

Negotiated Agreement

between the

Narragansett Regional School District

and the

Narragansett District Education
Association

July 1, 2013 – June 30, 2016
Unit A

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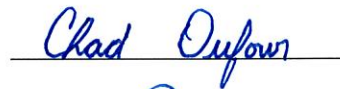
July 1, 2013 – June 30, 2016

For the Narragansett
Regional School District



Rae Ann Trifilo Co-Chairperson--Unit A
Chairperson

For the Narragansett
District Education Association





Co-Chairperson--Unit A

Date 9-17-14

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APPENDIX A SALARY SCHEDULES AND EXTRA CURRICULAR/ COACHING SALARIES

**ARTICLE I
RECOGNITION**

Throughout the contract all references to the Committee shall be referring to the School Committee, and all references to the Association shall be referring to the Narragansett District Education Association.

For the purpose of collective bargaining with respect to wages, hours, and other conditions of employment, the negotiation of collective bargaining agreements, and any questions arising there under, the Committee recognizes the Association as the exclusive bargaining agent and representative of all professional employees in Units A and B of the Association (as such employees are defined in Section 1 of Chapter 150E of the General Laws of Massachusetts) excepting, however, every such employee who on the effective date of the contract is, or thereafter shall be, designated by the Committee as a representative of it for the purpose of such bargaining. Unit A shall consist of all professional teaching employees including Nurses, and the Athletic Director of the Narragansett Regional School District. Unit B shall include the following professional employees of the District: Vice Principal, and Guidance Director . Any new administrative personnel who are eligible as defined in the Education Reform Act of 1993 will be members of Unit B.

**ARTICLE II
RIGHTS OF THE ASSOCIATION**

- A. There shall be no discrimination, interference, restraint or coercion by the School Committee or the Association or their respective agents against any professional employee because of their membership or non-membership in or participation in the lawful activities of the Association. Representation by the Association in the capacity of bargaining agent shall be available to all professional employees covered by this agreement.
- B. The Committee agrees that, in accordance with the provisions of Chapter 180, Section 17 (c) of the General Laws of Massachusetts, it will request the District Treasurer to deduct dues from the salaries of its teachers, who have voluntarily submitted a written authorization in the form set forth below. Dues will be deducted in ten (10) equal payments. The amount so deducted will be remitted in accordance with such authorization to the Association for disbursement.
- C. In accordance with the provisions of Chapter 149, Section 178b, of the General Laws, the Committee will request the District Treasurer to make payroll deductions for those teachers who so authorize to the financial institution named by the Association.
- D. No other agreement, understanding, consideration or interpretation which alters, varies, modifies or adds to any of the provisions of this agreement shall be made with any other

employee or group of employees by the employer or any of its agents or representatives, unless it has been agreed to in writing by the Association.

- E. The failure of management or the Association to insist, in any one or more situations, upon performance of any of the terms or provisions of this agreement, shall not be considered as a waiver or relinquishment of the right of management or the Association to future performance of any such terms or provisions, and the obligation of management or the Association to such future performance shall continue.
- F. To the extent that any provision of this agreement shall conflict with Massachusetts General Laws, Chapter 71, or any other statute including the Education Reform statute, the statute shall prevail. The Association reserves the right under Chapter 150E to impact bargain.

ARTICLE III GRIEVANCE PROCEDURE

- A. A grievance is a complaint by an employee or employees that there has been an alleged violation of any of the terms of this Agreement.
- B. The purpose of the procedure set forth hereinafter is to produce prompt and equitable solutions to grievances. The Committee and the Association desire that such procedure shall always be as informal and confidential as may be appropriate for the grievance involved at the procedural level involved, and nothing in this contract shall prevent any such employee from individually presenting any grievance of the employee.

Level One: The grievance shall be presented orally by the employee to his appropriate immediate supervisor within ten (10) calendar days, exclusive of weekends and holidays, of the alleged violation of contract. In the event the appropriate immediate supervisor is unavailable, the grievance shall be submitted to the next higher supervisor in the chain of command.

Level Two: If at the end of ten (10) calendar days, exclusive of weekends and holidays, the grievance shall not have been disposed of to the employee's satisfaction, the employee shall have ten (10) calendar days, exclusive of weekends and holidays, to file with the principal of the building the identical written statement of the grievance.

Level Three: If at the end of ten (10) calendar days, exclusive of weekends and holidays, the grievance shall not have been disposed of to the employee's satisfaction, the employee shall have ten (10) calendar days, exclusive of weekends and holidays, to file with the Superintendent the identical written statement of the grievance.

Level Four: If at the end of ten (10) calendar days, exclusive of weekends and holidays, the grievance shall not have been disposed of to the employee's satisfaction, the employee shall have ten (10) calendar days, exclusive of weekends and holidays, to file with the School Committee the identical statement of the grievance.

Level Five: If at the end of twenty-one (21) calendar days following presentation of the grievance in writing to the School Committee the grievance shall not have been disposed of to the satisfaction of the employee, the employee shall have twenty-one (21) days to present the grievance for arbitration in which event the School Committee and the Association shall forthwith submit the grievance to the American Arbitration Association or the Massachusetts Board of Conciliation and Arbitration, selection to be made by the grievant, for disposition. The Committee will act speedily within this twenty-one (21) day period calling special meeting(s) if necessary. The expenses of such arbitration shall be shared equally by the School Committee, the Narragansett District Education Association, and the award shall be final and binding upon the School Committee, the Narragansett District Education Association and the aggrieved employee.

- C. Any employee may at any time be represented by the President of the Association or his designee at any level of the grievance procedure. Substitute's salary for the president or his designee shall be shared equally by the Committee and the Association. Employees who choose to present a grievance shall not be permitted to submit the same grievance a second time. Upon authorization of the grievant, the Association shall be notified in writing by the School Committee of the grievance submitted to the grievance procedure and the disposition of such grievance.
- D. Any grievance which affects a group of employees may be submitted to the grievance procedure by the Association as a group grievance.
- E. The failure of the employee and the Association to abide by any of the time limitations of this grievance procedure shall be considered a withdrawal of the grievance. The failure of the School Committee and/or its agents to abide by any of the time limits of the grievance procedure shall be considered an automatic forfeit of the grievance and it shall be resolved in favor of the grievant.

**ARTICLE IV
TEACHER ASSIGNMENT**

- A. Schedules
 - 1. The administration shall provide all teachers, in writing, by July 1, their programs for the school year, grades and/or subject; approximate number of students and any special or unusual classes assigned to the teacher. The administration will make every effort to make the July 1 notification date.
 - 2. No secondary teacher will be involuntarily assigned more than five (5) academic classes per day.
- B. In order to assure that pupils are taught by teachers working within their areas of competence, teachers will not be required to teach outside the scope of their teaching certificates and/or their major or minor fields of study.
- C. All personnel who are required to use their own automobile in the performance of their assignment will receive a travel stipend of \$250.00.
 - 1. Authorized out-of-district travel by any employee and authorized travel in-district and beyond the established schedule by any employee shall be reimbursed at the rate equal to the Federal IRS rate for fuel reimbursement. Travel vouchers for said travel are to be turned in within two weeks of the expense being incurred and will be reimbursed monthly. Prior authorization by immediate supervisor is required for travel reimbursement.
- D. Teacher assignments will be made without regard to race, creed, color, religion, nationality, sex, or marital status.
- E. Teachers assigned to supervised study halls will announce their availability to assist or help the students with their work.
- F. It is of great importance for all school personnel to portray a positive professional image. All professional staff, regardless of gender, is expected to wear clothes that maintain a professional and appropriate appearance. Clothes are to be neat, clean, and in good repair. Clothing such as t-shirts, shorts, and blue jeans are not considered professional attire. Reasonable exceptions shall be made for, for example, spirit days, casual Fridays and age/subject appropriate attire.

ARTICLE V TRANSFERS

The Committee and the Association recognize that frequent transfers of teachers can be disruptive of the educational process. When transfers are deemed by the Administration to be necessary the personnel and professional concerns of the employee shall be taken into account. All transfers shall be made on the basis of demonstrated educational need. A list of all open positions in the District will be made available to all teachers requesting a transfer or being transferred.

A. VOLUNTARY TRANSFERS

1. A teacher may apply for a transfer to a specified or unspecified location of assignment at any time during the school year.
2. Teachers desiring a transfer will submit a written request to the Superintendent stating the specific assignment and location preferred (if any). Such requests will be acknowledged promptly in writing.
3. In filling all professional vacancies occurring within the professional staff of the school system, preference shall be given to teachers who have requested a voluntary transfer in accordance with this article. No new teachers will be assigned to such a vacancy until all requests for voluntary transfer have been considered. The Education Reform Act places the responsibility of the recommendation of staff on the building principal. The teacher requesting a transfer will be given consideration by the building principal. In case of an itinerant it will be the Superintendent of Schools.
4. Each transfer applicant, upon request, shall be notified in writing or via personal conference as to the status of his or her application on or before April 1. In the event the request is denied, the applicant has the right to request a personnel conference and be given the reasons for the denial. The reasons for denial will be in writing if so desired by the teacher.
5. Teachers transferring within the School District retain all benefits that they have accrued.

B. INVOLUNTARY TRANSFERS

1. No teacher shall be assigned to a position that is outside of his/her certification, competence, experience, major and/or minor field of study.
2. Notice of proposed involuntary transfers will be given to the teacher or teachers involved as soon as possible.
3. An involuntary transfer will be made only after a meeting between the teacher involved and the Superintendent, or his designee, at which time the teacher will be

notified of the reasons for the transfer. The reasons for the transfer will be presented verbally or in writing if so desired by the teacher.

4. A teacher being involuntarily transferred will be given one-half day with pay to visit the location he/she is being transferred to, if the transfer involves a building change.
5. No transfer shall be made in an arbitrary, unreasonable, punitive, or capricious manner. The controlling factor will be a reasonably demonstrated educational need and the ability of the teacher to meet that need.
6. Teachers transferring within the School District retain all benefits they have accrued.

ARTICLE VI VACANCIES AND PROMOTIONS

- A. For the purpose of this article a "promotional position" is defined as a position that is higher salaried than the teacher's basic salary schedule. A position is a promotional position if a person who is likely to fill the position could reasonably be expected to be paid more than he/she would be paid as a teacher with similar education and years of experience.
- B. The filling of promotional positions within the School System is the responsibility of the Superintendent or his designee.
- C. Whenever a vacancy occurs in either an established or newly created position, the President of the N.D.E.A. will be notified in writing within forty-eight (48) hours. It will also be adequately publicized in the following methods:
 1. During the school year, notices will be posted in all faculty rooms.
 2. When school is not in session, a notice will be sent to the home address of the Association President. Such notice will be sent as far in advance of the appointment as possible.
- D. All such notices shall set forth those specifications and qualifications and compensation for the position and the date by which applications shall be filed with the Superintendent.
- E. Advancement or promotions shall be based on the Superintendent's judgment as to what will best serve the interests of students in the School District. When all relevant factors in the hiring criteria are considered by the Superintendent to be equal, then the preference will be given to the professionals already employed by the District.
- F. Nothing in this agreement shall prevent the Superintendent from making interim appointments in the best interests of the educational needs of the School

System until positions can be filled with permanent appointments. Time spent in such acting appointments shall not be regarded as evidence of superior qualifications for the permanent openings.

- G. Nothing in this agreement shall be construed as waiving any rights of professional staff or members of the Association.

ARTICLE VII TEACHER EVALUATIONS

A. See "Educator Evaluation System"

B. Discipline

1. The Association recognizes the authority and responsibility of the administration or its designees for disciplining or reprimanding a teacher for delinquency of professional performance. If a teacher is to be disciplined or reprimanded by a member of the administration or the Superintendent, the teacher will be entitled to have a representative of the Association present.
2. No professional status teacher will be dismissed, disciplined, reprimanded, reduced in rank or compensation, not reappointed, or deprived of any professional advantage without just cause.
3. Teachers will have the right, upon request, to review and make copies of the contents of their personnel file. A teacher will be entitled to have a representative of the Association present during such review. If any material is found to be inaccurate to the satisfaction of the Superintendent, it shall be removed from the teacher's personnel file. No material derogatory to a teacher's conduct, service, character, or personality will be placed in his personnel file unless the teacher has had an opportunity to review such material. The teacher will acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the content thereof. The teacher will also have the right to submit a written answer to such material. Such response shall be reviewed and signed by the Superintendent and attached to the copy in the teachers' personnel file.
4. There shall be no other file kept for the purpose of evaluation beyond the aforementioned personnel file.
5. Written complaints regarding a teacher's professional performance made to any member of the administration by a parent, student, or other person will be called to the teacher's attention as soon as possible. No verbal complaint will become the source of discipline unless the teacher has been told about the complaint prior to the disciplinary action. The teacher will be told the source of the complaint and will be provided with a copy of any complaint made in writing.

ARTICLE VIII BENEFITS

A. INSURANCE

The NRSD shall pay 75% of the health insurance premiums of all plans offered. The Narragansett Regional School Committee and the NDEA acknowledge that the NRSD is a member of the Minuteman Nashoba Health Group (MNHG) for health insurance. The parties acknowledge that they are bound by the Participation Requirements of the Agreement between MNHG and its participants.

1. Other Insurance

The NRSD will continue to offer additional Life Insurance, Long Term Disability and Dental Insurance plans to members of the NDEA on a voluntary basis, for which the employee will be responsible for the entire premium.

The NRSD shall pay 75% of the premium of a \$10,000 life insurance policy for each NDEA member.

The NRSD Committee agrees that, prior to any change regarding health or other insurances, that they will convene the Insurance Advisory Committee required by the Massachusetts General Law, Chapter 32B.

B. SICK LEAVE

1. Each teacher will be entitled to fifteen (15) sick days each school year. Days in this section may be taken for personal illness or illness which requires bedside attention of the teacher for the teacher's (or teacher's spouse) immediate family or a member of the immediate household subject to FLMA leave. Any teacher resigning or granted a leave of absence shall have those sick days pro-rated at one (1) sick day per each twelve (12) days worked. Accumulation of sick days shall be unlimited for those hired before July 1, 2003. For those teachers hired after July 1, 2003, sick day accumulation will be limited to 181 days. Upon request, each teacher shall receive annual notice of accrued sick leave no later than April 15 of each school year.
2. If, on the basis of evidence, a pattern of abuse has been established and documented in writing, the Superintendent may request a physician's certificate to verify the necessity of sick leave use. Evidence may include statistical data regarding, or drawn from, the employee's attendance record.
3. All personnel working beyond the teachers' work year shall be entitled, in addition to sick leave in Section B of this article, to one (1) sick leave day for each four week period worked in the School System beyond said teacher work year. Unused sick leave credited to the teacher under this section shall be added to the teacher's accrued sick leave.

**ARTICLE IX
LEAVES OF ABSENCE WITH PAY**

- A. Each teacher will be entitled to the following leaves of absence with full pay each school year.
1. Three (3) days leave of absence for religious holidays which require absence during school hours, per Superintendents approval.
 2. A reasonable number of days shall be granted at the discretion of the Superintendent for the purpose of visiting other schools or attending meetings or conferences of an educational nature. A written request must be submitted subject to the approval of the Superintendent.
 3. In the event of death which requires the attention of the teacher the following shall apply:

Family members

Spouse/Significant Other**	4 days
Parent	4 days
Child.....	4 days
Stepchild.....	4 days
Brother/Sister	4 days
Stepparent.....	4 days
Stepbrother/Stepsister	4 days
Significant other **	4 days
Grandparent/Grandchild.....	3 days
Mother-in-law/Father-in-law.....	3 days
Brother-in-law/Sister-in-law	1 day*
Daughter-in-law/Son-in-law	1 day*
Aunt/Uncle	1 day*
First Cousin.....	1 day*
Any Member of the Family Residing in the Home	1 day*

*1 day leave will be utilized on day of service/burial.

** Significant other shall be defined as a person with whom an Employee has a significant relationship

*** The Supt. of Schools may approve extra days if travel, severe hardship, or other circumstances warrant them. Days in number greater than the above will come off the employee's accumulated sick time

4. Time necessary to receive any test required by a local, state, or federal government agency.
5. Appropriate military leave in accordance with existing state and federal regulations.
6. In each school year, the teacher may obtain up to three (3) full days

personal leave. One of these three (3) days may be used in ½ day increments. Notification of intent should be made in writing not less than two work days before the first day of leave, except in cases of emergency. The written request need not give reasons for such leave. Teachers applying for a personal leave on a day before or after a holiday or a vacation shall be required to declare in writing whether the primary reason for the request is:

- a) personal matters requiring the presence of the teacher, or
- b) extension of a holiday or a vacation.

If the reason is the latter, the following criteria will be followed:

- a) no more than one (1) day may be used to extend a holiday or vacation
- b) teachers will be approved using this option once every five years
- c) teacher request may not be more than one year in advance of the day

The Superintendent may accept or deny the request at his/her discretion based on the number of staff per building for any given day requested to extend a holiday or vacation. Unused personal days will be converted to cumulative sick days each year. The number of personal days per year may be extended at the discretion of the Superintendent.

The last two weeks of school a reason must be stated when requesting personal days.

7. At the option of the Association, the president of said Association or his designee shall be granted one (1) duty-free period per day in place of a study hall assignment for the purpose of assisting the School System and the Association in administering the provisions of this agreement.

B. SABBATICAL LEAVE

Upon recommendation by the Superintendent of Schools sabbatical leaves may be granted for an approved graduate study program or for fulfilling a contract to write a book in the member's field of specialty or in education, to a member of the professional staff by the Committee subject to the following conditions:

1. No more than one (1) of the professional staff will be absent on sabbatical leave at any one time.
2. Requests for sabbatical leave must be received by the Superintendent of Schools in writing in such form as may be required by the Superintendent of Schools no later than February 1, and action must be taken on all such requests no later than April 1, of the school year for which sabbatical leave is requested.
3. The teacher has completed at least seven (7) consecutive full years of service in the school system.

4. Teachers on sabbatical leave will be paid 50% of their regular salary rate for one full year.
5. Persons granted sabbatical leave will agree, in writing, to return to employment in the Narragansett Regional School District for two full years for a full year's leave, or one year for each semester's leave.
6. In default of completing the service agreement, the person will refund a sum of money equal to the total compensation received from the District. The Committee will waive this requirement in the event of the death or incapacitating illness of the person.
7. All sabbatical leaves must be:
 - a. At an accredited college or university
 - b. In the individual's field of instruction, educational specialty, or in an area which will be of direct benefit to the school system as determined by the Committee.
 - c. And by applicants who are enrolled in a graduate level program that cannot be fulfilled without sabbatical leave.

**ARTICLE X
LEAVES OF ABSENCE WITHOUT PAY**

- A. Military leave will be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States according to existing state and federal statutes.
- B. Maternity child rearing is subject to State Law and/or FLMA. Maternity/child rearing leave of up to one (1) year will be granted upon written request to the Superintendent. Thirty days' notice shall be given except in case of an emergency. The length of leave shall be specified in the written request.
- C. After four years continuous employment in the School System, a teacher may be granted a leave of absence for up to one year for health reasons. Requests for such leave must be supported by appropriate medical evidence.
- D. All benefits to which a teacher was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, will be restored to him/her, upon his/her return, and he/she will be assigned to the same position or one similar in nature which he/she held at the time said leave commenced.
- E. All requests for leave, extensions, or renewals of leaves will be made and responded to in writing.

**ARTICLE XI
DUTY FREE PERIODS**

- A. All professional personnel covered by this contract will have a thirty minute duty free lunch period.
- B. Senior class advisors may be given one duty free period per week during the four weeks immediately preceding graduation. The duty free period will not be an academic class and must be approved by the High School Administration.
- C. Elementary classroom teachers will have preparation periods during which they will not be assigned to any other duties. Each teacher will have no less than 45 consecutive minutes of prep time each day. During students' lunch time, those teachers not assigned lunch duty, may at the discretion of the principal or his or her designee, have this as release time. The teaching schedules of elementary school specialist teachers will be arranged between teachers and appropriate administrators so that the teaching load of all "special" teachers will be comparable and consistent with all other elementary classroom teachers. In determining comparability of teaching loads, consideration will be given to necessary preparation time for classroom work, work with individual students, special programs and other teaching responsibilities.

**ARTICLE XII
PROFESSIONAL DEVELOPMENT**

- A. All professional staff will meet training requirements as outlined in the Education Reform Act of 1993.
- B. All professional staff shall be eligible to receive reimbursement for one graduate course (or its CEU equivalent) every two years. This class must either be in their field of certification or approved by the Supt. of Schools. The cost of said course will be determined by the cost of a three-credit course at FSC and must be approved prior to December 1 of the preceding year. Nurses may accumulate CEU's for workshops not to exceed the dollar value of FSC course in a two-year period. The prior approval for CEU workshops may be waived at the discretion of the Superintendent of Schools.
- C. All faculty will effectively use an Electronic Grading System. Training for staff will be provided during a mutually agreeable time and necessary equipment will be provided within each school building, in an appropriate location.
- D. Teachers should be notified in writing or by email by an administrator at least 5 school days in advance of the scheduled training. This applies to full and partial day scheduled training.
 - 1. If you are scheduled for a training that only last part of the working day and you have

to teach classes the rest of the day, and you miss a prep period or duty free lunch due to the training, notify your principal in writing or by email of the missed prep period/lunch at least 3 school days prior to the training in order to get a compensatory prep period or lunch.

2. The school administration will provide a compensatory prep period no later than 3 school days following the training. If you are missing a 30-minute duty free lunch, the administration will reschedule your duty free lunch for the same day as the training and provide coverage for your class, if necessary.
3. The notification provision for section D1 and the provision for D2 will be in effect for all other lost lunch periods and/or prep periods. Loss of periods could be for, but not limited to, the following examples: required attendance at 504, IEP, team leader, curriculum meetings and the like.

ARTICLE XIII AGENCY FEE BILL

In accordance with Section 12. Chapter 12, Chapter 150E of the Laws of Massachusetts, the Committee shall provide the provision for payroll deduction on an equal basis for a proportion of the fee of the cost of membership in the NDEA, MTA, NEA for those professional staff who do not belong to the Associations yet received the benefits thereof. Such fee shall be proportionally commensurate with the cost of collective bargaining and contract administration as determined mutually by the NDEA and the School Committee.

ARTICLE XIV TEACHER PROTECTION

- A. Professional staff shall be required to report any case of assault on teachers in connection with their employment, first to the Building Principal. The Building Principal will notify the Superintendent of Schools. The Superintendent shall then acknowledge receipt of such report and shall report this information to the NRSD School Committee.
- B. For the duration of any absence or disability arising out of or from such an assault, employees shall suffer no loss in wages or other benefits set forth in this agreement.

ARTICLE XV TEXTBOOKS

- A. The Committee guarantees that it will provide sufficient textbooks to insure that each pupil in a classroom has textbooks for his own use.
- B. The Committee guarantees that prior to a change in a textbook, the administration will consult with the Association regarding the proposed change. If either party so desires, a

committee representing the Association and administration will be formed to consult on the proposed change. Similarly, the Association may, if it desires to initiate consultation over a change in textbook or the selection of a new textbook, notify the administration of its desire. The administration will acknowledge receipt of said request within five days thereafter. The administration and the Association will then form a committee to consult on the proposed change.

**ARTICLE XVI
COVERAGE FOR ABSENTEE TEACHERS**

Coverage of an absentee teacher's class or classes is voluntary. Teachers will be paid a total of \$25.00 per academic class period taught according to a lesson plan. This includes only those classes covered during teacher's prep period.

**ARTICLE XVII
CAREER STEP**

The Committee, upon recommendation of the Superintendent of Schools, shall provide a career step in accordance with the Career Step Schedule.

The recommendation of the Superintendent must be given in order for a staff member to be eligible.

Each case will be reviewed yearly by the Superintendent of Schools and the Committee. This shall not be a permanent step on the salary schedule.

**ARTICLE XVIII
TEACHER DAY**

- A. The School Committee and the Association recognize the need for transporting students to and from school in a safe and timely manner. To that end the parties agree that the Superintendent of Schools shall be authorized to adjust the starting and end times of the school day by up to 10 minutes for each school. This start time and end time could change from year to year; and if so, the NDEA will be given proper advance notice no later than July 1. Every effort will be made by the administration to meet the July 1 notification. The time adjustment shall not increase the length of the school day.
1. High School
 - a. Teachers shall be required to be in school 15 minutes prior to the commencement of school and 7 minutes after dismissal of students for three days of the week. On the other two days per week, teachers shall remain in their rooms for help sessions or will be available to talk to students. If no students arrive within fifteen (15) minutes after dismissal, the teacher has permission to leave the building. In the event students arrive for help or discussion with a teacher, they will be kept the full duration of period H.

- b. The length of the school day shall not exceed the present six (6) hours and thirty-six (36) minutes from commencement to dismissal.
- c. Both parties agree to define secondary as grades 9-12. This requires no change in the current collective bargaining agreement or working conditions.

	Teacher Day	Student Day
NRHS	7:05-2:03 three days/wk	7:20-1:56
	7:05-2:30 two days/wk	

2. Middle School

- a. In the Middle School, teachers shall be required to be in school 15 minutes prior to the commencement of school and 7 minutes after dismissal of students for three days of the week. On the other two days of the week, the teachers shall remain in their rooms for help sessions or will be available to talk to students. If no student arrives within 15 minutes after dismissal, the teacher may leave the building. In the event students arrive for help or discussion with a teacher, they will be kept for 34 minutes after the close of school.

The length of the school day will be 6 hours and 25 minutes (not including the above provision).

- b. All Middle School teachers will be required to attend two (2) evening meetings per school year (two for conferences, one for Open House). Dates of said meetings will be specified, at least one month prior.
- c. The Middle School Principal will designate that each team will have a common planning period of no less than 45 minutes at least once to three times per cycle times per week. All efforts will be made to ensure as much planning time as possible. The Principal will designate the content and context of that time.
- d. Teachers at the Middle School will be given a 30-minute duty free lunch period per day and a preparation period equal to a teaching block each day which shall be uninterrupted and duty free.

	Teacher Day	Student Day
NRMS	8:00-2:47two-three days/wk	8:15-2:40
	8:00-3:14 2 HC Days/wk +34 min	

3. Elementary School

- a. The working day of teachers will begin fifteen (15) minutes before the opening

of school and will end fifteen (15) minutes after the closing of school with the exception of kindergarten teachers teaching the morning session and whose school day ends fifteen (15) minutes after dismissal of their students.

b. Exceptions may be granted at the principal's discretion. On Fridays and days immediately preceding holidays, the time requirement following dismissal shall not apply.

c. The amount of time that students are required to be in attendance will not be altered from current practice. The amount of time teachers are required to be in school remains the same also.

	Teacher Day	Student Day
Elementary Schools	8:35-3:30	8:50-3:15
Templeton Center, because of bus routing, will have a student day from		
8:55-3:20.		

d. Elementary teachers shall be allowed 14 calendar days from the time marks close until the day report cards are sent home to complete the report card. This will take place in the first three marking periods only.

B. Faculty meetings:

Faculty meetings at the high school and middle school shall begin no later than ten minutes after student dismissal. Faculty meetings at the elementary school may occur in the morning before school, if mutually agreeable by the parties, as has been the practice, or after school as stated above. There may be two faculty meetings monthly, one not to exceed 30 minutes in length and the other not to exceed 60 minutes in length. A week's notice shall be given in advance of any meeting except in the case of an unforeseeable emergency.

C. Department Head Meetings shall begin no later than ten (10) minutes after student dismissal and shall not exceed one (1) hour in length. A week's notice shall be given in advance of any meeting except in case of an unforeseeable emergency.

D. All teachers will be required to attend two (2) evening meetings per school year. Dates of said meetings are to be specified by October 1 or the first school day thereafter of the school year. The high school staff covered under Unit A will be required to attend Fall Open House and the High School Graduation as their two evening commitments.

E. The school year will consist of 182.5 days beginning in the 2014 -2015 school year. One half day, for teacher orientation, will be the day previous to the opening of school. The two full days shall be designated as professional development days.

F. No change(s) in the working conditions of the teachers including class teaching and coverage time will be done without negotiations.

G. No change(s) will be made to the length of the teacher's day or year without reopening negotiations which will be limited to:

1. the proposed change(s) to the teacher's day or year
2. adjustment to salaries for the proposed change(s).
3. every effort will be made to shorten recess and passing time rather than extend the student day.

H. High School Teachers

Teachers at the High School will prepare for 5 academic periods, one non-academic class, and will be granted one preparation period equal to a teaching block during each day. The school day will total 396 minutes. The usual duties will also be performed daily by the teacher staff. There will be a 30-minute duty free lunch period per day for teachers.

I. Elementary Teachers

The teaching day of the elementary teacher will consist of 385 minutes per day of which no less than 45 consecutive minutes will be prep time. The teacher will assume the same duties before, during and after the 385 minutes that have always existed at the elementary schools. Teachers at the Elementary Schools will be given a 30-minute duty-free lunch period per day.

J. Guidance Counselors

Guidance counselors will be required to work the same school day as teachers with the same "after school" time commitment. Guidance counselors will also be required to work two days after the end of the school year and two extra days before the start of school in August. They will receive per diem pay for these four days.

K. Preschool/Kindergarten Schedules

If changes to the current preschool or kindergarten schedules need to be made for the following school year, every effort will be made to have those changes mutually agreed to by the administration and the classroom teacher. These changes must be in writing by July 1 and the administration will make every effort to accommodate the July 1 date.

**ARTICLE XIX
SALARY POLICY**

- A. The effective date of this policy shall be the opening day of the 2013-2014 school year, ending on August 25, 2016.
- B. Annual increments as scheduled will be granted each year (effective the opening day of the school year) to all teachers who have rendered satisfactory services; such decision to be made by the Committee upon the recommendation of the Superintendent.
- C. Evidence of course or courses taken must be furnished to the Superintendent for approval in order to maintain proper record keeping for both teacher and Superintendent. Committee work equivalent to a three-credit course shall be credited toward the lateral step. Said committee work must be given prior Committee approval.
- D. The Committee and the Superintendent will determine salaries of all special personnel such as principals and supervisors. Periodic review of those salaries by the Superintendent and Committee will be made to insure fair remuneration for work done. All teachers are expected to accept a share of supervisory and extra-curricular tasks without extra compensation.
- E. Additional Course Credits
 - 1. Teachers having earned thirty (30) graduate credits beyond the Bachelor's must have fifteen (15) credits in their teaching specialty in order to qualify for Bachelor's plus 30. All credits must be earned at an accredited institution.
 - 2. Any graduate work beyond the Bachelor's degree shall be in the specific field of the teacher or in a subject area beneficial to the district and approved by the Superintendent. The Superintendent's approval will not be unreasonably withheld.
 - 3. Each teacher who takes courses, including professional development offerings that are equivalent to college credit as substantiated by the institution offering the program, and district courses earning credit, approved by the Superintendent of Schools and is not in a Masters degree program but is taking courses beyond Bachelors plus 30 shall be awarded a one time payment of Five Hundred Dollars (\$500) upon completion of Bachelors plus 45. This must be applied for by February of the contract year.
- F. Salary Adjustment
 - 1. Any approved course credits which allow a teacher an adjustment on the salary schedule will be made in February of the contract year provided that notice has been made to the Superintendent by December 1 of the previous year.
 - 2. All other adjustments for course credit will be made on the effective date of the new contract providing the Superintendent has been notified of a column

change by December 1 of the previous year.

3. Teachers shall be paid every two weeks. Teachers will receive summer payment (July-August) in one lump sum in June.
4. Only approved courses taken after the Masters Degree is earned may count toward M+15, M+30, etc.

**ARTICLE XX
GENERAL SALARY SCHEDULE**

SEE APPENDIX A

**ARTICLE XXI
PROFESSIONAL PERFORMANCE STANDARDS**

See Educator Evaluation System – Model Rubrics

**ARTICLE XXII
KINDERGARTEN TEACHERS**

Kindergarten teachers teaching only one session shall be paid at the rate of 4/7 of the General Salary Schedule.

**ARTICLE XXIII
EXTRA-CURRICULAR POSITIONS**

SEE APPENDIX A

**ARTICLE XXIV
SUPERVISORY PERSONNEL**

A. Department Heads Grades 9 through 12 will be paid:

2009-2010 \$1,572
2010-2011 \$1,603
2011-2012 \$1,643
Plus Ninety-nine Dollars (\$99) per teacher.

Department Heads will assume the responsibility of serving on the NEASC Follow-Up Committee. The Department Head stipends will be adjusted commensurately and \$6000 will be equally divided among the committee (\$600. per department head).

NEASC Co-Chair – See extra-curricular stipends

B. Fine Arts Director K-12 will be paid:

2009-2010 \$2,942
2010-2011 \$3,001
2011-2012 \$3,076

C. Athletic Director 7-12 will be paid:

2009-2010 \$9,170
2010-2011 \$9,353
2011-2012 \$9,587

D. All Department Heads will teach 5 (five) periods per day.

E. The Athletic Director will be granted 2 (two) periods for athletic duties and 1 (one) preparation period per day.

F. The Elementary Head Teacher stipend will be:

2009-2010 \$1,963
2010-2011 \$2,003
2011-2012 \$2,053

In the absence of the Head Teacher, the employee covering said position will be compensated on a per diem basis.

G. Teacher in Charge will be paid 10 days at per diem and \$35 per each school day.

In the absence of this supervisor, the employee covering said position will be compensated at \$35 per day.

H. Teachers who volunteer to participate in District Accreditation and/or Evaluation will receive release time or \$25 per hour for such work.

I. Title 1 Director

2009-2010	\$8,693
2010-2011	\$8,867
2011-2012	\$9,089

J. Mentors

2009-2010	\$1,159
2010-2011	\$1,183
2011-2012	\$1,212

K. Each Team Leader at the Middle School will receive a stipend of \$125 per person on the team to include the grade level special education teachers but not to exceed \$600.).

L. Middle School Curriculum Leaders

2009-2010	\$464
2010-2011	\$473
2011-2012	\$485

**ARTICLE XXV
REDUCTION IN STAFF**

- A. In the event it becomes necessary to reduce the number of professional employees in the bargaining unit as defined in the recognition clause, a professional status staff member shall not be dismissed if there is a nonprofessional status staff member employed whose position the professional status individual is certified and qualified to fill.

If reduction of staff results in dismissal of professional status staff, evaluate performance, seniority, educational preparation and certification shall determine the dismissal of professional staff. If the above criteria are equal, the academic needs of the system will be considered.

- B. Seniority means a professional staff member's length of continuous uninterrupted service commencing with the first day of employment and not hiring, in terms of years, months and days as a contracted teacher on a paid basis in the Narragansett Regional School District.

Any leave of absence as defined in Article X, Section A, B, according to MGL, Chapter 149, 150C & D, shall be construed to be non-active service and will not be included in determining the total length of service and seniority will mean the total number of years, months and days before said leave and after resuming active employment.

- C. If so requested in writing to the District Treasurer, employees dismissed under this article may continue group health and life insurance coverage as provided by the Committee to members of the bargaining unit for a period of two (2) years following dismissal by reimbursing the District for full premium costs. Failure to forward premium payments to the District Treasurer will terminate this option.
- D. Professional status employees dismissed under this article shall have priority of recall, for a period of one (1) year, in their field of certification; and upon being rehired shall receive all benefits previously held by the employee prior to their dismissal by signing the waiver* to that effect.
- E. A professional status employee having been dismissed and having priority recall after signing the waiver will forfeit recall rights if the employee refuses to accept a recall notification of employment.

**NARRAGANSETT REGIONAL SCHOOL DISTRICT
WAIVER**

In consideration of treating my dismissal as a layoff and an involuntary leave of absence without pay, I hereby waive any present rights I may have under MGL, Chapter 71 and 42 and release the Narragansett Regional School District Committee from complying with said statute.

Date

Employee's signature

**ARTICLE XXVI
NARRAGANSETT REGIONAL SCHOOL NURSE**

Full time nurses will work 185 days. . Full time nurses shall work the same day as teachers, with the same after school commitment. Part time nurses will be paid on a pro-rated basis according to the school nurse salary schedule.

- A. Certification
 - 1. Nurses who are certified will be placed on the salary schedule of teachers.
 - 2. The non-certified salary schedule will receive the same percentage as the teachers' salary schedule.
- B. Career step is provided as the teachers' agreement as long as certification has been achieved.
- C. A covering NRSD nurse will be reimbursed according to the following guidelines when covering an absent nurse:
 - 1. If a staff nurse covers any school in addition to her regularly scheduled school(s), she will receive \$12.00 an hour while covering an absent nurse. This will be in addition to her regular pay.
 - 2. Nurses who work part-time or are paid on an hourly basis shall be compensated at their regular hourly rate for any additional hours worked while covering an absent nurse. This will be in addition to the coverage pay of \$12.00 per hour.
 - 3. Staff nurses who cover an additional school will be reimbursed for the regularly scheduled hours of that building nurse.
 - 4. If more than one nurse is absent and no substitutes can be found, and an NRSD school nurse is asked to cover multiple schools, she is entitled to review the coverage issue with the building principal if she feel the situation endangers the safety of the students to due inadequate nurse coverage. If a satisfactory solution cannot be reached between the principal and the nurse, then the nurse is entitled to an appeal with the superintendent concerning the liability of the coverage situation.

- D. Every effort will be made by the school principal or assistant principal to find a substitute nurse before asking a staff nurse to cover for an absent nurse. The Superintendent will advertise for nurse substitutes in the same manner as for the teaching staff.
- E. Nurse leader with stipend of \$1500 per year.

**ARTICLE XXVII
SICK LEAVE BANK**

The Committee and the Association have established a sick leave bank for the use of members covered under the bargaining unit who wish to participate.

A. Membership

1. Any actively employed member of the bargaining unit covered by this agreement may be eligible for membership in the Sick Leave Bank.
2. Membership in the bank shall be voluntary and each member shall make an initial contribution of two (2) days and a contribution of one (1) day thereafter. These days are non-returnable.
3. The number of unused days in the bank shall be a minimum of 100 days and will be capped at five hundred (500) days. Any days over 500 will be held in escrow until needed. If the days fall below 100, the Sick Leave Bank Committee may require an additional contribution from members who wish to continue their membership.
4. Unused sick days at the end of each year shall remain in the bank and accumulate from year to year.
5. The enrollment period shall be limited to the month of September. Personnel wishing to become members must make the request in writing. The Sick Leave Bank Committee may grant exceptions to those employed after September.
6. After completing one full year, all new teachers may join the sick bank by September 15 of their second school year. This will be a one time enrollment opportunity.
7. Excluding first-year teachers, any staff member not presently a member of the sick bank will have a one time enrollment period up to September 15, 2000.
8. To initially join, a new sick bank member must follow the same sick bank allotment of days; new members must follow the same pattern of giving the same number of sick days.

B. Sick Bank Committee

1. The bank shall be administered by a committee formed of: the Superintendent, two representatives from the Committee, and two representatives from the Association. Each group shall be responsible for choosing its representatives plus one neutral person agreed upon by all parties involved.
2. One member of the Sick Leave Bank Committee shall be elected by the members of said committee to serve as chairman and preside over bank meetings.
3. The Sick Leave Bank Committee shall establish a form for application to the bank.
4. Approval of an applicant's request will be by majority vote of the Committee.

C. Benefits

1. To be eligible, the applicant must be a member of the Sick Leave Bank and have exhausted their own accumulated sick leave days. They must have been incapacitated for fifteen (15) consecutive school days and require additional leave to make full recovery from an illness.
2. Applications by the incapacitated or his/her representative may be made prior to exhaustion of personal sick leave. Adequate medical certification must be provided. The School Committee may require an applicant to have a physical examination by an independent physician at the School Committee's expense.
3. Applications must be made to the Chairman of the Bank. This must be accompanied by a statement from the attending physician stating the projected time of recovery beyond the member's own accrued sick leave.
4. No more than fifteen (15) days may be granted at one time. Request for additional days must be accompanied by a new application.
5. The Sick Leave Bank Committee may use its own discretion to make exception with regards to benefits.

**ARTICLE XXVIII
RETIREMENT COMPENSATION**

- A. Any teacher retiring/resigning and participating in the State Retirement System with twenty (20) years of employment as a member of the bargaining unit in the Narragansett Regional School District will receive 17% of the maximum of his/her salary category or \$45 per unused sick day cumulative, if he/she has given the Committee written notice of his/her intention to retire/resign by December 1 for a retirement after the next July 1. If a person elects to use the 17%, they would lose \$45 for every sick day over the amount earned that year unless the Superintendent at his/her discretion waives the deduction in cases of catastrophic circumstances.

- B. All retirement/resignation compensation above require notification by December 1 for a retirement after the next July 1. This notification is for budgetary purposes. If for any reason of health, or some other unforeseen circumstance, such notice may be waived by the Committee.

**ARTICLE XXIX
NARRAGANSETT REGIONAL SCHOOL DISTRICT
ALCOHOL AND DRUG POLICY**

The Narragansett Regional School District has a strong commitment to its employees to provide a safe work place and to establish programs promoting high standards of employee health. Consistent with the spirit and intent of this commitment, the Narragansett Regional School District has established this policy regarding drug and alcohol use or abuse. Quite simply, our goal will continue to be one of establishing and maintaining a work environment that is free from the effects of alcohol and drug use.

Employees of the Narragansett Regional School District are visible and active members of the communities where they live and work. They are inescapably identified with the District and are expected to represent it in a responsible and creditable fashion. Our employees reflect credit upon themselves and the District which they represent.

While the Narragansett Regional School District has no intention of intruding into the private lives of its employees, the District does expect employees to report for work in condition to perform their duties. The following is the Narragansett Regional School District's Policy.

- 1. The illegal use, sale, or possession of narcotics, drugs, or controlled substances while on the job or on District property is an offense warranting discharge. Any illegal substance will be turned over to the appropriate law enforcement agency and due process will be followed.

- 2. Employees who are under the influence of alcohol, either on the job or when reporting to work, or who possess or consume alcohol during work hours, have the potential for interfering with their own as well as their co-workers safe and efficient job performance. Any of the above stated circumstances may be cause for action up to and including termination of employment.

3. Some of the drugs which are illegal under federal, state, or local laws include, among others marijuana, heroin, hashish, cocaine, hallucinogens, depressants, and stimulants.

**ARTICLE XXX
MIDDLE SCHOOL**

- A. Middle School Teams:
 1. Middle School Teams will be formed utilizing in-service training and courses provided by the District to build and define teams and their roles.
 2. The teams will develop one common teaching unit. The length of said unit shall be a minimum of three weeks. In-service training, courses, and/or visitation to resource areas provided by the District may be used to build and design the process of interdisciplinary instruction.
 3. The teams will introduce the interdisciplinary unit with no formal evaluation.
- B. The teams will apply a variety of teaching strategies to help meet the needs of MCAS Testing.
- C. Special Education Staff will be assigned either part time or full time to each team to meet state mandated requirements of inclusion in the regular classroom.
- D. In the Middle School there will be a reasonable amount of students assigned to each team. All attempts will be made to have 100 students per team as a maximum for a four-person team.
- E. Each Middle School team will consist of the necessary core teachers (math, English, science, and social studies) plus exploratory teachers to complete a student's schedule.
- F. Each Team Leader will receive a stipend of \$125 per person on the team to include the grade level special education teachers but not to exceed \$600.).
- G. Intramural sports shall be:

Soccer (2 coaches).	Basketball (2 coaches).
Volleyball (2 coaches)	Street hockey (2 coaches)
Softball (2 coaches)	

For stipend amount see Appendix A

Sports will meet 8 weeks @ 2 times per week or 4 weeks @ 4 times per week--to be determined.

Rules for Negotiation

1. Schedule of meetings established until negotiations are finished.
2. Meeting held in conference room in Superintendent's building.
3. Punctuality in beginning meetings.
4. Quorum at each meeting; majority of negotiating subcommittee of the Committee, majority of members of Association negotiating team.
5. Each committee chairman will brief absent members on material from previous meeting prior to the beginning of the new meeting.
6. The subcommittee of the Committee will appoint a permanent chairman from its membership. In absence of the chairman, the subcommittee of the Committee will appoint a vice-chairman to serve as chairman.
7. Parliamentary procedure used to conduct meeting.
8. Party wishing to caucus must leave the room.
9. Final contract signed by both parties.
10. Establish ground rules for negotiation at first meeting which will be carried from year to year unless re-negotiated.
11. Meeting will begin at 7:00 and end at 9:30. If added time is necessary, a vote will be taken to extend the time.
12. Additions or changes to this agreement may be made by a majority vote of each group.
13. Every effort will be made to conduct meetings within twenty-one (21) days of the previous meeting.
14. No public release will be made unilaterally.

HS ExtraCurricular Activities

Position	Currently 2014-2015
HS Dramatic Director	800
Dram Club	625
Senior Play Director	1,143
Band Director	2,142
Art Director	1,608
Tournament Play Director	355
Class Dir Tournament Plays (4)	342
SH Student Council (2)	891
Freshmen Class Adv (2)	856
Sophomore Class Adv (2)	856
Junior Class Adv (2)	1,143
Senior Class Adv (2)	1,428
SHS Treasurer	2,055
Year Book (2)	1,371
School Newspaper (TGN)	800
School Magazine	800
Var Letterman (2)	742
National Honor Society (2)	285
Alpha Theta	285
V academic Excellence	171
Explorer Club (2)	142
District Web Site	1,782
International Club (2)	300
Tech Prep (2)	1,818
School Work/Career	1,818
NEASC Co-Chairs (2)	3,495
Creative Writing Club	342
Art Club	342
SADD (2)	171
Common Ground (2)	342
Dance Team (2)	228
History Club	457

Peer Medication (2)	342
Smoking Cessation	285
Percussion Instruction	685
Color Guard Instructor	342
Director of Dinner Theater	1,143
MHSDG Drama Festival	571
NRHS TV8	1,861

MS ExtraCurricular Activities

MS Memory Book (2)	571
MS Dramatic Director	685
Computer Club	457
MS Student Council (2)	571
NMSTV	914
Peer Mediation (2)	628
School to Work	1748
MS Team Leaders	600
MS Curriculum Leaders	485

Extra Curricular Coaching Salaries

	Step 1	Step 2	Step 3
Head Baseball	2,468	2,978	3,373
Junior Varsity Baseball	2,040	2,435	2,830
Middle School Baseball	1,805	2,200	2595
Head Basketball	3,471	3,864	4,623
Junior Varsity Basketball	2,384	2,780	3,169
Frosh Basketball	1,805	2,200	2,595
Middle School Basketball	1.805	2,200	2,595
Head Field Hockey	2,467	2,978	3,373
Assistant Field Hockey	1,659	2,102	2,502
Middle School Field Hockey	1,424	1,869	2,265
Head Football	5,206	5,623	5,994
Assistant Football	2,825	3,217	3,607
Middle School Football	1,709	2,086	2,458
Middle Sch Assistant Football	1,028	1,543	2,055
Head Softball	2,468	2,978	3,373
Assistant Softball	2,040	2,435	2,830
Middle School Softball	1,805	2,200	2.595
Cross Country	2,240	2,636	3,027
Spring Track	2,223	2,611	3,002
spring Track Assistant	1,371	1,513	1,662
Winter Track	1,805	2,200	2,595
Winter Track Assistant	1,143	1,370	1,599
Head Cheerleading	1,614	2,200	2,595
Assistant Cheerleading	1,659	1,839	1,996
Middle School Cheerleading	1,424	1,605	1,762
Head Soccer	2,240	2,636	3,027
Assistant Soccer	1,687	2,140	2,547
Middle School Soccer	1,453	1,904	2,311
Head Golf	2,223	2,612	3,002
Assistant Golf	1,634	1,779	1,930
Middle School golf	1,399	1,545	1,694

NARRAGANSETT REGIONAL
SCHOOL DISTRICT

FY14	0%						
	B	B+15	B+30	M	M+15	M+30	CAGS
1	35806	37710	38666	39605	41989	44359	44907
2	39073	41032	42011	42994	45438	47879	48429
3	40636	42588	43567	44547	46996	49437	49982
4	42179	44134	45119	46098	48548	50985	51535
5	44162	46139	47124	48115	50579	53047	53601
6	45728	47701	48689	49676	52149	54617	55163
7	47518	49499	50484	51477	53939	56403	56951
8	49779	51776	52773	53774	56265	58765	59310
9	51601	53586	54583	55578	58075	60564	61112
10	55955	58054	59094	60146	62755	65377	65922
11	57785	59879	60919	61977	64586	67204	67749
12	59615	61707	62749	63799	66411	69032	69577
13	62664	64797	65860	66932	69596	72267	72824
FY15	0.5%						
	B	B+15	B+30	M	M+15	M+30	CAGS
1	35985	37899	38859	39803	42199	44581	45132
2	39268	41237	42221	43209	45665	48118	48671
3	40839	42801	43785	44770	47231	49684	50232
4	42390	44355	45345	46328	48791	51240	51793
5	44383	46370	47360	48356	50832	53312	53869
6	45957	47940	48932	49924	52410	54890	55439
7	47756	49746	50736	51734	54209	56685	57236
8	50028	52035	53037	54043	56546	59059	59607
9	51859	53854	54856	55856	58365	60867	61418
10	56235	58344	59389	60447	63069	65704	66252
11	58074	60178	61224	62287	64909	67540	68088
12	59913	62016	63063	64118	66743	69377	69925
13	62977	65121	66189	67267	69944	72628	73188
FY16	1%						
	B	B+15	B+30	M	M+15	M+30	M+45/CAGS
1	36345	38278	39248	40201	42621	45027	45583
2	39661	41650	42643	43641	46122	48600	49158
3	41248	43229	44223	45217	47703	50181	50734
4	42814	44798	45798	46792	49279	51752	52311
5	44827	46833	47833	48839	51340	53845	54408
6	46416	48419	49422	50424	52934	55439	55993
7	48233	50244	51244	52252	54751	57252	57808
8	50528	52555	53567	54583	57112	59649	60203
9	52378	54392	55404	56414	58949	61475	62032
10	56797	58928	59983	61051	63699	66361	66914
11	58655	60780	61836	62910	65558	68215	68769
12	60512	62636	63693	64759	67410	70071	70624
13	63607	65772	66851	67939	70643	73355	73920

