in the lower numbered group(s) have been laid off.

4. Relative to layoff within specific areas of certification and within seniority groupings where the level of training and the evaluations of the employees are substantially equal, seniority shall govern.
5. If there is a vacancy in an area where a laid off employee is certified, or can become certified within one (1) year of the effective date of the layoff, the laid off employee shall be offered alternative employment in that area with no loss of seniority in the District. Notwithstanding anything herein to the contrary, the School Committee shall not be required to recall a laid off

employee to a position for which that employee is not yet certified if prohibited from doing so by the Massachusetts Department of Education. It is the employee's responsibility to provide current documentation to the Superintendent of Schools' office relative to the employee's existing certifications and relative to additional certifications the employee is pursuing or could qualify for within one (1) year of the effective date of layoff.

6. Employees who have been reached for layoff in the subject area of their employment will be allowed to bump employees in lower numbered seniority group(s) in other areas for which they are certified only if they have taught in the subject area at some time during their employment by the King Philip Regional School District. The Superintendent shall provide each employee who is notified of layoff with a document on which the employee can designate whether or not they wish to exercise bumping rights pursuant to this Article. Such document shall be hand-delivered by a building administrator, at which time it shall be dated and signed, or sent by Certified Mail. Employees who desire to exercise bumping rights shall so designate and return the document to the Superintendent's office within ten (10) calendar days of the hand-delivery or certified mailing of said document. Upon receipt of each such document, the Superintendent shall provide a copy thereof to the Association President.
7. Seniority shall mean an employee's total continuous length of service in years, months and days from the initial date of employment by the District. Effective September 1, 1992, continuous part-time service in the bargaining unit will be included in the calculation of seniority on a pro-rata basis.
8. Certification means that an employee has a certificate from the Massachusetts State Department of Education. (MGL, Chapter 71, Section 38G)
9. Any leave of absence as defined in Article XVIII, Sections F, G, and H. 2, and J, shall be construed to be non-active service and will not be included in determining the total length of service. However, such leaves will not be construed to break active service; and seniority will mean the total number of years, months and workdays preceding the leave, added to the total number of years, months and days after resuming active duty after the leave of absence or other leaves not covered by the Agreement but granted at the discretion of the School Committee. Nothing herein shall be construed to provide less benefit to an employee than is provided pursuant to federal and state statutes.
10. The Superintendent shall forward a seniority list, by areas of certification, to the Association. Said list shall be provided not later than November 1 of each year. Employees shall be listed in each area in which they are certified. The list shall be deemed approved by the Association unless the Association challenges the list, in writing to the Superintendent, within thirty (30) calendar days of the date of receipt.
11. Employees to be laid off shall, if possible, be notified in writing by April 15, but in no event later than June 15 or the last day of school, whichever is later, preceding the school year in which the reduction is to be effective. Said notification shall state the reason for layoff.

B. Recall

1. Employees who are laid off shall be eligible for recall, in the inverse order of their layoff, during a period of eighteen (18) months from the effective date of their layoff.
2. Teachers on layoff will also be offered job openings in other subject areas in which they hold certification (in the inverse order of layoff) provided that there are no current professional teacher status faculty members on layoff from such disciplines. (MGL 72, Section 42)
3. Employees who have been laid off and who are eligible for recall shall be recalled to any position in which they hold certification.

4. Unit A Members who are eligible for recall shall be notified of all vacancies to which they are entitled to be recalled, as set forth above, by written notice sent by the Superintendent by certified mail, return receipt requested, at the address most recently provided to the Superintendent's office by the Unit A Member. It is the responsibility of the Unit A Member to notify the Superintendent, in writing, of any change of address. Failure to accept the certified mailing shall not operate to extend the Unit A Member's response period. The Unit A Member must notify the Superintendent, in writing, of their acceptance of the recall notice by delivery of said acceptance to the office of the Superintendent, not more than ten (10) calendar days after the date on which the Superintendent sent such recall notice. Failure to respond on time shall constitute a waiver of all recall rights and eligibility.
5. All recall notices shall specify the date on which the employee is to commence work. All employees accepting recall must commence work on the date so specified unless prevented from doing so by illness, injury, or disability for which the employee may utilize any and all sick leave or other leave available to them.
6. Any employee who was laid off from a full-time position and is eligible for recall may accept a part-time position and retain their eligibility for recall to a full-time position for the duration of their original recall period, and any employee who was laid off from a part-time position and is recalled to a full-time position may similarly retain their eligibility for recall to a part-time position for the duration of their original recall period. Nonetheless, any teacher retaining eligibility for recall under this subsection who is offered employment at an appropriate full-time or part-time position, as the case may be, and who fails to timely accept said employment, as described above, shall forfeit their right to retain any further recall rights.
7. Notwithstanding the provisions of subsection six (6), above, any teacher who was laid off from a full-time position and who is given an offer of recall to a part-time position, or any teacher who was laid off from a part-time position and is given an offer of recall to a full-time position, may timely decline said recall offer and may retain their recall rights for the duration of their original recall period.
8. Employees who are eligible for recall shall receive priority for substitute teaching assignments provided that they notify the Superintendent, in writing, of their desire to accept substitute teaching assignments during their period of recall eligibility.
9. Employees who are eligible for recall may continue their group health and/or life insurance, as provided by applicable state and federal law, provided that they pay the entire cost of such insurance. Failure to make payments to the District Treasurer in a timely fashion shall terminate this option.
10. Employees who are recalled pursuant to this Article shall be credited with such salary, seniority, and fringe benefits as they were entitled to at the effective date of their layoff.
11. Nothing in this Article shall be interpreted to diminish the rights of the parties under Massachusetts General Laws Chapter 71, Sections 41 and 42.

ARTICLE XI

RESIGNATIONS

Contracts may not be terminated at any time prior to the end of the work year without the consent of both parties except as provided by law; any request for resignation, except be it urgent personal need, shall be by written notice of at least four (4) weeks. In the event of leaving service prior to the end of the work year, the employee shall be entitled to that portion of annual salary represented by the number of workdays served

out of the number of workdays specified for said employees' work year. If less than four (4) weeks' notice of resignation is given, the employee shall forfeit \$300.00. If less than two (2) weeks' notice is given, the employee shall forfeit \$500.00.

ARTICLE XII

ADDITIONAL POSITIONS

- A. During the term of this agreement, the Committee retains the right to set salaries for new positions, which would appropriately be covered by Appendices C, D, E, and F.
- B. The Superintendent shall make all appointments to positions listed in Appendices C, D, E, and F in their sole discretion. Written notice of appointment will be given to the individual filling such position indicating the name of the position, the salary step, and the dollar amount as authorized by the collective bargaining agreement. No rights of professional teacher status or longevity shall attach to any such appointment.

ARTICLE XIII

SCHOOL CALENDAR

The school calendar shall be adopted by the Committee and the Committee reserves the right to change and modify said calendar in its sole discretion or insofar as the law may require such change or modification.

ARTICLE XIV

NUMBER OF WORKDAYS

- A. Notwithstanding the provisions of Article XIII above, employees covered by this Contract shall be required to be present at their normal place of employment for 182 days during the school year, which is the period between September 1 and June 30. This provision may be changed only as necessitated by an emergency or a requirement of the State Board of Education.
- B. First year employees shall be required to attend a two (2) day workshop for orientation purposes in addition to the number of workdays specified in paragraph A above.
- C. An employee required to be present at their normal place of employment for any days in excess of the number of workdays specified in paragraph A above, shall be compensated at an hourly rate derived from said employee's annual base salary, as set forth on the basic salary schedule, for each additional hour of work or fraction thereof, with a minimum of two hours guaranteed for each excess day.
- D. Guidance counselors, and Special Education Team Chairs, may be required to be present at their normal place of employment for additional days distributed over the full year between July 1 and June 30. When such additional days are arranged, said employees shall be compensated for each such full day of work at their per diem rate of pay, to be compensated at the conclusion of the last workday, subject to the provisions of Article III, Section A, paragraph 2 hereof.
- E. New staff shall participate in a mentoring program. All new staff members shall be required to participate during their first year of employment in the District. Participation by staff members in their second and third years will be based on available funding for the mentoring program and/or recommendations of the teacher's principal supervisor.
- F. Upon the advance approval of the Superintendent or their designee, teachers will be compensated at a rate of thirty-five dollars (\$35.00) per hour effective September 1, 2021, for participation in other educational endeavors outside the school day. These educational endeavors include, but are not limited

to, the tutoring of students and work on curriculum committees. Effective September 1, 2021, the hourly rate for tutoring of students will be compensated at a rate of fifty dollars (\$50.00) per hour.

ARTICLE XV

LENGTH OF WORKDAY

- A. In the event that any extended school day might be implemented during the term of this contract, an employee who is required to be at their normal place of employment for minutes extending beyond those specified for said employee's position at the initial date of this Contract shall be compensated for said additional minutes at the proper ratio with respect to said employee's annual salary and work year. No split workday shifts shall be permitted. Lunch period shall be included in establishing the minutes involved for both factors of the compensation ratio.
- B. The workdays for employment shall be as follows:
- High School and Middle School employees: five (5) days a week, 7:30 A.M. to 2:15 P.M.
- Nurses: Five (5) days a week, 7:30 A.M. to 2:25 P.M.
- C. The beginning and ending of the workday for employees may be modified by mutual agreement of employee and building Principal.
- D. Notwithstanding Section B, above, teachers shall designate, with the approval of the Principal, which approval shall not be unreasonably withheld, one afternoon each week, excluding Friday, when they shall remain in their classrooms until 2:50 p.m. for the purpose of assisting students. Additionally, the Committee and the Association acknowledge all teachers' professional responsibility to make themselves available as needed at times that are mutually convenient to teachers and students, for the purpose of assisting students. It is expressly agreed that nothing in this section shall be interpreted to require teachers to remain at school later than 2:50 P.M.
- E. 1. There shall be a maximum of two (2) evening meetings per school year, both of which are mandatory.
2. Dates for evening meetings will be, as far as practical, noted on the school calendar adopted annually by the School Committee. However, the School Committee reserves the right to change said dates because of unforeseen circumstances.
3. The parties agree to convene a subcommittee in the 2021-22 school year to review/update family engagement initiatives and produce an Memorandum Of Agreement at that time.

ARTICLE XVI

STAFF MEETINGS

- A. Notwithstanding the provisions of Article XV, Unit A Members shall be present at general staff meetings called by the Superintendent upon receipt of two (2) weeks' notice. Such meetings shall be held, at most, every two (2) months (*5 meetings per school year*) except for unforeseeable emergency situations. If the Superintendent does not call for such a meeting every two months, then the unused time (additional hour) may be used by the Building Principal for after school curriculum work or added to a professional development day with (20) calendar days' notice being given.

- B. Unit A Members shall be present at a monthly building staff meeting as called by the Principal. Meeting dates will be established at the beginning of each school year so as not to conflict with departmental meetings or meetings of the Association.
- C. In addition to the meetings referenced above, subject Unit A Members shall meet once a month by departments to discuss problems, curricular improvements, and revisions.
- D. Staff meetings shall last no more than one (1) hour after Unit A Member dismissal time.

ARTICLE XVII

SICK LEAVE BANK

A sick leave bank shall be established by members of the bargaining unit voluntarily contributing one (1) day of their accumulated sick leave days for use by a participating member whose sick leave is exhausted through prolonged illness.

1. The sick bank will be used only when the professional employee is prevented from working because of illness or injury of the employee and when this disability is of a prolonged nature, that is, ten (10) consecutive working days or more.
2. A doctor's certificate shall be required for benefits under the sick bank plan.
3. The sick bank will cover prolonged illness, but only after the applicant's accumulated sick days are exhausted. Example: A teacher who is absent thirty (30) consecutive days because of illness and has twelve (12) sick days at the beginning of the prolonged illness will be paid using sick bank days from the 13th to the 30th sick day.
4. The initial grant of days from the sick bank will cover up to twenty (20) working days of any one prolonged illness, and the grant will end on the last school day of the school year in which the prolonged illness began. Consideration will be given for additional days beyond twenty (20) in the event that the prolonged illness continues.
5. A professional employee eligible to join the sick bank must apply for membership on a form provided by the sick bank administrators. Employees wishing to join the sick leave bank must submit an application for membership by November 1 of each school year. Only teachers who have been employed by the King Philip Regional School Committee for two (2) years or more may contribute to and participate in the sick leave bank. Eligible members who do not join the Sick Leave Bank upon receiving Professional Employee status shall be allowed to join the Sick Leave Bank in subsequent years only after contributing to the Sick Leave Bank an amount of accrued sick leave days equal to the years the employee has as a Professional Employee.
6. Once employees elect to participate in the Sick Leave Bank, membership is established for the duration of their employment by the King Philip Regional School District, unless they submit a written statement to discontinue membership in the Sick Leave Bank. If the sick bank is exhausted; i.e., if all the sick days contributed to the bank have been used, the bank shall be replenished by the automatic contribution of an additional day of sick leave from each member of the Sick Leave Bank. Such additional days will be deducted from the member's accumulated sick leave.
7. The sick leave bank committee will be administered by a committee of four: two members representing the Association, and two members representing the School Committee. All requests for use of days shall be directed to this sick bank committee. The decisions of the Committee shall be final and not subject to the grievance and arbitration procedures. Only those employees who voluntarily contribute to this bank shall be eligible for its benefits.

8. Those applying to utilize the sick leave bank shall complete a Sick Leave Bank Application. The Application, with required information attached, including the attending physician's certification and a copy of the application form joining the sick leave bank, shall be submitted to the Superintendent's Office, who will have appropriate data recorded and verified prior to submitting data sets to the Chair, of the School Committee, with a duplicate set forwarded to the President of the King Philip Teachers Association.
9. Upon retirement from the King Philip Regional School District, a member may contribute up to twenty (20) accrued but unused sick days to the Sick Leave Bank.

ARTICLE XVIII

ABSENCES FROM WORK

A. Sick Leave

1. Sickness shall be defined as Unit A member illness or disability.
2. Unit A Members will be allowed fifteen (15) days of sick leave annually, to accumulate as employment by the Committee continues during each year up to a maximum one hundred ninety (190) days.
3. Up to eight (8) of said days may be utilized by a Unit A Member in the event of serious illness of said Unit A Member's children, parent, spouse, or other person residing in the same household with the Unit A Member.
4. A Unit A Member absent for a period in excess of their sick leave may, upon request in writing be granted that portion of their salary not necessary for the remuneration of a substitute for such portion of the excess period of absence as the Committee may determine. This determination shall be made within the sole discretion of the Committee.
5. The Association acknowledges that the Association and Committee are subject to the provisions of the Family Medical Leave Act ("FMLA"). The FMLA shall not increase or decrease the length of leave available to eligible employees under this Agreement. Where a Unit A Member takes leave under one of the aforementioned Articles for a reason which would entitle a Unit A Member to leave under the FMLA, such leave will also be considered FMLA leave and will be deducted from the employee's statutory FMLA leave entitlement. FMLA leave is not cumulative and is not in addition to leaves currently available to the extent such leaves are for reasons covered by the FMLA. Alleged violations of the FMLA are not subject to Article XXIII of this Agreement.
6. Unit A Members who complete a full academic year without using a sick day will receive \$250.00 to be paid at the end of the school year in June but no later than July 15th.
7. If a member has an extended illness longer than fifteen (15) consecutive school days, the member may be asked to furnish the Superintendent with a fitness for duty letter from their physician stating that the member is either able to resume their duties without restriction, or identifying possible accommodations that would allow the member to return to work and perform their job.

B. Funeral Leave

1. A Unit A Member shall be allowed to attend funeral services of members of the family with a substitute employed and no loss of pay or sick leave. In cases of immediate family the Unit A Member shall be allowed up to a maximum of five (5) days with no loss of pay or sick leave.
2. Immediate family shall mean husband, wife, child, father, mother, brother, sister, father-in-law, mother-in-law, grandparent, grandchild, aunt, uncle, or legal guardian.

3. In the event of the death of the Unit A Member's brother-in-law or sister-in-law, the employee shall be allowed up to a maximum of three (3) days with no loss of pay or sick leave.

C. Personal Leave

1. For the purposes of this paragraph, personal leave shall be a personal matter of the Unit A Member that must be taken care of during normal school hours.
2. A Unit A Member will be allowed to be absent for not more than three (3) days during their work year for personal reasons. Notification via the district's electronic absence reporting system shall be made to the Principal 48 hours in advance except in the event of an emergency. Unused personal days will be transferred to sick leave accumulation, not to exceed the one hundred ninety (190) day maximum sick leave accumulation.
3. Personal leave days shall not be consecutive unless the Principal is notified at least forty-eight (48) hours in advance except in the event of emergency.
4. Personal leave days will not be taken any day before or any day after a school holiday, or during the last week of the school year, except in the event of an emergency.

D. Religious Observance

1. Each Unit A Member shall be entitled to two (2) days leave with pay for the purpose of observing their religious belief during normal school hours. Advanced notice of a week shall be given to the administration. Any additional days for observing religious holidays shall be deducted from personal leave.

E. Early Excusal

1. Unit A Members selected to attend summer education institutes on fellowships or scholarships may be granted permission to participate by the Superintendent with no loss of benefits. The costs of a substitute shall be deducted from the Unit A Member's salary.

F. Educational Leave

1. In order to be eligible for an educational leave, a Unit A Member must be on professional teacher status. Preference will be given to the Unit A Members with seniority in the district. The only exception to seniority may occur when new programs or equipment necessitates retraining of a professional Unit A Member.
2. Only one (1) staff member may be on educational leave per year. In the event that the number of full-time Unit A Members covered by this contract exceeds one hundred and fifty (150), this limit shall be increased to two (2) staff members.
3. Applicants for educational leave must file an application in writing no later than April 15 of the school year prior to the school year during which the leave is to commence.
4. All applicants must be recommended by the Superintendent and a Screening Committee consisting of the Superintendent, a Principal and five (5) Team Leaders selected by the Superintendent, including the Team Leaders who supervise the applicant. If the applicant is a Team Leader and also a member of the Screening Committee, said applicant must withdraw such membership. All awards for educational leave shall be made by vote of the School Committee.
5. Any Unit A Member receiving the award of an educational leave must return to serve the District for at least two (2) years of service or reimburse the District for that proportion of salary received by them

while on leave as the amount of service agreed to be rendered in accordance with General Laws, Chapter 71, Section 41A.

6. Upon return to service in the District, the Unit A Member will be placed on the proper step on the salary schedule including credit for the year of educational leave.
7. The Unit A Member shall have their group health and life insurance coverage continued with normal deductions.
8. The total amount of salary to be received from the District by the Unit A Member on educational leave may not exceed fifty percent (50%) of said Unit A Member's salary for the year of said leave. If the Unit A Member received a grant or fellowship, they may receive the difference between the grant and their salary, said difference not to exceed fifty percent (50%) of said Unit A Member's salary for the year of said leave.

G. Military Service

Unit A Members inducted or called up from reserves into active duty of the United States military service shall retain their position on the salary schedule and the seniority list and may, at the discretion of the School Committee, receive credit for service experience for placement on the salary schedule upon return to the District, providing they return within four (4) months after discharge.

Nothing in this provision shall be interpreted to apply to Unit A Members who voluntarily join the armed services, nor shall this provision be interpreted to impose any mandate that is not expressly provided for herein or otherwise imposed by federal or state law and any such conflict will be resolved by compliance with the applicable federal or state law. Nothing herein shall be interpreted so as to violate state or federal statutes.

H. Parental Leave

1. A leave of absence shall be granted for parental leave to Unit A members on the terms and conditions set forth in this sub-section.
 - a. The employee shall give the Superintendent at least two (2) weeks' notice of the employee's anticipated date of departure and the employee's intention to return to full-time employment, or provide notice as soon as practicable if the delay is for reasons beyond the individual's control.
 - b. Parental leave shall commence on the first day of absence for the birth or adoption of a child. Parental leave shall run for forty (40) school days from the first date of absence for a birth or adoptive parent, which period shall not be interrupted by vacation periods and summer vacation.
 - c. Alternatively, a teacher may elect to take twelve (12) weeks of leave for the purpose of giving birth and recovery therefrom. Said leave shall not include any school year vacation periods, summer vacation periods, observed holidays, or school closure days.
 - d. They shall be restored to their previous, or a similar position with the same status, pay, length of service credit and seniority effective at the commencement of leave provided no other Unit A Members of equal length of service, credit and status in the same or similar position have been laid off during the period of such parental leave. Such Unit A Member on parental leave shall retain any preferential consideration for another position for which they may be entitled as of the date of their leave.

2. Unit A members shall be granted child-rearing leave for a period which shall terminate no later than the opening day of the school year next following the date of the first birthday of the child involved under the following conditions:
 - a. They are a professional Unit A Member status employee;
 - b. They make application for such leave to the Superintendent and state the beginning and ending dates for the leave;
 - c. They shall be restored to their previous, or a similar position in accordance with Section H.1.d. above;
 - d. They may participate in the group medical and life insurance programs at their own expense during the child-rearing leave. The District will pay group medical and life insurance only during the twelve (12) week leave stated in Section H-1.
 - e. They may not accrue any benefits for the period of said unpaid leave.
 - f. A member on unpaid leave for child-rearing must notify the Superintendent, in writing, of their intention to return to duties from such leave no later than January 15, preceding the school year for which the return is requested.
3. Unit A Members on leave under Paragraph 1 and 2 above may elect to utilize their accumulated sick leave during their period of physical disability. Sick leave shall be paid only during the time period in which a physician certifies the Unit A Member to be physically disabled.

I. Jury Duty

1. If a Unit A Member is required to serve as a juror, the Committee will pay to the Unit A Member the difference between the teacher's regular daily rate of compensation and the compensation received for jury duty.

J. Career Exploration/Public Service Leave

1. The Committee agrees to grant a one (1) year unpaid leave of absence for career exploration or public service, provided:
 - a. The Unit A Member has ten (10) years of service completed in the District;
 - b. Only one (1) member per department per year may be on said leave;
 - c. A Unit A member may only take one (1) career exploration/public service leave;
 - d. If two (2) or more Unit A Members within a department apply for leave for the same school year, the more senior member will be allowed the leave;
 - e. Upon return, the Unit A Member will recover all unused accumulated sick leave, and be assigned to the same position, if it is available, and if not, to a substantially equivalent position. In addition, the Unit A Member will be placed on the salary schedule that was attained prior to the commencement of the leave, and the Unit A Member will not accrue seniority during the leave, but said leave will not break seniority
 - f. Members will provide to the Superintendent, in writing, notice of their intent to return to their prior service no later than January 1. If the member does not notify the Superintendent of their intentions, it will be assumed that the member has relinquished their position

K. Professional Leave

1. Unit A Members may receive one (1) day per academic year for Professional Leave.
2. To qualify for Professional Leave, a Unit A Member must, prior to the desired date for leave, submit a written proposal to the Superintendent of Schools.
3. All requests for Professional Leave are subject to the approval of the Superintendent.

ARTICLE XIX

RECORDS

- A. Since the Superintendent's office maintains a personnel folder containing records concerning each employee covered by this Contract and their work, the provisions of the General Laws, Chapter 71, Section 42C shall apply. Costs of copying records shall be borne by the employee.
- B. The Committee shall keep only one official personnel file for each employee and such file shall be kept in the District office or electronically secured. Employees shall have the right to see all material in their personal file, including confidential recommendations for initial employment. Employee access to files shall be by appointment only and all requests for appointments shall be honored within one full workday of the time of the request. An Association representative may accompany the employee while reviewing their file.

ARTICLE XX

EVALUATIONS

- A. General
 1. The teacher evaluation process agreed to by the parties in a Memorandum of Agreement by the King Philip Teachers Association and the School Committee on September 29, 2014 is incorporated into the parties' contract in its entirety as Appendix G.
- B. No employee will be disciplined, reprimanded, reduced in rank or compensation or dismissed without just cause. Nothing herein shall be construed to limit or interfere with the power of the Committee concerning non-retention of the employees without professional teacher status under General Law, Chapter 71, Section 41.
- C. The parties agree to convene a subcommittee in the 2021-22 school year to review/update the evaluation tool/process and produce an Memorandum Of Agreement at that time.

ARTICLE XXI

PROTECTION

- A. The Committee agrees to comply fully with the provision of the General Laws of Massachusetts, Chapter 258.
- B. The Committee shall provide coverage for each employee covered by this contract under the Workmen's Compensation Act and no additional payment shall be made from salary in making up the difference between benefits received therefrom and regular salary, except that the employee shall be permitted to use accumulated sick leave. Where the employee uses sick leave benefits while absent as a result of an industrial accident, they shall not receive total benefits and salary from all sources in excess of their normal salary.

ARTICLE XXII

AGENCY FEE

- A. The Committee agrees to require, as a condition of employment, that all employees, except those employees certified as members to the Committee by Association, pay annually or by dues deduction to the Association, as of the thirtieth (30th) day subsequent to the effective date of this agreement, or thirty (30) days subsequent to the execution of this agreement, whichever is later, an Agency Service Fee equal to the amount required to become a member and remain a member in good standing of the exclusive bargaining agent and its affiliates, to and from which membership dues are paid. Said amount shall be certified annually to the Committee by the Association.
- B. The Association will indemnify, defend, and hold the School Committee harmless against any and all claims, and against any suit instituted against the School Committee because of this Agency Fee provision.

Failure of the School Committee or its agents to cooperate with the Association shall relieve the Association of any obligations to indemnify, defend, and/or hold the School Committee harmless.

ARTICLE XXIII

GRIEVANCE PROCEDURE

A. Definitions

- 1. Grievance - A grievance is a dispute over the interpretation or application of the terms or provisions of the contract.
- 2. Grievant - A grievant may be either an individual employee, a group or class of employees or the Association.
- 3. Days - Days shall mean school days except during the summer recess when days shall mean when the District office is open.

B.

- 1. All grievances shall specify the nature of the grievance, article or articles violated and remedy sought.
- 2. An employee may present a grievance to the employer and have such grievance heard without the intervention of the Association. However, the Association must be afforded the right to be present at all grievance hearings and no settlement inconsistent with the terms of the Contract may be agreed to.

- C. The purpose of the grievance procedure is to produce prompt and equitable solutions to those problems, which from time to time may arise. The Committee and the Association desire that the stated grievance procedure shall always be as informal and confidential as may be appropriate for the grievance involved at the procedural level involved.

Level 1 - Principal or Designee

A grievant shall present his grievance in writing to the appropriate Principal within fifteen (15) days of the occurrence of any grievance, or the date of the first reasonable knowledge of its occurrence by any party affected by it. The Principal shall meet with the aggrieved within five (5) days of receipt of such grievance and render a written decision to the grievant within five (5) days of such meeting.

Level 2 - Superintendent or Designee

If the grievance has not been resolved at Level 1 to the satisfaction of the aggrieved, they may appeal such decision to the Superintendent within ten (10) days of receipt of such decision. The Superintendent shall meet with the aggrieved to discuss the allegations within five (5) days of receipt of the written appeal and render their written decision within five (5) days of such meeting.

Level 3 - Committee

If the grievance has not been resolved at Level 2 to the satisfaction of the aggrieved, they may appeal such decision to the School Committee within ten (10) days of receipt of the Level 2 decision. The Committee and grievant will meet for the purpose of resolving the grievance at the next regularly scheduled meeting provided at least five (5) days have passed between receipt of the grievance and the Committee meeting. Within fifteen (15) days of said meeting a written response will be sent to the grievant.

Level 4 - Arbitration

- a. If the grievance has not been resolved at Level 3 to the satisfaction of the Association, the Association may, by giving written notice to the School Committee within fifteen (15) school days after receipt of the decision at Level 3, present the grievance for Arbitration to the American Arbitration Association for disposition in accordance with their rules. The Arbitrator's decision will be final, binding and in writing, and will set forth their findings of fact, reasoning and conclusions on the issues as submitted by the parties.
 - b. The Arbitrator is without authority to render a decision which requires the commission of an act prohibited by state law or violative of the terms of this agreement.
 - c. All cost for the services of the Arbitrator shall be borne equally by the parties except the moving party shall pay the filing fees of the American Arbitration Association.
- D.
1. If a grievance is not initiated or appealed in accordance with this grievance procedure, the grievance shall be deemed waived.
 2. A grievance which shall affect a group or class of employees may be initiated at Level 2 within fifteen (15) days of the occurrence of any grievance, or of the date of the first reasonable knowledge of its occurrence by the party affected by it.
 3. No written document or record relating to any grievance shall be filed in the personnel folder of any employee.
 4. The time limits herein may be extended in writing by mutual agreement of the parties.
 5. Nothing in this grievance procedure shall be deemed to limit any of the rights of employers or employees and their exclusive representatives under Chapter 150E.

ARTICLE XXIV

MISCELLANEOUS PROVISIONS

- A. The Association shall be given the opportunity to conduct its meetings on the property of the King Philip Regional School District. Requests shall be made as far in advance as possible, specifying the date and time of such meetings and the type of facilities needed. The Committee shall grant such requests if the requested facilities are available.

- B. The Committee agrees to provide a bulletin board in the faculty lounge area of each school building for the use of the Association for the posting of announcements, bulletins and notices pertaining to the administration of the internal business and affairs of the Association. Each announcement, bulletin and notice shall be signed by the Association representative who is responsible for its posting.
- C. If any provision of this agreement shall be deemed contrary to law, by an agency or court of competent jurisdiction, then such provisions shall be deemed invalid, null, and void, but all other provisions of this agreement shall continue in full force and effect.

ARTICLE XXV

NO STRIKE CLAUSE

- A. The Association hereby agrees and covenants that it shall not engage in a strike as defined in General Laws, Chapter 150E, Section 1.
- B. The Association, on its own behalf and on behalf of each of the employees that it represents, hereby agrees and covenants that it shall not induce, encourage or condone any strike, work stoppage, slowdown or withholding of services by said employees.
- C. It is also agreed that any employee covered by this contract who engages in a strike shall be subject to discipline and discharge proceedings by the Committee.

ARTICLE XXVI

DURATION

This Agreement shall take effect on September 1, 2021, and shall remain in effect through August 31, 2024. In the event that this Agreement expires prior to the execution of a successor agreement, the parties hereby acknowledge that General Laws Chapter 150E requires that the then-present terms and conditions of employment remain in full force and effect until the resolution or impasse of negotiations for such successor agreement. Furthermore, the parties agree that it is anticipated that negotiations for a successor to this agreement shall begin upon request by either party, said request to be filed on or about October 1, 2023.

ARTICLE XXVII

HOME/SCHOOL COMMUNICATION

All grade seven (7) through twelve (12) student work on tests, quizzes, assignments, and grades will be recorded in the district's computerized grading system within ten (10) school days of the date it is received by the teacher. If extenuating circumstances arise, the Principal, Assistant Principal, or Department Head may grant the teacher additional days to input their grades. Projects and papers will be given reasonable time for grading and recording beyond the ten (10) school days.

IN WITNESS WHEREOF, the parties to this contract have caused it to be executed in duplicate by their respective representatives hereunto duly authorized and their seals to be affixed hereto, as of the date first above written.

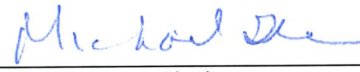


Witness

Date: 3-18-21

Witness

Date



Michael Gee, Chair
King Philip Regional School Committee

Date: 3/18/21



Christina Logan, Vice President
King Philip Teachers Association

3/22/21

Date

Appendix A

SCHEDULE I	Certified teachers with an earned bachelor's degree.
SCHEDULE II	Certified teachers with an earned bachelor's degree plus thirty (30) graduate and/or increment credits as defined below. Effective September 1, 2002, Schedule II shall be eliminated except for all teachers on Schedule II as of September 1, 2002. Teachers on Schedule II as of September 1, 2002, shall be grandfathered and shall be allowed to remain on Schedule II.
SCHEDULE III	Certified teachers with an earned master's degree.
SCHEDULE IV	Certified teachers with an earned master's degree plus thirty (30) graduate and/or increment credits as defined below.
SCHEDULE V	Certified Teachers with an earned master's degree plus forty-five (45) graduate and/or increment credits as defined below. Schedule VI shall be limited to steps 9 through 18.
SCHEDULE VI	Certified teachers with an earned master's degree plus sixty (60) graduate and/or increment credits as defined below. All graduate and/or increment credits shall be earned subsequent to July 1, 2000.

Increment credit is defined as credits earned and applied to movement from one salary schedule to the next. Increment credit may be earned in a variety of ways.

Increment credit may be offered by the District for in-service courses that are deemed by the Superintendent as providing for a priority level of skills and knowledge. In general, in-service courses that meet for a total of thirty (30) hours and provide for a finished product at the conclusion of the course will be equivalent to three (3) increment credits. Provisions may be made for three (3) in-service courses of ten (10) hours duration each, that can be linked with a common theme to count towards the earning of three (3) increment credits. All in-service courses must be approved in advance by the Superintendent.

Increment credit may be earned for courses that are deemed by the Superintendent as providing for a priority level of skills and knowledge at an accredited college or university or under the sponsorship of any organization where courses involve supervision and performance feedback normally encountered in accredited college courses. Such courses will be subject to the advance approval of the professional screening committee.

Increment credit may be earned for courses that are taken as requirements for an advanced degree.

All increment credits for movement to the next salary schedule shall be earned subsequent to the advancement of the previous salary schedule.

- A. Non-District teaching experience credit may be given for previous teaching experience at the discretion of the Superintendent.
- B. Salary Increments are not automatic and must be voted annually by the School Committee upon recommendation by the Superintendent.
- C. The following additional sums shall be added in the applicable contract year to the base salary of each teacher who has the listed number of years of service within the King Philip Regional School District as a teacher:

<u>Years of Service</u>	<u>Amount</u>
10 or more, but less than 15	1,050
15 or more, but less than 20	1,150
20 or more, but less than 25	1,250
25 years	1,850
26 years	1,950
27 years	2,050
28 years	2,450
29 years	2,550
30 or more	2,650

Those teachers eligible for longevity may receive their longevity pay in the last pay period prior to the Christmas holiday or elect to divide the payments into 21 or 26 equal installments.

- D. For purposes of salary payment, non-contract teachers serving in the District at least one hundred thirty-five (135) days in the previous academic year shall advance a step on the salary schedule commencing the September following such school year that they previously served in the District provided the School Committee votes such a step increase under Appendix A, Section B.

Appendix B

King Philip Regional School District Mentors:

Chair, Mentoring Steering Committee	1,311
Member, Mentoring Steering Committee	1,092 (up to 8)
Mentors	819

King Philip Regional School District Department Heads, Grades 7-12:

6-7 members	4,214
8-10 members	4,518
11-13 members	4,822
14-16 members	5,177
17-19 members	5,481
20 or more members	5,785

King Philip Regional School District Team Leaders:

9 or less members	2,500
10 or more members	3,000

King Philip Regional School District Curriculum Team Leaders:

Fine & Applied Arts / Technology	Information Technology
English	Mathematics
Physical Education / Health	Science
History / Social Science	World Languages
Special Education	

4-5 members	2,010
6-7 members	2,314
8-9 members	2,618
10-11 members	2,922
12 or more members	3,277

All Department Head and Team Leader stipends are based upon the number of classroom contracted teachers employed by the District and assigned to the relevant area. This includes all full-time and part-time teachers, but excludes teacher assistants, aides, interns, student teachers, etc.

King Philip Regional School District Positions:

Instructional Technology Specialist (DIST)	3,046
Instructional Media Coordinator (MS)	1,828
Copier Services Specialists (MS & HS)	3,046
ESL Director	3,000
ESL Coordinator	3,000

Appendix C – Co-Curricular Advisors

CATEGORY A	Amount
Student Activities Manager	3,971
Yearbook Advisor (HS)	3,971
Student Activities Coordinator (HS)	3,971
Student Activities Coordinator (MS)	3,971
Faculty Manager of Athletics (HS)	3,971

CATEGORY B	Amount
Student Council Advisor (HS)	2,856
Supply Room Coordinator	2,856
Senior Class Advisor	2,856
Assistant Yearbook Advisor (HS)	2,856

CATEGORY C	Amount
Student Newspaper (Metacomet)	1,590
National Honor Society Advisor	1,590
Science National Honor Society Advisor	1,590
History National Honor Society Advisor	1,590
Art National Honor Society Advisor	1,590
English National Honor Society Advisor	1,590
Business National Honor Society Advisor	1,590
Foreign Language Honor Society Advisor	1,590
Math League Advisor (HS)	1,590
Sachem Advisor	1,590
Model UN Advisor	1,590
KP Cares Advisor	1,590
Pathways Advisor (4)	1,590
Debate Club Advisor	1,590
Freshman Class Advisor	1,590
Sophomore Class Advisor	1,590
Junior Class Advisor	1,590
GSA Advisor (HS)	1,590
GSA Advisor (MS)	1,590
Peer Mentoring	1,590
Peer Leadership (Mediators)	1,590
Student Council Advisor (MS)	1,590
Yearbook Advisor (MS)	1,590
Math League Advisor (MS)	1,590
SADD Advisor	1,590
Faculty Manager of Athletics (MS)	1,590

Appendix D – Athletic Coaches

FALL		Years of Experience						
Sport	Position	0	1	2	3	4	5	6
Football	Head Varsity	6,262	6,481	6,700	6,916	7,136	7,356	7,576
Football	Varsity 1st Asst	4,275	4,426	4,576	4,724	4,875	5,026	5,174
Football	Varsity 2nd Asst	4,275	4,426	4,576	4,724	4,875	5,026	5,174
Football	Varsity 3rd Asst	4,275	4,426	4,576	4,724	4,875	5,026	5,174
Football	JV Head	4,275	4,426	4,576	4,724	4,875	5,026	5,174
Football	Freshman Head	4,275	4,426	4,576	4,724	4,875	5,026	5,174
Field Hockey	Head Varsity	3,802	3,908	4,017	4,128	4,229	4,338	4,443
Field Hockey	JV Head	1,834	1,897	1,961	2,025	2,090	2,153	2,220
Field Hockey	Freshman Head	1,834	1,897	1,961	2,025	2,090	2,153	2,220
Boys Soccer	Varsity Head	3,802	3,908	4,017	4,124	4,229	4,338	4,443
Boys Soccer	JV Head	1,834	1,897	1,961	2,025	2,090	2,153	2,220
Boys Soccer	Freshman Head	1,834	1,897	1,961	2,025	2,090	2,153	2,220
Girls Soccer	Varsity Head	3,802	3,908	4,017	4,124	4,229	4,338	4,443
Girls Soccer	JV Head	1,834	1,897	1,961	2,025	2,090	2,153	2,220
Girls Soccer	Freshman Head	1,834	1,897	1,961	2,025	2,090	2,153	2,220
Boys Cross Country	Varsity Head	2,290	2,372	2,449	2,529	2,610	2,690	2,771
Boys Cross Country	Asst	1,681	1,739	1,797	1,856	1,917	1,974	2,032
Girls Cross Country	Varsity Head	2,290	2,372	2,449	2,529	2,610	2,690	2,771
Girls Cross Country	Asst	1,681	1,739	1,797	1,856	1,917	1,974	2,032
Golf	Varsity Head	2,138	2,211	2,287	2,362	2,438	2,511	2,588
Golf	Varsity 1st Asst	1,069	1,106	1,144	1,180	1,218	1,257	1,293
Cheer Football	Varsity Head	2,138	2,211	2,287	2,362	2,438	2,511	2,588
Cheer Football	Varsity 1st Asst	1,069	1,106	1,144	1,180	1,218	1,257	1,293
Girls Volleyball	Varsity Head	3,802	3,908	4,017	4,124	4,229	4,338	4,443
Girls Volleyball	JV Head	1,834	1,897	1,961	2,025	2,090	2,153	2,220
Girls Volleyball	Freshman Head	1,834	1,897	1,961	2,025	2,090	2,153	2,220
Trainer		2,597	2,686	2,780	2,870	2,958	3,050	3,141

Appendix D – Athletic Coaches

WINTER		Years of Experience						
Sport	Position	0	1	2	3	4	5	6
Basketball Boys	Varsity Head	5,005	5,169	5,337	5,503	5,669	5,833	6,000
Basketball Boys	Varsity 1st Asst	3,053	3,162	3,267	3,375	3,481	3,601	3,698
Basketball Boys	JV Head	1,986	2,055	2,124	2,193	2,262	2,335	2,402
Basketball Boys	Freshman Head	1,986	2,055	2,124	2,193	2,262	2,335	2,402
Basketball Girls	Varsity Head	5,005	5,169	5,337	5,503	5,669	5,833	6,000
Basketball Girls	Varsity 1st Asst	3,053	3,162	3,267	3,375	3,481	3,601	3,698
Basketball Girls	JV Head	1,986	2,055	2,124	2,193	2,262	2,335	2,402
Basketball Girls	Freshman Head	1,986	2,055	2,124	2,193	2,262	2,335	2,402
Ice Hockey Boys	Varsity Head	4,275	4,426	4,576	4,724	4,875	5,026	5,174
Ice Hockey Boys	Varsity 1st Asst	3,053	3,162	3,267	3,375	3,481	3,588	3,698
Ice Hockey Boys	JV Head	1,986	2,055	2,124	2,193	2,262	2,335	2,402
Ice Hockey Girls	Varsity Head	4,275	4,426	4,576	4,724	4,875	5,026	5,174
Ice Hockey Girls	Varsity 1st Asst	3,053	3,162	3,267	3,375	3,481	3,588	3,698
Ice Hockey Girls	JV Head	1,986	2,055	2,124	2,193	2,262	2,335	2,402
Winter Track Boys	Varsity Head	3,053	3,162	3,267	3,375	3,481	3,588	3,698
Winter Track Boys	Varsity Asst	2,138	2,211	2,287	2,362	2,438	2,511	2,594
Winter Track Boys	Varsity Asst	2,138	2,211	2,287	2,362	2,438	2,511	2,594
Winter Track Girls	Varsity Head	3,053	3,162	3,267	3,375	3,481	3,588	3,698
Winter Track Girls	Varsity Asst	2,138	2,211	2,287	2,362	2,438	2,511	2,594
Winter Track Girls	Varsity Asst	2,138	2,211	2,287	2,362	2,438	2,511	2,594
Gymnastics	Varsity Head	3,451	3,563	3,673	3,787	3,899	4,014	4,124
Gymnastics	Varsity 1st Asst	2,138	2,211	2,287	2,362	2,438	2,511	2,588
Cheer Basketball/Hockey	Varsity Head	2,443	2,528	2,613	2,697	2,786	2,871	2,956
Cheer Basketball/Hockey	Varsity 1st Asst	1,069	1,106	1,144	1,180	1,218	1,257	1,293
Wrestling	Varsity Head	3,664	3,792	3,923	4,050	4,177	4,306	4,435
Wrestling	Varsity 1st Asst	2,290	2,372	2,449	2,529	2,610	2,690	2,771
Swim Boys/Girls	Varsity Head	3,053	3,162	3,267	3,375	3,481	3,588	3,698
Swim Boys/Girls	Varsity 1st Asst	2,138	2,211	2,287	2,362	2,438	2,511	2,594
Alpine Skiing	Varsity Head	2,138	2,211	2,287	2,362	2,438	2,511	2,594
Alpine Skiing	Varsity Asst	1,069	1,106	1,144	1,180	1,218	1,257	1,293
Unified Basketball	Varsity Head	3,253	3,362	3,467	3,575	3,681	3,788	3,898
Unified Basketball	Varsity Asst	1,986	2,055	2,124	2,193	2,262	2,335	2,402
Trainer		2,597	2,687	2,780	2,870	2,958	3,051	3,141

Appendix D – Athletic Coaches

SPRING		Years of Experience						
Sport	Position	0	1	2	3	4	5	6
Baseball	Varsity Head	4,581	4,741	4,902	5,061	5,224	5,387	5,544
Baseball	Varsity Asst	1,986	2,055	2,124	2,193	2,262	2,335	2,402
Baseball	JV Head	2,902	3,002	3,103	3,206	3,307	3,408	3,510
Baseball	Freshman Head	2,902	3,002	3,103	3,206	3,307	3,408	3,510
Softball	Varsity Head	4,581	4,741	4,902	5,061	5,224	5,387	5,544
Softball	Varsity Asst	1,986	2,055	2,124	2,193	2,262	2,335	2,402
Softball	JV Head	2,902	3,002	3,103	3,206	3,307	3,408	3,510
Softball	Freshman Head	2,902	3,002	3,103	3,206	3,307	3,408	3,510
Spring Track Boys	Varsity Head	3,759	3,875	3,993	4,113	4,229	4,347	4,466
Spring Track Boys	Varsity Asst	2,138	2,211	2,287	2,362	2,438	2,511	2,588
Spring Track Boys	Varsity Asst	2,138	2,211	2,287	2,362	2,438	2,511	2,588
Spring Track Girls	Varsity Head	3,759	3,875	3,993	4,113	4,229	4,347	4,466
Spring Track Girls	Varsity Asst	2,138	2,211	2,287	2,362	2,438	2,511	2,588
Spring Track Girls	Varsity Asst	2,138	2,211	2,287	2,362	2,438	2,511	2,588
Tennis Boys	Varsity Head	2,597	2,687	2,780	2,870	2,958	3,051	3,141
Tennis Girls	Varsity Head	2,597	2,687	2,780	2,870	2,958	3,051	3,141
Lacrosse Boys	Varsity Head	4,581	4,741	4,902	5,061	5,224	5,387	5,544
Lacrosse Boys	Varsity 1st Asst	2,902	3,002	3,103	3,206	3,307	3,408	3,510
Lacrosse Boys	JV Head	2,902	3,002	3,103	3,206	3,307	3,408	3,510
Lacrosse Girls	Varsity Head	4,581	4,741	4,902	5,061	5,224	5,387	5,544
Lacrosse Girls	Varsity 1st Asst	2,902	3,002	3,103	3,206	3,307	3,408	3,510
Lacrosse Girls	JV Head	2,902	3,002	3,103	3,206	3,307	3,408	3,510
Boys Volleyball	Varsity Head	3,802	3,908	4,017	4,124	4,229	4,338	4,443
Boys Volleyball	JV Head	1,834	1,897	1,961	2,025	2,090	2,153	2,220
Boys Volleyball	Freshman Head	1,834	1,897	1,961	2,025	2,090	2,153	2,220
Unified Track	Varsity Head	3,253	3,326	3,467	3,575	3,681	3,788	3,898
Unified Track	Varsity Asst	1,986	2,055	2,124	2,193	2,262	2,335	2,402
Trainer		2,597	2,687	2,780	2,870	2,958	3,051	3,141

Appendix E – Performing Arts Specialists

Effective September 1, 2021

	Amount
Music Specialist (Band Director)	6,355
Marching Band Director	7,576
Marching Band Assistant Director	5,478
Marching Band Drill Designer	6,000
Marching Band Color Guard Director	4,174
Marching Band Color Percussion Director	4,174
Marching Band Music Arranger	1,530
Marching Band Music Arranger	1,530
Marching Band Music Arranger	1,530
Marching Band Instructor	3,261
Marching Band Instructor	3,261
Marching Band Instructor	3,261
Marching Band Instructor	3,261
Marching Band Instructor	3,261
Winter Color Guard Director	4,174
Winter Color Guard Drill Designer	2,550
Winter Color Guard Instructor	2,000
Winter Color Guard Instructor	2,000
Winter Percussion Director	4,174
Winter Percussion Instructor	2,000
Winter Percussion Instructor	2,000
Jazz Ensemble Director	6,047
Jazz Ensemble II Director	2,550
Middle School Jazz Band Director	4,174
Middle School Chorus Director	1,590
Chamber Music Coach – Fall	2,500
Chamber Music Coach – Fall	2,500
Chamber Music Coach – Fall	2,500
Chamber Music Coach – Fall	2,500
Chamber Music Coach - Spring	2,500
Chamber Music Coach - Spring	2,500
Chamber Music Coach - Spring	2,500
Chamber Music Coach - Spring	2,500
Drama Director (HS)	2,856
Assistant Drama Director (HS)	1,590
Musical Director (HS)	2,856
Assistant Musical Director (HS)	1,590
Drama Director (MS)	2,040
Assistant Drama Director (MS)	1,590
Musical Director (MS)	1,590
Musical Choreographer (HS & MS)	1,590
Grady Auditorium Production Manager	2,856

Appendix F – Student Activity Advisors

King Philip Middle School and High School Student Activity Advisors shall be paid thirty-five dollars (\$35) per hour. District staff serving as tutors shall be paid fifty dollars (\$50) per hour, effective September 1, 2021.

Basic Salary Schedule

FY 2022

2% increase

	B	B+30	M	M+30	M+45	M+60
1	46,932		50,800	54,311	56,067	
2	49,247		53,024	56,700	58,408	
3	51,685		55,597	58,995	60,757	
4	54,122		58,174	61,693	63,441	
5	56,906		60,757	64,390	66,140	
6	59,573		63,563	66,958	68,884	
7	62,246		66,253	69,766	71,524	
8	64,902		68,832	72,468	74,228	
9	67,576		71,647	75,161	76,912	78,538
10	70,467		74,457	77,968	79,724	81,350
11	76,104		78,823	80,897	82,656	84,281
12	78,386		83,444	83,710	85,467	87,089
13	79,166		85,948	90,269	92,100	93,725
14	79,955	81,974	86,802	92,977	94,864	96,627
15	80,351	82,380	87,666	93,902	95,809	99,528
16			88,100	94,836	96,761	100,516
17				95,305	97,240	101,517
18						102,018

Basic Salary Schedule

FY 2023

2% increase

	B	B+30	M	M+30	M+45	M+60
1	47,871		51,816	55,397	57,188	
2	50,232		54,084	57,834	59,576	
3	52,719		56,709	60,175	61,972	
4	55,204		59,337	62,927	64,710	
5	58,044		61,972	65,678	67,463	
6	60,764		64,834	68,297	70,262	
7	63,491		67,578	71,161	72,954	
8	66,200		70,209	73,917	75,713	
9	68,928		73,080	76,664	78,450	80,109
10	71,876		75,946	79,527	81,318	82,977
11	77,626		80,399	82,515	84,309	85,967
12	79,954		85,113	85,384	87,176	88,831
13	80,749		87,667	92,074	93,942	95,600
14	81,554	83,613	88,538	94,837	96,761	98,560
15	81,958	84,028	89,419	95,780	97,725	101,519
16			89,862	96,733	98,696	102,526
17				97,211	99,185	103,547
18						104,058

Basic Salary Schedule

FY 2024

2.5% increase

	B	B+30	M	M+30	M+45	M+60
1	49,068		53,111	56,782	58,618	
2	51,488		55,436	59,280	61,065	
3	54,037		58,127	61,679	63,521	
4	56,584		60,820	64,500	66,328	
5	59,495		63,521	67,320	69,150	
6	62,283		66,455	70,004	72,019	
7	65,078		69,267	72,940	74,778	
8	67,855		71,964	75,765	77,606	
9	70,651		74,907	78,581	80,411	82,112
10	73,673		77,845	81,515	83,351	85,051
11	79,567		82,409	84,578	86,417	88,116
12	81,953		87,241	87,519	89,355	91,052
13	82,768		89,859	94,376	96,291	97,990
14	83,593	85,703	90,751	97,208	99,180	101,024
15	84,007	86,129	91,654	98,175	100,168	104,057
16			92,109	99,151	101,163	105,089
17				99,641	101,665	106,136
18						106,659