

Monadnock Regional School District & SAU #93
Joint Meeting of the School Board and Budget Committee Agenda
December 3, 2024

In-Person MRMHS Library 7:00 pm

ZOOM

Meeting ID: 841 2331 3370

Passcode: 699940

Phone: +1 646 931 3860

The public is encouraged to attend MRSD Board meetings.

Comments are welcome during the 'Public Comments' portions of the agenda.

“We collaborate not just to teach, but also to engage and educate every student in our district in an environment that is challenging, caring, and safe, while fostering lifelong learning.”

1. CALL THE MEETING TO ORDER 7:00
 - a. Budget Committee Roll Call
 - b. School Board Roll Call
2. PUBLIC COMMENTS (15 minutes)
3. MATTERS FOR JOINT MEETING INFORMATION & DISCUSSION
 - a. Building Project Update
 - b. MDEA Contract Overview
 - c. Budget Presentation
 - d. Warrant Articles Under Construction
 - e. January Budget Hearing Date (Jan. 9th or Jan. 16th)
 - f. December Budget Committee Meeting
4. MATTERS THAT REQUIRE BOARD ACTION
 - a. Approve the Consent Agenda
 - i. November 19, 2024 Minutes
 - ii. Manifest
5. PUBLIC COMMENTS (15 minutes)
6. NON-PUBLIC SESSIONS under RSA 91-A:3. II
 - a. Additional non-public sessions, TBD as required
7. ADJOURNMENT

**Indicates an item requiring action. The order of the agenda is subject to change.*

SINGLE DISTRICT SCHOOL ADMINISTRATIVE UNITS

RSA 94-C:3 – Single District School Administrative Units; Exemption. Single district school administrative units shall be considered the same as a single school district and shall be exempt from meeting the requirements of this chapter, except that they shall provide superintendent services pursuant to RSA 194-C:4

NONPUBLIC SESSIONS

RSA 91-A:3– II. Only the following matters shall be considered or acted upon in nonpublic session:

- (a) **The dismissal, promotion, or compensation of any public employee** or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.
- (b) The **hiring** of any person as a public employee.
- (c) Matters which, if discussed in public, would likely adversely affect the **reputation** of any person, other than a member of the public body itself, unless such person requests an open meeting.
- (d) Consideration of the **acquisition, sale, or lease of real or personal property** which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.
- (e) **Consideration or negotiation of pending claims or litigation** which has been threatened in writing or filed by or against the public body or any subdivision thereof, or by or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled.
- (i) Consideration of matters relating to the **preparation for and the carrying out of emergency functions**, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.
- (j) **Consideration of confidential, commercial, or financial information** that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A.
- (k) Consideration by a school board of entering into a **student or pupil tuition contract** authorized by RSA 194 or RSA 195-A,
- (l) **Consideration of legal advice provided by legal counsel**, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.

CALENDAR OF UPCOMING MRSD MEETINGS:

12/3/2024	Joint Board & Budget Meeting	7:00 pm	MRMHS Library
12/10/2024	Policy Committee	7:00 pm	SAU Conference Room
12/11/2024	Finance & Facilities Committee	6:30 pm	SAU Conference Room
12/17/2024	MRSD/SAU 93 School Board	7:00 pm	MRMHS Library

Meetings will be in person for all Board & Committee Members. The public is encouraged & welcome to attend either in person or through Zoom. Public comments are welcome in person during the ‘Public Comments’ portions of the agenda.

**** Please note: All Committee Meeting dates, times, and locations are posted in the SAU 93 Reception Lobby, on the MRSD website calendar, and in the schools and towns of MRSD. In the event of a snow day, the school board meeting will be planned for the following school day.****

Monadnock Regional School District / MDEA 2024 Negotiations

Summary of Tentative Agreements

Total Cost

Year 1	\$ 667,768	5.97 % % increase
Year 2	\$ 465,375	3.93 % % increase
Year 3	\$ 461,213	3.75 % % increase

Wages and Insurance Benefits

Wages

- Step Scale Employees
 - In the first year, entry level in the BA lane was increased by \$2,500 to increase competitiveness. All other lanes were increased by \$1,900. Each new step after entry level was increased to ensure a uniform \$700 between steps.
 - In the second year and third year, all steps are increased by \$1,900 in all lanes.
- "Career Rate" Employees
 - Employees who move to off scale to a "career" rate will receive the same increases as those on the Legacy scale, except employees moving from the pay scale to the career rate will for the first time will receive a \$4000 salary increase (rather than \$2700) in the first year. This higher increase has very limited actual impact and is targeted to maintain pay equity given the increase to the scale.
- Off Step Employees
 - To avoid confusing during hiring process, move closed "off" step onto a separate "Legacy schedule" contained in a separate MOU. Employees on the Legacy schedule will receive a salary increase of \$2,700 in the first year, \$2,100 in the second year, and \$2,100 in the third year.
 - Note: It is a mutual goal of the Union and District to sunset the use of the term "Career" rate for employees whose pay exceeds the scale and the term "off step" for employees on the closed legacy step, because these terms have created confusion in hiring experienced staff.
- Maintains stipend for teachers employed as of June 30, 2023 who are assigned to teach six classes
- Improves market competitiveness for nurses by establishing additional salary stipends for school nurses
- Clarifies that the District may set the hiring pay for new employees with significant experience at the same level as current District employees with equivalent experience

Health Insurance

- Modify health insurance options as a result of the discontinuation of the driver plan in the same manner utilized with the Specialists Union. Effectively cost neutral.
- Eliminate language regarding obsolete "Cadillac" tax for health insurance

Monadnock Regional School District / MDEA 2024 Negotiations

Summary of Tentative Agreements

Language Changes

Substantive Changes to Language

- 3 year contract term
- Article 5: Clarifies procedure and establishes timelines relative to the annual performance evaluation; outlines purposes of a performance improvement plan.
- 6.2: Establishes that the Union may request to meet and confer with the Superintendent regarding the use of certain non-instructional workdays
- 6.4: Provides that employees will not be penalized for raising certain concerns with their supervisors
- 6.7: Increases maximum reimbursement for professional development from \$750 to \$1,000 per employee, clarifies process for repayment by employees who leave the District before completing professional development funded by the District
- 6.8: Increases the total tuition assistance allocation from \$55,000 to \$60,000. Increases total college loan reimbursement allocation from \$25,000 to \$35,000 and increases the per employee distribution, if not all funds use used, from \$2,500 to \$5,000.
- 6:10: Incorporates current practice for posting of vacancies and reduces the number of days a vacancy must be posted internally
- 6.11: Clarifies minimum amount of time for prep periods, maintains current \$40 stipend for teachers who cover a class during their prep period, and provides same pay for teachers who cover a duty during their prep period.
- 6:13 Incorporates current minimum lunch period
- 7.12: Increases overnight stipend for employees who supervise students at overnight curriculum-based programs and establish \$200.00 stipend for organizing employee.
- 7.15: Incorporates current stipend for peer mentors
- 7:16: Incorporation, and minor expansion of, stipend for lead elementary teachers
- 10.5: Provides certainty to the grievance process through binding arbitration
- Article 11: Paid Leave
 - Broad reorganization that consolidates “sick” leave and “personal” leave for a total of 16 days (same as previous amount from prior separate banks) into a new category of “paid leave” with clear advanced notice process
 - Updates language related to pregnancy, child-rearing leave, and lactation accommodations
 - Allows leave bank review board to waive the waiting period of use of bank days
- 14.2 Updates anti-discrimination language to include sexual orientation
- 14.9 Creates goal for District to keep Union informed of updates related to changes in state or federal law

Clarifying Changes to Language

- 1.1: Modify language to reflect titles of employees in the bargaining unit, does not change membership

Monadnock Regional School District / MDEA 2024 Negotiations

Summary of Tentative Agreements

- 6.2: Removes outdated language while maintaining current hourly rate for work outside the contract year
- Address a variety of non-substantive scrivener's errors throughout.

AGREEMENT

between the

MONADNOCK DISTRICT

EDUCATION ASSOCIATION and the

MONADNOCK REGIONAL

SCHOOL DISTRICT

~~20222025-20252028~~

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AGREEMENT

~~2022~~2025-
2025~~2028~~

This agreement entered into this day of July 1, ~~2022~~2025, by and between the Monadnock Regional School District Board, hereinafter called the "Board," and the Monadnock District Education Association, affiliated with the New Hampshire Education Association and the National Education Association, hereinafter called the "Association." Except as otherwise provided herein, the parties agree to negotiate subject to the provisions of RSA 273-A.

DEFINITIONS

SCHOOL: The term "School," as used in this Agreement, means any work location or functional division maintained by the Board where instruction or supervision as assigned by the District, as required by the State, is offered to the children enrolled in the Monadnock Regional School District.

TEACHER: The term "Teacher," as used in this Agreement, means a person employed by the Board as defined in Article 1, Section 1, of this Agreement and does not include nurses.

EMPLOYEE: When used in this Agreement, the term "Employee" shall include both teachers and nurses.

NURSE: A nurse is defined as a Registered Nurse or a Licensed Practical Nurse licensed by the State of New Hampshire Board of Nursing.

FACULTY REPRESENTATIVE: The term "Faculty Representative," as used in this Agreement, means the Association Representative.

PERSON: The term "Person," as used in this Agreement, means a person employed by the Board as defined in Article 1, Section 1, of this Agreement.

PELRB: The term "PELRB," as used in this Agreement, means the New Hampshire Public Employee Labor Relations Board.

CONDITIONAL EMPLOYEE: A newly hired or re-employed person who has not yet successfully complied with the provisions of RSA 189:13-a (2008). The district may extend a conditional offer of employment to a selected applicant, with a final offer of employment subject to a successfully completed records check including a criminal history records check.

If a selected applicant is extended a final offer of employment, the individual shall be entitled to membership in the collective bargaining unit subject to the requirements of RSA 273-A and shall immediately be covered by the terms and conditions of the collective bargaining agreement.

If the district receives an unsuccessful criminal history records report for a selected applicant, the SAU within 24 hours of receipt of such report, excluding Saturday, Sunday or a holiday, dismisses the selected applicant.

ARTICLE I RECOGNITION

1.1 For purposes of collective negotiations, the Board recognizes the Association as the exclusive representative of all members of the MDEA bargaining unit as certified by the PELRB, including all teachers, high school division leaders/department heads, ~~all classroom teachers, certified librarians, library~~ media specialists, teachers of specials/unified arts ~~(music, art, P.E., guidance), guidance~~ school counselors, special education teachers, technology integrationists, reading specialists, interventionists, lead teachers, social workers, school assigned counselors, out of district case manager/court liaisons, wellness interventionists, and nurses. The bargaining unit does not include teaching principals, administrative employees, or supervisory employees, as defined in RSA 273-A8, 11.

ARTICLE II
SCOPE OF AGREEMENT

2.1 The parties understand that the Board and the Superintendent may not lawfully delegate powers, discretions and authorizations which by law are vested exclusively in them, and this Agreement shall not be construed so as to limit or impair their exclusive statutory powers, discretion and authorities. Agreements reached pursuant to Article III hereof shall not constitute a waiver of and shall not be construed in derogation of such powers, discretions and authorities.

ARTICLE III NEGOTIATION PROCEDURE

3.1 On or before June 15th, of the prior year in which this agreement is to expire either party may initiate negotiations in accordance with RSA 273-A. The parties shall meet not later than July 15th at which time the Association will present its proposals. Thereafter, the parties agree to hold a minimum of four (4) formal bargaining sessions prior to October 1st and shall thereafter continue to meet in accordance with RSA 273-A.

3.2 The Negotiating Committee of the Board and the Negotiating Committee of the Association shall have authority to reach a complete agreement, subject to ratification by the Board and the qualified voting members of the Association covered by this Agreement.

3.3 Any agreement reached shall be reduced to writing and signed by the Board and the Association. Any agreement reached which requires the expenditure of additional public funds for its implementation shall not be binding on the Board, unless and until the necessary appropriations have been made by the Annual School District Meeting. The Board shall make a good faith effort to secure the funds necessary to implement said agreements.

3.4 If, after discussion of all negotiable matters, the parties fail to reach agreement, either party may declare impasse. In the event of impasse, the rules and procedures for "Resolution of Disputes" as outlined under RSA 273-A:12 shall be followed.

3.5 The cost for the services of the mediator and/or factfinder including per diem expenses, if any, will be shared equally by the Board and the Association. In the event the parties cannot agree on a neutral party for fact-finding, the New Hampshire Public Employee Labor Relations Board shall appoint the neutral party.

3.6 Determinations and/or recommendations under the provision of Section 3.4 of this Article III will not be binding on the parties.

3.7 If the monies to fund the economic provisions are not appropriated as provided in this Article III, Section 3.3 and/or if either party rejects the recommendations set forth in this Article III, Section 3.6, then the parties shall do the following:

A. The appropriate party shall notify the other party of its intent to renegotiate the provisions of this Agreement, and:

B. If either negotiating team rejects the neutral party's recommendations, the neutral party's findings and recommendations shall be submitted to the full membership of the employee organization and to the Board of the public employer, which shall vote to accept or reject so much of the neutral party's recommendations as is otherwise permitted by law.

C. If either the full membership of the employee organization or the public employer rejects the neutral party's recommendations, the neutral party's findings and recommendations shall be submitted to the legislative body of the public employer, which shall vote to accept or reject so much of the neutral party's recommendations as otherwise is permitted by law.

D. If the impasse is not resolved, following the action of the legislative body, negotiations shall be reopened. Mediation may be requested by either party and may involve the Board of the public employer if the mediator so chooses.

3.8 The parties may, by mutual agreement, pass over mediation and go directly to fact-finding.

3.8.1 Neither party in any negotiations shall interfere with the selection of the negotiating or bargaining representatives of the other party.

3.8.2 The parties may, by mutual agreement, consider language changes to the agreement in the off years of the contract on non-money issues and are limited to two items per year.

ARTICLE IV ASSOCIATION RIGHTS

4.1 The Association will have the right to use school buildings at reasonable times, without cost, for meetings. Request for the use of buildings will be made to the Principal in advance.

4.2 The Association, upon request, will be scheduled on the agenda at faculty meetings as determined by the Principal to present brief reports and announcements. Upon request, the Association will be included on the new teacher orientation agenda.

4.3 The Association will have the right to post notices on its activities and matters of employee concern in teachers' workrooms and shall continue to have the use of the employee mail box system and e-mail system.

4.4 Upon notification by an employee in writing by means of a mutually agreeable form provided by the Association, the Board will continue its present practice of deducting professional association dues and forwarding such deduction to the Association treasurer. The Board shall be held harmless from any and all claims in connection therewith.

4.5 The Association may, with permission from the Building Principal, use school equipment normally used by employees for Association activities. However, expendable material will be at the expense of the Association and shall in no event exceed the actual costs to the District as determined by the Superintendent.

4.6 Rights granted to the Association under this Article IV shall not, in the judgment of the Board, be disruptive or injurious to the Monadnock education system, its students, the faculty, or administration, nor in violation of any of the provisions of this Agreement. In making judgments under this section, the Board shall not be arbitrary or capricious.

4.7 During the term of this Agreement, the rights and privileges set forth in this Article shall not be granted to any other bargaining agent.

4.8 Request under the provisions of this Article shall mean permission and shall be made to the Building Principal, or the Building Principal's designee.

4.9 Employees shall suffer no loss of pay in the conduct of negotiations which occur during normal working hours or in the filing or processing of grievances under the Agreement.

4.10 Administrative leave shall be granted to teachers for the purpose of attending the New Hampshire Education Association Delegate Assembly Convention. This shall be limited to no more than four (4) employees on one day per school year and no more than one (1) teacher from any small elementary school. A small school is defined as any elementary school having ten (10) or fewer teachers.

4.11 The Association shall be provided with a total of four (4) paid professional leave days per year to conduct Association business.

4.12 Members of the bargaining unit will be permitted to submit reports to committees of the Board during public comment regarding safety, security, and student discipline issues, so long as those reports do not compromise the employee's confidentiality obligations.

ARTICLE V EMPLOYEE EVALUATION

5.1 The parties recognize the importance and value of a procedure for assisting and evaluating the progress and success of both newly employed and experienced employees for the purpose of improving their performance.

5.2 The observation of the work performance of an employee will be conducted openly.

5.3 The parties recognize and agree that, subject to the provision of this Article V, employee evaluation is a supervisory function.

5.4 Employees will be formally evaluated once per year (“Annual Performance Review”) by their building principal or Superintendent's designee. Evaluation of employee performance is continuous and cumulative and shall only reflect criteria that is relevant to the employee's position. The Annual Performance Review may include reference to informal observations. The Annual Performance Review shall include all written reviews of formal observations conducted during the school year and the self-reflection required by all employees.

5.4.1 Formal Observation Reports: Following all formal observations but prior to the observation report, the supervisor and employee shall meet to discuss the details of the observation. Such a meeting will be within a reasonable time following the observation. The employee shall receive a draft written summary of the observation at least one day prior to the post conference meeting. Normally, such a meeting will occur within ten (10) school days following the observation. Following such meeting, the employee will be given a copy of the written observation report prepared by the evaluator.

5.4.2 Self-Reflection: No later than March 1st, all employees will receive a link to fill out a self-reflection in Frontline, or a similar tool, that is required to be completed by March 15th for non-continuing contract employees and by April 15th for continuing contract employees.

5.4.3 Annual Performance Review Meeting: ~~Summative evaluations: p~~ Prior to finalizing ~~the summative evaluation,~~ the ~~supervisor-evaluator~~ and employee shall meet to discuss the evaluation. ~~Summative evaluations shall only reflect criteria that is relevant to the employee's position. Following such meeting, the employee will be given a copy of the final summative evaluation prepared by the evaluator. Before copies are forwarded to the Superintendent and placed in the personnel file, the employee shall have the right to append a rebuttal. The forms will then be signed by the employee and forwarded to the Superintendent/SAU.~~ If the employee is dissatisfied with the evaluation, he or she may request additional conference time. After conferencing with the employee, ~~summative evaluation~~ Annual Performance Review scores and comments may be adjusted to reflect the employee's feedback. ~~Such signature shall indicate only that the summative evaluation has been read by the employee and in no way indicates agreement with the contents thereof.~~

5.4.4 Final Annual Performance Review: Except to the extent additional conference time is granted per Article 5.4.3, all continuing contract employees will receive a final written Annual Performance Review no later than May 31st; all others shall receive theirs no later than April 15th. The

administrator and employee will sign a statement that the employee has received the Final Annual Performance Review. Such signature does not indicate that the employee agrees with the content of the Final Annual Performance Review. Employees will be given 72 hours to review the summative evaluation Final Annual Performance Review prior to signing the form. The employee shall have the right to append a rebuttal for inclusion in the employee's personnel file.

~~5.55.1 The parties recognize and agree that, subject to the provision of this Article V, employee evaluation is a supervisory function.~~

5.5 The goal setting process for employees will take place from May 1st to September 30th. If goals are not determined as part of the Annual Performance Review meeting in the spring, employees will be required to meet with their supervisor in the fall to set annual goals.

5.6 An employee with performance or conduct deficiencies, including but not limited to such deficiencies identified in the Annual Performance Review, may be placed on a performance improvement plan ("PIP"). The purpose of a PIP is to make clear the areas of deficiencies and the specific goals that must be attained to remedy those deficiencies. A PIP is not itself a form of discipline; however, failure to achieve the goals established in the PIP may serve as a basis for disciplinary action pursuant to Article XIV.

5.65.7 Each new employee in the Monadnock school system shall be made aware of the school district's evaluation plan and the criteria, goals, and objectives associated with it. The Association shall have the right to contribute input and to meet and confer; but in any event, the Board shall make the final determination with respect to any plan. The Board will apply the same plan throughout the district.

5.75.8 Each employee shall be entitled to access the employee's personnel file during regular office hours upon notice to the Superintendent or the Superintendent's designee except in an emergency situation, in which event the information will be made available as soon as is reasonably possible.

5.85.9 The employee shall have the right to make appropriate response to any material contained in the employee's personnel file and such response shall be made a part of the said personnel file. Reproductions of such material may be made by hand or copying machine, if available.

~~5.95.10 Employees will be formally evaluated once per year by their building principal or Superintendent's designee. Revisions to the evaluation and/or observation tool shall be made only after the Superintendent meets and confers with the Association.~~

~~5.105.11~~ Only substantiated complaints against an employee, as determined by the Superintendent or designee, shall be included in an employee's personnel file or reflected in an employee's performance evaluation. No record of a complaint against an employee shall be included in the employee's personnel file or reflected in an employee's performance evaluation unless the employee has been notified of the complaint.

ARTICLE VI EMPLOYMENT

6.1 The Board agrees to hire only those teachers who are certifiable by the New Hampshire State Department of Education for every regular teaching assignment, except this provision shall not apply in the instance where, in the opinion of the Superintendent, availability of personnel is critical and appropriate waiver is granted. Before posting any new position, the Superintendent will notify the Association of its intent to create a new position, and, upon request by the Association, the Superintendent will meet and confer with the Association regarding whether the new position should be included in the bargaining unit. Nurses must hold a State of New Hampshire Nursing License.

6.2 For purposes of this Agreement, the period of service shall not be more than one hundred and eighty-eight (188) days, between the first day of work for employees and June thirtieth (30th), except those employees new to the system shall, in addition to the one hundred eighty-eight (188) days set forth herein, be required to attend one (1) Orientation Day set forth by the Superintendent of Schools. Nurses work 185 days, with the high school nurse working 200 days for employees hired prior to July 1, 2022 and 190 days for employees hired after July 1, 2022. For high school nurses hired after July 1, 2022, the Board may assign up to 200 work days, with additional days paid at the employee's per diem rate as set forth in Article 7.3. Except as otherwise set forth in Article 7.3 and 7.14, if the SAU authorizes the assignment of work related to the employee's assignment outside the contracted work year, and the employee agrees to perform work outside the contract year, the employee will be paid for such work at a rate of ~~\$30 per hour in 2022-2023, \$35 per hour in 2023-2024, and \$40 per hour in 2024-2025.~~

A. Instructional days are dedicated to student instruction. (up to 181 days). In the event the Board changes the number of instructional days to a number above the current 176 instructional days, the Board expressly acknowledges its obligation to engage in impact bargaining related to that change.

B. Non-Instructional Work Days

- 2 Classroom Days: One day classroom preparation prior to first student school day and one day after students' last day
- 2 Parent Teacher Conference Days
- 2 Teacher/Nurse-Directed Curriculum Days
 - o At least two (2) weeks in advance of a scheduled Teacher/Nurse Directed Curriculum Day, each teacher/nurse or team of teachers/ nurses shall submit to their building principal a plan for the upcoming scheduled day for approval. In the absence of a timely submitted and approved plan, the building principal shall direct the scheduled curriculum day for any teachers without a timely submitted and approved plan.
- 1 Principal-Directed Curriculum Day
- Use of remaining days will be determined by the ~~District~~District Superintendent or their designee, who, upon request of the Association president or designee by September 15, will meet and confer as to the content of any day except the District's Opening Day.

There will be flexibility allowed in the scheduling of the hours for the parent conferences based on a mutually acceptable schedule worked out by both teachers and administrators in all schools for the

two parent conference days. The Board retains the authority to determine the schedule in the event that the administrators and teachers are unable to agree.

C. Scheduled dates for all non-instructional days will be provided to the Association prior to the start of school.

D. Orientation Day (1) for all New Hires.

6.3 The Association and its members recognize that each employee has a professional responsibility to provide the best possible opportunity to each and every student. The Association agrees that an employee's day is not necessarily coterminous with that of the pupil.

6.4 Employees are expected to carry out their professional duties which shall include faculty meetings, conferences with parents or students, extra help to students, open house, or conferences with administration as required. Such meetings will be of reasonable frequency and duration. Teachers shall be provided with five (5) days' notice in advance of scheduled Special Education meetings, except in exigent circumstances. Nurses shall be entitled to meet as a district-wide group for professional discussions at least five (5) times per year, during the work day, as scheduled by their direct supervisors. These meetings may be scheduled during any non-instructional work day, within the work days scheduled per Article 6.2. Nurses shall not be assigned duties that interfere with the performance of their primary professional healthcare responsibilities. Employees who are concerned about their workload, schedule, safety, wellbeing, or the sustainability of assignments beyond the instructional work day shall be entitled to discuss these concerns with their building principal or direct supervisor without penalty. Requests for support or employee concerns regarding workload, schedule, safety, wellbeing, or the sustainability of assignments beyond the instructional work day shall not be reflected negatively in an employee's performance evaluation and shall not be considered grounds for punitive personnel action.

6.5 Except for unusual circumstances, employees will be notified in writing of their assignments for the ensuing academic year before their signed annual contract is due back to the SAU office. If an employee's assignment is changed involuntarily after the employee has signed and returned their annual contract, the employee may either resign without prejudice or shall be paid the hourly rate identified in Article 6.2 for up to sixteen (16) hours of time spent preparing for the employee's new assignment.

6.6 The Board shall provide the Association with a draft of the school calendar for the upcoming school year on or by January fifteenth (15th) of the preceding year. The Association agrees to submit to the Board, for its consideration, suggestions for the school calendar on or before February fifteenth (15th) of the preceding year. The Association will also be given an opportunity to provide input and meet and confer in instances where the school calendar may require or undergo modification during the school year. The Board shall have the right to establish the school calendar and to make appropriate changes at any time, and such action by the Board shall not be subject to the grievance procedures of this Agreement.

6.7 For any employee seeking staff development funds after July 1, ~~2018~~2025, the Board agrees to ~~reimburse fund employees~~ up to \$~~1,000~~750 per employee for expenses incurred in meeting District Staff Development requirements as per the employee's individual professional development plan. The Superintendent or the Superintendent's identified designee shall approve or disapprove requests for

such expenses.

Requests for approval, including requests for payment directly to the vendor, shall be made at least ten (10) business days before the event for which reimbursement/payment is sought; and, the Superintendent or the Superintendent's identified designee shall approve or disapprove such requests within five (5) business days of the submission of a written request. Unless a development program is enrolled in and/or attended over the summer months, employees shall submit requests for reimbursement/payment within 30 days of enrolling in the event for which reimbursement/payment is sought. For development programs enrolled in and/or attended over the summer months, employees shall submit requests for reimbursement/payment within the first 30 days of the subsequent school year. The District shall provide employees with reimbursement within 30 business days of the submission of expenses. If the District requires an employee to attend a staff development program, the District shall not use the employee's staff development money (provided for in this section) to cover the cost of the program and shall pay the program vendor directly.

The District may request proof of attendance and/or completion of the development program for which an employee has submitted expenses for reimbursement/payment. Such proof shall be provided by the employee within 30 days of completing and/or attending the development program. If timely proof of attendance and/or completion is not provided, the employee agrees to repay the District the reimbursement/payment amount received by the employee within fifteen (15) business days. In the event that the employee fails to repay the amount within fifteen (15) business days, the amount paid may be deducted in equal installments from the employee's remaining paychecks and the employee shall sign any authorization necessary to implement the deduction.

6.8 (A) Tuition Assistance

(i) For any employee seeking tuition assistance after July 1, ~~2018~~2025, the Board will provide a total of ~~\$55,000~~60,000 for each year of this contract for the purpose of tuition assistance. Employees may submit requests for tuition assistance for graduate or undergraduate courses that will benefit the District and that relate to the employee's individual professional development plan. Employees shall submit requests for reimbursement within 30 days of enrollment and the District shall provide employees with reimbursement within 30 business days of the reimbursement submission. These funds are distributed on a first come first served basis.

(ii) Payment for each course shall be made to the employee at the time of enrollment. The employee shall be required to earn a grade of B or better or pass in a pass/fail course. In the event the employee does not earn a "B" or "pass," or fails to submit proof of completion within 30 business days of the end of the term, the amount of tuition paid at the time of enrollment may be deducted in equal installments from the employee's remaining paychecks and the employee shall sign any authorization necessary to implement the deduction. The funds will be returned to the pool set forth in Section (i) above for distribution within the same fiscal year to other employees who have submitted requests. No employee shall receive payment for college courses beyond eight (8) credits per year before June 1st. If there are remaining funds after June 1st, employees may then apply for reimbursement for additional credits. The deadline for such applications will be June 15th. The District will distribute the remaining funds by June 30th equally between the applicants, provided that no distribution will exceed an employee's actual expense.

(iii) Reimbursement shall be made on a first come first served basis. All funds not expended during the year shall not be carried over into the next year. The maximum amount

received in tuition reimbursement per credit shall not exceed the cost per graduate credit at the University of New Hampshire.

(B) It is agreed that the Board will provide up to ~~\$25,000~~\$35,000 each year of this agreement for the purpose of college loan reimbursement for the degree to perform bargaining unit work, to any member of the bargaining unit placed on the first five steps (steps 0-4) of the salary schedule. No employee shall receive an initial reimbursement in excess of \$1,000 annually. If there are any remaining funds, the funds will be distributed equally between the applicants, provided that no distribution per employee will exceed ~~\$2,500~~\$5,000. At the completion of the year of service, payment shall be made directly to the financial institution holding the employee's loan. Application for reimbursement and documentation of the loan balance must be submitted by December 1st of that year for payment in June.

(C) The Board shall reimburse members of the bargaining unit for recertification fees (including fingerprinting costs) and licensing fees charged by the State of New Hampshire. Reimbursement shall be paid upon receipt of the recertification or relicensing. The Board shall pay for the cost of criminal background checks.

6.9 Placement on the Master's Track for salary purposes shall require the approval of the Superintendent. To become eligible under Section 6.9 the accredited degree program must be related to education as a profession including but not limited to degree programs in the field(s) of certification(s), administration, and guidance within the school district. To avoid misunderstandings under this section, employees are encouraged to submit their proposed program when they begin said program. In making judgments under this section, the Superintendent shall not be arbitrary or capricious. In order to ensure timely placement, notification for possible placement on the Master's Track shall be given to the District by November First (1) of the year preceding track movement.

6.10 As soon as the Board and/or its designee determines vacancies, notices will be posted on the official bulletin board and via District-wide email group (e.g., everyone@mrsd.org) in each school as soon as the administration is aware of such vacancies. Vacancies shall include any newly created position in the district. Such notice shall remain posted for ~~ten (10)~~five (5) consecutive days, excluding Saturdays and Sundays. Such notice shall contain the date of posting, job title, and the name of the person to which the application is to be submitted. After July first (1st), notices will be posted in the School Administrative Unit Office. A copy of all vacancies shall be forwarded to the Association as soon as the administration is aware of such vacancies. The Association shall be responsible for notifying the administration where to send said notices.

- A. An employee who desires a change in grade and/or subject assignment or who desires a transfer to a different school will submit a written request to the building principal no later than June 1st or within 15 days of receiving notice of their assignment. The written request will state the grade and/or subject the employee is requesting and/or the school to which the employee is requesting to be transferred. If the employee's request is denied, the employee shall be entitled to meet with the Superintendent to discuss the request. If the Superintendent denies the employee's request, the employee may resign without prejudice.

- B Employees shall be notified as soon as known of any changes in grade and/or subject assignment or involuntary transfer to a different school. If the employee objects to the reassignment or transfer, they shall be entitled to meet with the Superintendent to discuss their objections. If the Superintendent does not resolve the matter to the employee's satisfaction, the employee may resign without prejudice or the employee shall be paid the hourly rate identified in Article 6.2 for up to sixteen (16) hours of time spent preparing for the employee's new assignment or packing and moving classroom materials.

6.11 Preparation

(A) The District shall provide one (1) preparation period equal to one class period per day for middle and high school teachers. In the event that a teacher agrees to cover a class or a duty for an absent teacher during his or her their preparation period, s/he they shall be compensated at a flat rate of: \$30 per class in 2022-2023, \$35 per class in 2023-2024, and \$40 per class in 2024-2025. Preparation time is intended for general classroom planning; however, both parties acting in a professional manner recognize that occasional exceptions may occur.

(B) The District shall provide at least six (6) blocks of at least forty-five (45) continuous minutes during a six (6) day cycle for preparation time to elementary school teachers when teachers of specials/unified arts (art, music, physical education, library and guidance) are teaching classes; except for purposes of carryover lessons. In the event that teachers of specials are absent and no substitute is available, elementary school teachers will be paid a flat rate for each class covered during their preparation period at flat rate of \$30 per class in 2022-2023, \$35 per class in 2023-2024, and \$40 per class in 2024-2025. In the event that a teacher agrees to cover a class or duty for an absent teacher during their preparation period, they shall be compensated at a flat rate of \$40 per class period. Preparation time is intended for general classroom planning; however, both parties acting in a professional manner recognize that occasional exceptions may occur.

(C) The District shall provide teachers of specials/unified arts with one (1) hour of preparation time during each school day. The amount of preparation shall not be less than forty-five (45) non-continuous minutes per day, which will include at least thirty (30) continuous minutes per week to teachers of specials (art, music, physical education, library, and guidance).

(D) Nurses may elect to designate up to one hour of their daily schedules to complete file maintenance, recordkeeping, and other job-related tasks, with the understanding that nurses will remain available during this time.

6.12 The District will strive to provide support necessary to help employees meet the needs of all students, including children with disabilities. Upon request, the building principal and/or the Director of Student Services shall meet with employees to discuss requests for support.

6.13 All employees shall be entitled to a minimum 25 minute duty-free lunch period each day.

ARTICLE VII RATES OF PAY

7.1 The Compensation Plan and its application are set forth in Appendix A attached hereto. The salary of employees covered by this Agreement shall be pro-rated at the employee's appropriate salary step for the number of designated days of employment between the first day of work for employees in any year and June thirtieth (30th) of any such year, except those employees new to the system shall work one hundred and eighty-nine (189) days, as provided in Article VI, Section 6.2 D of this agreement.

7.2 Employees will be paid on the first district payday that they work. All employees will have an opportunity prior to June 30th to select in writing the 26 pay period with 22 paychecks (balloon option) or 22 pay period option for the school year. All new employees hired on or after July 1, 2012, shall be required to have all of their pay directly deposited to bank accounts of their choice.

7.3 Nurses will be placed on the pay salary schedule based on their education level and years of experience. Nurses who do not have at least a Bachelor's degree but who have an RN license and a school nurse certification will be paid on the appropriate step in the BA lane, including the Legacy schedule, if eligible. Additionally, all nurses will be paid a non-cumulative salary enhancement of \$3,000 per year. Nurses who are assigned in their annual contract as the School Nurse for a school with a student population of more than 200 students will be paid an additional non-cumulative salary enhancement equal to 5%, and nurse(s) assigned as the "District Nurse" in their annual contract will be paid an additional non-cumulative salary enhancement to 2.5%. ~~Off Step. Nurses who do not have at least a Bachelor's degree, and who do not have an RN license and a school nurse certification, will be paid eighty-seven (87%) of the appropriate step in the BA lane.~~

7.3.1 The high school nurse's extra days will be calculated by dividing the base pay by 185.

7.3.7.4 The Salary Schedule, for purposes of this Agreement, is set forth in Appendix A attached hereto.

7.3-17.4.1 ~~Effective July 1, 2018~~2025, all employees classified as "Off" step as of June 30, 2025 shall be placed on the Legacy salary schedule as set forth in the [date] Memorandum of Understanding and incorporated into his Agreement by reference. ~~no employee shall be eligible to move from the Salary Schedule onto the "Off" step identified in Appendix A for any salary lane. Only employees on the "Off" step as of June 30, 2018 shall continue to receive the "Off" step salary identified in Appendix A for their applicable lane.~~

7.3-27.4.2 ~~Effective the first paycheck of the 2025-2026~~a new school year, any employee who is not placed on the Legacy salary schedule, and whose experience exceeds the maximum step in their salary lane, shall receive a salary increase of \$2,700, except for employees with one year of experience in excess of the top step in their salary lane. ~~Effective the first paycheck of 2025-2026, employees with one year of experience in excess of the top step in their salary lane shall receive a salary increase of \$4,000. Effective the first paycheck of the 2026-2027 school year, any employee who is not placed on the Legacy salary schedule, and whose experience exceeds the maximum step in their salary lane, shall receive a salary increase of \$2,100. Effective the~~

first paycheck of the 2027-2028 school year, any employee who is not placed on the Legacy salary schedule, and whose experience exceeds the maximum step in their salary lane, shall receive a salary increase of \$2,100. but for the closure of the "Off" step as set forth in Paragraph 7.4.1, would have moved onto the "Off" step shall be designated as a "Career Rate" employee. Effective the first paycheck of each year of this agreement "Career Rate" employees shall receive a \$1,500 salary increase if they are in the BA lane, \$1,600 salary increase if they are in the BA+15 lane, a \$1,700 salary increase if they are in the MA lane, \$1,800 salary increase if they are in the MA+15 lane, or a \$1,900 salary increase if they are in the MA+30 lane.

7.47.5 Newly hired employees without experience, hired during the term of this Agreement, will be placed by the Superintendent at Step 0 in the appropriate salary lane as set forth in Appendix A.

7.57.6 Newly hired employees with experience, hired during the term of this Agreement, will be placed by the Superintendent at the same step as current employees with the same experience. Newly hired employees with experience that exceeds the maximum step in their salary lane may be paid a salary equal to, but not greater than, a current employee with equivalent experience in the same salary lane.

7.67.7 Steps on the salary schedule equals years of experience.

7.77.8 For proper placement on the salary schedule, employees will submit credits for approval to the Superintendent by November 1. Only credits in the field of education (subject matter, guidance, education, administration) and nursing are applicable. For movement past the Masters lane, both graduate and undergraduate credits are applicable if the courses relate to the employee's professional practice or goal and are approved by the Superintendent or designee.

7.7.17.8.1 Effective the first paycheck of the school year following an employee's approval to move lanes, an employee on the Salary Schedule (i.e., an employee on BA Step 0-12; BA15 Step 0-13; MA Step 0-14; MA15 Step 0-14; or MA30 Step 0-15) shall move from his or her current lane to his or her new lane and shall be placed on the step consistent with his or her years of experience.

7.7.27.8.2 Effective the first paycheck of the school year following an employee's approval to move lanes, an employee on the Legacy salary schedule "Off" step, as of June 30, 2018, shall move from the Legacy "Off" step of his or her current lane to the Legacy "Off" step of his or her new lane.

7.7.37.8.3 Effective the first paycheck of the school year following an employee's approval to move lanes, an "Career Rate" employee whose experience exceeds the maximum step in their salary lane shall receive a one-time increase to his or her/their base salary for each lane change equal to the differential between the base salary in the employee's previous lane to the base salary in the employee's new lane (e.g., an employee moving from the BA lane to the MA lane for the 20253-20264 contract year would receive a \$5,7005,400 increase). The employee's additional annual "Career Rate" increase, if any as stated in Article 7.4.2, shall be applied after the lane change increase is applied.

7.87.9 Special education teachers who have case management responsibilities for a minimum of 50% of their work day for the entire school year will be paid \$1,000 in two \$500

installments. Stipend will be paid in early December and June.

7.10 Middle or High School teachers who voluntarily agree to waive their preparation period to teach an additional half credit course or equivalent shall be paid 4% of the BA-0 salary, as set forth in Appendix A. An "additional course" is defined as a course beyond the teacher's typical full time class load, which the teacher teaches during the period that would otherwise be the teacher's preparation period. (Example: If a full-time class load is six half credit courses per semester, a teacher who gives up their preparation period to teach an additional half credit course would be teaching seven classes for the semester and would be eligible for this stipend.). The stipend would be paid in equal installments in each paycheck over the time period in which the course is being taught. Any impact to a teacher's terms and conditions of employment caused by a change to the class schedule shall be negotiated as required by RSA 273-A. The principal shall assign additional courses under this section pursuant to a transparent process, which shall be shared with the Association prior to the assignment of the additional course(s).

The District shall pay any Middle or High School teacher who was employed with the District as of June 30, 2023 who is assigned to teach six (6) classes in any semester during the school year 2% of the BA-0 salary, as identified in Appendix A of this Agreement, per semester, less applicable taxes and withholdings, in addition to their regular salary.

7.97.11 The parties agree to compensate elementary teachers of double grades \$1,000 to be paid in two installments. Stipend will be paid in early December and June.

7.107.12 The parties agree to compensate employees who are responsible overnight for students attending overnight curriculum-based programs at the rate of ~~\$200.00~~~~100.00~~ per each overnight (for example, ~~\$800.00~~~~\$400.00~~ for four nights). Any employee who is designated by the District, in writing, as responsible for organizing such overnight curriculum-based programs shall be paid an additional stipend of \$200.00.

7.117.13 The Longevity Program is reinstated subject to the following terms and conditions:

A. During the term of this Agreement, the Board will fund the program as follows:
\$210,000 each year of the agreement

B. The monies specified in Article 7.13(A) hereof will be available for longevity payments to eligible staff as determined in this Article.

C. Eligible Employees shall receive points on the following basis:

15-19 years of completed service as a member of the bargaining unit - 2 points
20-24 years of completed service as a member of the bargaining unit - 3 points
25-29 years of completed service as a member of the bargaining unit - 4 points
30 + years of completed service as a member of the bargaining unit - 5 points

Points will not be higher than \$1,200

Employees shall be eligible for participation in the longevity program at the end of their fifteenth 15th year of service as a member of the bargaining unit.

D. Any employee who was credited with one step on the salary schedule for at least one-half year (80 days) of employment shall also receive one year towards longevity. In the event that an employee has two separate half years of employment, it will only count as one year towards longevity. Employees who have served as long-term substitutes will receive the same recognition for longevity as contracted employees.

E. Longevity payments shall be calculated as follows:

The number of employees in each category will be multiplied by the number of points applicable to that category. To determine a per point value, the number of points for all categories will be totaled and divided into the amount of money available for that contract year (to the nearest dollar). This per point value is then used to determine the annual award for each eligible staff member.

7.14 The out of district case manager/court liaison's extra days will be calculated by dividing the base pay by 188.

7.15 Newly hired employees shall be assigned a peer mentor employee for their first year of employment with the District. Peer mentors shall be selected within the District's sole discretion and shall receive a total stipend of \$400 per mentee per year, which shall be paid in two equal installments in December and June.

7.127.16 The stipend for Lead Teachers at the elementary school level shall be \$2,000 per school per year, which may be split between two Lead Teachers at a school.

**ARTICLE VIII
[RESERVED]**

ARTICLE IX INSURANCE

9.1 The District shall provide health insurance coverage through the following health care plan options to employees covered by this Agreement:

1. AB5 RX10/20/45;
2. AB20IPDED RX10/20/45; and,
3. Open Access 10 – RX 10/20/45~~BC3T5RDR RX10/20/45; and,~~

~~BC3T5IPDED RX 10/20/45.~~

Employees may select single, two person, or family plans. During the term of this Agreement, the District shall pay eighty-one percent (81%) of the Open Access 10 – RX 10/20/45 plan (single, two person, or family); eighty-eight percent (88%) of the AB5 – RX 10/20/45 plan (single, two person, or family); or, ninety-four percent (94%) of the AB20IPDED – RX 10/20/45 plan (single, two person, or family).

~~Employees may select single, two person, or family coverage under any of the offered health care plans. If an employee enrolls in one of the health care plans offered by the District, the District shall contribute the cash equivalent of 81% of the single, two person, or family premium, as applicable, of the monthly premium cost of the BC3T5RDR RX10/20/45 insurance plan offered by HealthTrust towards any of the plans offered by the District pursuant to this Article 9.1.~~

The difference between the Board's maximum contribution and the cost to provide coverage set forth herein shall be payroll deducted from the affected employee's salary and shall be coordinated with an IRS Section 125 pre-tax plan.

9.1.1 Any employee who does not participate in a District sponsored health insurance plan shall be eligible to receive a yearly cash disbursement of \$2,500 ("buy-out amount") upon proof of qualifying coverage through another employer-sponsored plan. The buy-out amount shall be paid at the end of each school year and shall be prorated for any employee who was not enrolled on alternative coverage through another employer-sponsored plan for the entire fiscal year.

If any employee is enrolled in District health insurance through another District employee (i.e., where one employee is the primary subscriber and the second employee is enrolled under the primary employee's plan), the non-subscribing employee shall be eligible to receive a disbursement amount equal to the premium cost share paid by the subscribing employee, up to the cash disbursement amount that the non-subscribing employee would be eligible to receive if they were enrolled in non- District health insurance.

9.1.2 Employees may enroll in Flexible Spending Accounts and the Board agrees to facilitate pre-tax Account contributions via payroll deductions. The cost of maintaining Flexible Spending Accounts shall be at the expense of the Board.

~~Notwithstanding the foregoing, the District and the Association agree that if the insurance premium cost for the BC3T5RDR RX10/20/45 insurance plan will trigger the application of the so-called "Cadillac Tax," as it may be amended, the parties shall also follow the procedure below:~~

~~It is agreed that the District or Association may immediately reopen this Agreement solely for the~~

~~purpose of negotiating any changes in the health insurance plan(s) that may be necessary to avoid the application of the Cadillac Tax to the District or any plan administrator, insurer, risk pool or plan participant, or to assure that the plan is legally compliant. An initial bargaining session shall be held within ten (10) business days of a request to reopen, unless another schedule is agreed to by the parties.~~

~~The District shall assist the Association in obtaining plan design and pricing information from insurance providers.~~

~~i. If within ninety (90) days of either party's request to reopen this Agreement, the parties are unable to agree on changes in the health insurance plan(s) necessary to avoid the Cadillac Tax and/or achieve legal compliance, then the issue shall be submitted to expedited binding interest arbitration. The interest arbitration shall proceed as follows:~~

~~1. The parties agree that the special nature of this issue may require an arbitrator with specific knowledge of the Affordable Care Act; therefore, the parties will make every effort to mutually agree on an arbitrator with such specialized knowledge. If the parties cannot agree upon an arbitrator, an arbitrator shall be selected using the procedures described in Article 10.5, Level D.~~

~~2. The interest arbitration hearing shall be held no later than thirty (30) days after either party declares that the reopened negotiations on health insurance are at impasse, unless otherwise agreed to by the parties.~~

~~3. The District and the Association shall each submit to the selected arbitrator a proposal for modifying the negotiated health insurance which shall avoid the Cadillac Tax and redistribute any savings realized as a result of changing insurance plans. The District and the Association shall exchange their proposals not less than ten (10) days prior to the arbitration hearing.~~

~~4. The arbitrator shall be empowered to select either the District's proposal or the Association's proposal ("final offer" arbitration) and is expressly not empowered to fashion his or her own modifications to the negotiated health insurance plan.~~

~~ii. Nothing in Article 9.1.2 or its subsections shall be construed as requiring the District or the Association to submit any other dispute that may arise between them to interest arbitration or binding arbitration.~~

9.2 The Board agrees to provide sufficient liability coverage so that every employee is insured up to one million dollars (\$1,000,000) for each incident subject to the policy's limitations and exclusions, including, without limitation, the aggregate limit of liability contained therein.

9.3 The Board shall provide, without cost to the employee, group term life insurance in a sum equal to \$50,000.00.

9.4 An employee on unpaid leave shall have the option of continuing the employee's insurance coverage(s) at the group rate, provided that she/he pays the District for the appropriate premiums where such coverage is not prohibited by the carrier.

9.5 An employee shall be entitled to the full amount of the District's contribution to the cost of

benefits listed in this Article if the employee works at least the equivalent four (4) days per week, or 80 percent full time. If an employee works the equivalent of three (3) days per week or 60 percent

full-time, then the District will pay sixty percent (60%) of the full amount of its contribution to the cost of benefits. Employees who work less than the equivalent of two and a half days (2.5) days per week or 50 percent full-time will receive no benefits under this article.

9.6 The Board agrees to pay each year 90% of the current year's Delta Dental Insurance Plan C or its equivalent, which pays up to 100% of coverage A, 80% of coverage B, 50% of coverage C, 0 deductible a year, and maximum coverage of \$1,000 a person a year. Coverage D, Orthodontia, is added at 50% coverage with a lifetime maximum coverage of \$1,000 per person.

9.7 The Board agrees to pay each year up to 100% of the preceding year's long term disability insurance coverage, with a 120 day waiting period, with benefits to the SSNRA age, affording 70% of pay to a maximum of \$3,500 per month.

9.8 The District agrees to offer employees vision coverage through Eye Works. To the extent there is a cost associated with such coverage, the District will contribute 82% of the premium cost for such coverage for all employees working at least 30 hours per week. Employees who work less than 30 hours per week shall not be eligible to receive vision benefits. The District shall also make VSP Choice Plan B vision insurance available to all employees at 100% employee cost.

ARTICLE X GRIEVANCE PROCEDURE

10.1 Definition

A "grievance" is a claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of an employee or group of employees based upon the interpretation, application, or violation of any of the provisions of this Agreement. An "aggrieved employee" is the person or persons making the claim. All time limits specified in this Article shall mean school days. School days for the purposes of this Article are defined as days that are scheduled as instructional or teacher workshop days on the published school calendar. Snow or emergency days are considered school days.

10.2 Purpose

The parties acknowledge that it is more desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications. Grievances which are not satisfactorily settled in an informal way shall be reduced to writing (see Appendix E attached hereto) and referred to the following formal grievance procedure (and a copy shall be sent to the immediate supervisor).

10.3 Right of Representation

An employee covered by this Agreement shall, under this Article, have the right to have an Association representative present at any time, subject to the employee requesting such representation.

10.4 Time Limit

A grievance to be considered under this procedure must be initiated in writing by the employee within 30 school days of its occurrence, or within 30 school days of when the employee should have known of its occurrence.

10.5 Formal Procedure

The grievance shall state the specified alleged violation or condition with proper reference to the contract Agreement. It shall also set forth names, dates and any other related facts which will provide a sound basis for a complete understanding of any such grievance.

LEVEL A. Within three (3) days of receipt of a formal grievance, the Building Principal shall meet with the aggrieved employee. Within five (5) days following any such meeting, the Principal shall give the Principal's answer in writing. If the grievance is not settled at this level, then it may be referred to Level B within five (5) days of the receipt of an answer given at this level.

LEVEL B. Within five (5) days of a grievance being referred to this level, the Superintendent (or the Superintendent's designee) shall meet with the participants of Level A and examine the facts of the grievance. The Superintendent shall give the Superintendent's answer within five (5) days of any such meeting. If the grievance is not settled at this level, then within five (5) days from receipt of the answer rendered at this level, the grievance may be referred to the School Board.

LEVEL C. The Board or committee thereof shall meet with the participants of Level B and examine the facts of the grievance. The School Board shall meet with the Association within fifteen (15) days of the receipt of the grievance. The Board shall submit its written response within fifteen (15) days of the meeting.

LEVEL D. If the grievance remains unsettled, then the matter may be referred by the Association to arbitration. If the matter is referred to arbitration, then the parties shall first attempt to mutually agree upon an acceptable arbitrator. If they are unable to agree upon an arbitrator, they shall apply to the New Hampshire Public Employee Labor Relations Board to appoint one. The arbitrator shall use arbitrator's best efforts to arbitrate the grievance, but he/she shall have no power or authority to do other than interpret and apply the provisions of this Agreement and he/she shall have no power to add to or subtract from, alter, or modify any of the said provisions. The arbitrator's decision shall ~~not be binding on either party, but shall be advisory only except when the parties have mutually agreed in writing prior to the arbitration hearing that the arbitrator's decision shall be final and binding. Upon receipt of the advisory arbitration award, the School Board shall meet within twenty~~

~~(20) days of the receipt of the award to accept or reject the recommendation of the arbitrator~~ be final and binding on both parties. The parties agree to share equally in the compensation and expenses of the arbitrator.

10.6 Time periods specified in this procedure may be extended by mutual agreement.

10.7 Upon selection and certification by the Association, the Board shall recognize an Association Grievance Committee.

10.8 Grievance(s) of a general nature, or involving the Superintendent, may be submitted by the Association to Level B.

10.9 A grievance, in order to be considered further must be forwarded to the next appropriate level within ten (10) days from receipt of the answer given at the preceding level.

10.10 In the event a grievance is filed on or after June first (1st), the parties agree to make a good faith effort to reduce the time limits set forth herein so that the grievance procedure may be exhausted prior to the end of the school terms, or as soon thereafter as is practical.

10.11 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits (unless extended by mutual agreement) shall permit the aggrieved person to proceed to the next level.

10.12 The parties agree that employees covered by this Agreement shall enjoy freedom from restraint, interference, coercion, discrimination or reprisal in presenting or appealing any personal grievance(s).

10.13 Grievances shall not be made a part of any employee's personnel file or used in making employment references.

**ARTICLE XI
LEAVES OF ABSENCE**

11.1 It is agreed that the use of leave days will be confined to purposes provided in this Article XI.

11.2 Paid Leave: Employees shall, at the beginning of the year be granted sixteen (16) days of Paid Leave at their applicable salary.

A. Use of Paid Leave Days: These are for use in the event of personal or family illness; important religious obligations; the death of a close friend or relative not covered under Section 11.6 of this contract; for personal or legal business, or household or family matters that cannot be accomplished outside the normal school day or contract year, and unexpected situations that demand immediate action and for which no other leave provision applies. Work connected disability covered by the New Hampshire Workers' Compensation Laws will be excluded.

B. Notice of Leave: Employees shall provide notice of anticipated leave in writing, on a form provided by the Superintendent at least two (2) weeks in advance of the need for leave or as soon as practicable if the need for leave arises less than two (2) weeks in advance of the start of the leave.

i. Paid Leave will generally not be permitted on professional development days and days immediately preceding the start of a school vacation or long weekend and the first day of school following a school vacation or long weekend (Thanksgiving break, December/January break, February break, and April break). Exceptions to this restriction shall be granted in case of illness or bona fide emergency, and, within the Principal's discretion, may also be granted for uncommon and nonrecurring events. Employees may be required to provide documentation substantiating the need for leave on these days. The Principal's decision regarding requests for such exceptions shall be final and not subject to the grievance procedures set forth in Article X.

~~Employees shall, at the beginning of the year be granted thirteen (13) days leave at their applicable salary. These are for use in the event of personal or family illness, important religious obligations, the death of a close friend or relative not covered under Section 11.6 of this contract, and unexpected situations that demand immediate action and for which no other leave provision applies. Work connected disability covered by the New Hampshire Workers' Compensation Laws will be excluded. Employees shall not be permitted to carry over more than 110 days of Paid Leave from one year to the next. At the end of the school year any accumulated Paid Leave days in excess of 110 will be dropped from the accumulation and the employee will be compensated for those excess days at the rate of seventy dollars (\$70) per day, to be paid in the final payroll of that school year. Additionally, employees will be compensated for unused personal leave days under Article 11.12 at the rate of seventy dollars (\$70) per day, provided that the employee has not used any personal leave days that year, to be paid in the final payroll.~~

11.3 Pregnancy and Child-Rearing Leave and Location Accommodations:

A. Timing of Request for Leave: An Employee who expects to take a leave of absence under this section shall, except in cases of emergency, notify their principal in writing ninety (90) days prior to the expected start date of the leave. In the event of an emergency, an Employee who

expects to take a leave under this section shall provide their principal with as much notice as practicable.

B. Pregnancy-Related Leave: As required by law, a leave of absence shall be granted to employees who are unable to perform their duties due to temporary disability related to their own pregnancy, child birth or related medical conditions. The District may request supporting medical documentation for such leaves as permitted by law. Such shall run concurrently with the employee's FMLA leave consistent with the District's FMLA policy and shall otherwise fall under the guidelines of state law. Such leave shall be unpaid, except to the extent that it runs concurrently with other paid leave days provided in Article XI, including Paid Excused Absence Leave and Paid Child-Rearing leave.

C. Child-Rearing Leave: Following the birth or adoption of a child, an Employee may take a leave of absence for up to eighteen (18) months, which shall run concurrently with the employee's FMLA leave period and any other leave of absence. To minimize disruption of the school system, employees are encouraged to return at the beginning of a school year but shall not return at any time other than the beginning of a grading period, unless authorized within the Superintendent's sole discretion. The Superintendent may extend the leave of absence beyond eighteen (18) months so that the Employee returns at the beginning of the next grading period.

i. Leave Conditions: In order to be and remain eligible for Child-Rearing Leave, an employee must communicate their unequivocal intent to return to work upon completion of their leave and thereafter cooperate with District requests to confirm such continuing intent. An employee shall not engage in other employment inconsistent with their leave status during Child-Rearing Leave and the District may consider an Employee's failure to refrain from such employment to be a tender of resignation.

ii. Concurrent Use of All Paid Benefits: Employees shall concurrently use all paid leave benefits to which they are otherwise eligible with unpaid Child-Rearing leave, including Paid Child-Bonding leave.

iii. Unpaid Status: Following the exhaustion of all paid leave benefits, the remainder of the leave shall be unpaid. An Employee shall not accrue additional leave while in unpaid status. An Employee shall be eligible to continue participating in District-sponsored insurance benefits during their leave, but will be responsible to cover one hundred percent (100%) of the premium costs for such insurance while in unpaid status.

iv. Reinstatement: To the extent an employee on unpaid child-rearing leave communicates an unequivocal intent to return to their position following their approved leave and thereafter cooperates with District communications regarding their ongoing intention to return, the employee's position shall be held for the duration of their approved leave. If for any reason that employee's position is eliminated while on leave and a vacant position exists at the time they seek to return to work that they are certified and qualified to fill, that employee shall be offered the available position.

D. Paid Child Bonding Leave: Following the birth or adoption of a child that occurs during or within twenty-one (21) calendar days immediately prior to the

school year, an employee is entitled to receive twenty (20) consecutive days of paid child rearing leave during the first twenty (20) days after the qualifying birth or adoption of a child.

In the case of adoptions, eligibility for Paid Child Bonding will be based on when the child is physically turned over to the employee or earlier if required by circumstances.

In the event both parents work for the District and are eligible for Paid Child Bonding Leave, the parents have the option to either take their Paid-Child-Rearing Leave during the first twenty (20) consecutive school days after the qualifying birth or adoption or one parent can opt to start their twenty (20) consecutive days at any time during the first six weeks after the date of the birth or adoption of a child, with the scheduling approved by the Superintendent.

In addition to the twenty (20) days of Paid Child Bonding Leave, an employee shall use other paid leave to which they are otherwise eligible to the extent available for the duration of the employee's FMLA leave period.

- E. Lactation-Related Accommodations: The District shall provide reasonable break periods to employees who need to express milk for a child for a period of one (1) year from the date of birth of the child. The employee shall notify the District at least two (2) weeks prior to needing reasonable break periods and sufficient space for expression of milk during work hours. The Employee shall propose a schedule of reasonable breaks, which will generally use prep and lunch period, to their Principal, which shall not be unreasonably denied.

~~Maternity Leave: A leave of absence shall be granted to female employees affected by pregnancy, child birth or related medical conditions provided the employee supplies a physician's statement that she is not able to conduct her duties. Such leave shall be treated as any other personal disability and shall run concurrently with the employee's FMLA leave. Maternity leave shall fall under the guidelines of state law, the FMLA and the District's FMLA policy.~~

~~A: Paid Child Rearing Leave: All employees are entitled to receive fifteen (15) consecutive days of paid child rearing leave during the first fifteen (15) days after the birth or adoption of a child. In the case of adoptions, the period of leave shall commence when the child is physically turned over to the employee or earlier if required by circumstances.~~

~~In the event both parents work for the district, one of the employees may opt to either take fifteen (15) consecutive days of said leave within fifteen (15) days of the birth or adoption or fifteen (15) consecutive days at any time during the first six weeks after the date of the birth or adoption of a child, with the scheduling approved by the Superintendent. Following the fifteen (15) days of paid child rearing leave, the employee may elect to use other paid leave to which they are otherwise eligible.~~

~~B: An employee who becomes pregnant will notify her principal in writing ninety (90) days prior to the date of disability except in cases of emergency.~~

~~C: Unpaid Child-rearing Leave: In addition to the leave granted in 11.4 (A), an employee who has exhausted all paid benefits (i.e., paid child rearing leave, sick leave, etc.) and/or is otherwise~~

~~ineligible for other disability leave, may take an unpaid leave of absence of up to three (3) full school semesters following the adoption or birth of a child, provided that the total leave does not exceed (3) full school semesters. D: To qualify for child-rearing leave, the employee shall notify the principal of the employee's intent to take leave in writing ninety (90) days prior to the date on which the leave is to begin except in cases of emergency.~~

~~E: The employee's position shall be held for up to three (3) full school semesters and upon return from unpaid child-rearing leave, the employee shall be restored to his or her former positions. To minimize disruption of the school system, employees are encouraged to return at the beginning of a school year but in no event shall they return at any time other than the beginning of a semester. If for any reason that employee's position is eliminated while on leave, that employee shall be offered the first available position he/she is certified and qualified to fill.~~

~~11.2~~11.4 The Board agrees to continue a sick-leave bank for employees covered by this Agreement for the purposes of providing long-term coverage due to disability or illness. Each employee in the bargaining unit shall be a member of the sick bank. When the sick bank falls below two hundred (200) days, each employee agrees to donate at the beginning of the next school year, one (1) day from the ~~thirteen-sixteen~~ (163) Paid L-leave days set forth in section 11.2 of Article XI to be deposited in said bank. To become eligible for extended benefits from the sick leave bank employees must:

- A. Have exhausted all of their accumulated leave days under Article XI. (Not just 11.2)
- B. Have presented satisfactory medical evidence of disability or illness (excluding work-connected accidents) to the Review Board which shall make the final decision.
- C. Have met the required waiting period of thirty (30) consecutive working days.* An employee may draw up to sixty (60) days from said bank in any one (1) year.
- D. All new members to the sick bank must contribute 1 day by September 30. Employees hired during the school year must contribute one day within 30 days of the start of employment.
- E. Have brought to the MDEA Executive Board the employee's application or use of the sick bank in order that the Executive Board may confirm eligibility and validity before passing valid and complete applications forward to the Review Board for final approval.

Review Board: to be determined by the parties. For the term of this agreement, the committee shall consist of two (2) Board representatives and two (2) Association representatives.

*This waiting period may be waived by the Review Board.

~~11.3~~11.5 Employees shall be entitled to up to five (5) paid bereavement days per occurrence for a death in the immediate family. Immediate family as used in this Section shall mean mother, father, brother, sister, spouse, children, grandparent, grandchild, and significant others of employee and the same relatives of the employee's spouse and the same step-relatives. To be eligible for leave under this Section, written request shall be presented to the Superintendent at least twenty-four (24) hours prior to any such leave, except for extenuating circumstances when the Superintendent may waive such notice. Additionally, employees shall be entitled to use Paid Leavesick leave for bereavement in the event of the death of a close friend or relative not covered under this Section (see Article 11.2).

~~11.4~~11.6 An employee who is absent due to a work connected illness or accident (Workers' Compensation) shall, if requested by such employee, receive the employee's net difference between Workers' Compensation payments and the employee's full pay at the employee's applicable salary rate and such payment by the Board shall continue until any such employee has used all of the employee's accumulated ~~sick pay~~Paid Leave.

Thereafter, the employee shall continue to receive only those monies paid to the employee under the provision of the Worker's Compensation Law of the State of New Hampshire.

Amounts paid by the Board under the provisions of this Section shall be subject to usual and customary payroll deductions (taxes, et cetera). In no event shall any employee receive monies in excess of the regular net earnings to which the employee was entitled prior to any such Workers' Compensation claim. Deductions to the employee's leave shall be pro-rated.

~~11.5~~11.7 Military leave of absence shall be granted by the Board in accordance with state and federal statutes.

~~11.6~~11.8 An employee called as juror will receive the employee's normal pay checks and will sign over to the district the employee's juror earnings.

11.10 An employee called to serve not more than a fourteen (14) day annual training tour of duty with the National Guard or Armed Forces Reserves will be paid the difference between the employee's pay for such government service and the amount of earnings lost by him for reason of such service based on the employee's regular daily rate.

11.11 Employees will be encouraged to take professional days for the benefit of the school district. Professional days, with or without pay, shall be at the sole discretion of the Superintendent of Schools, or the Superintendent's designee.

~~11.12 Employees will be entitled to three (3) paid personal leave days per year (non-cumulative) for each year of the agreement. Subject to administrative approval, leave shall be granted provided the employee follows the procedure outlined below:~~

~~a. Employees shall submit written notice on form provided by the Superintendent. b. Twenty-four (24) hours' notice shall be provided except in emergencies, c. Personal leave for a specific building shall be limited in accordance with the guidelines specified in Appendix F.~~

~~Personal leave shall not be used for social affairs, pleasure trips or recreation.~~

~~11.13~~11.12 Leaves for any and all other reason(s), paid or not paid, shall be granted at the discretion of the Board.

~~11.14~~11.13 Sabbatical fellowships are granted at the discretion of the Board and are designed to encourage the improvement of professional practice, instruction, supervision, or administration in the Monadnock School System. Employees may apply for a fellowship upon completion of five (5) years' service in the Monadnock School System. After having received a fellowship, an employee may apply for a second fellowship only after five (5) additional years in the Monadnock School System. An employee must present a detailed proposal for study or research to the employee's supervisor for approval by the Board upon recommendation of the

Superintendent. This proposal must be submitted to the Superintendent before December first (1st) in the school year proceeding the fellowship year. The fellowships will be available only for full-time study or research programs. No more than two (2) sabbatical fellowships at full pay will be available in any one (1) year.

Ordinarily fellowships will cover a full school year, in special cases, fellowships covering half a school year or a half school plus one (1) summer may be approved, provided that adequate arrangements can be made to cover an employee's responsibilities during a partial year's absence. During the sabbatical, the employee will receive such other medical and life insurance benefits as are offered to all teachers in active service, if such plans permit. The employee is expected to return to the Monadnock School System for a minimum of two (2) years following the fellowship year.

If the employee terminates employment before the end of the two (2) year period the amount of the fellowship grant must be paid on a prorated basis within a five (5) year period, through signing a promissory note indicating the amounts, method, and schedule of payment at the time leave is taken.

~~11.15-~~

~~i. Employees using personal leave under Article 11.12 on days immediately preceding the start of a school vacation or long weekend and the first day of school following a school vacation or long weekend (Thanksgiving break, December/January break, February break, and April break) may be required to provide reasons for using such leave.~~

~~ii. Personal leave days under Article 11.12 shall not be permitted on professional development days, except for bona fide emergencies with appropriate documentation. Exceptions to this restriction may be granted for uncommon and nonrecurring events by the Principal, however, the Principal's decision shall be final and not subject to the grievance procedures set forth in Article X.~~

**ARTICLE XII
SENIORITY, LAY OFF AND RECALL**

12.1 No later than sixty (60) days following the ratification of this agreement, and by every September 30 thereafter, the employer shall prepare a seniority list. Seniority is defined as length of unbroken service within the bargaining unit and shall be computed from the employee's first day of work. In the circumstances of more than one (1) individual having the same first day of work, seniority will be determined by the date the Board accepts the individual employee's nomination by the superintendent. In the event that the individuals have the same nomination date, all individuals so affected will participate in a drawing to determine placement on the seniority list. Prior experience in the Monadnock Regional School District will be considered.

12.2 Seniority Rights Procedures:**

a. An employee who meets the following criteria shall have the right and may be placed in a position for which they are certified and qualified to fill and that is currently filled by an employee with less seniority. Seniority will be determined as described below. The criteria for teachers are as follows:

1. The teacher must have taught within the area of certification within the past three (3) years.
2. The teacher must have satisfactory evaluations in the subject area and grade level.
3. The School Board may have the option of considering other relevant factors.

The criteria for nurses are as follows:

1. The nurse must have satisfactory evaluation.
2. The School Board may have the option of considering other relevant factors.

b. The seniority list shall be prepared by the S.A.U. # 93 Personnel Office, verified by the Association, and made available in all district schools and to the Association by November 1st of each year. Any subsequent revisions shall also be made available when developed. The listings shall be arranged into three lists as follows:

1. Teachers certified by the State for teaching within an elementary school, i.e., kindergarten through grade 6.
2. Teachers certified by the State to teach Middle/ High School subjects, i.e., grade 7 through grade 12 for English, Math, Science, Social Studies, Languages, etc...
3. Nurses Licensed by the State of New Hampshire Board of Nursing.

** Anyone holding a State Certification to teach specific subjects grades K-12 will be appropriately placed into both listings.

12.3 All seniority, excepting as provided below, is lost when employment is severed by resignation, retirement, and discharge for cause; however, seniority is retained if severance of employment is due to layoff (RIF) or approved leaves of absence. In cases of layoff, employees so affected shall retain all seniority accumulated as of the effective date of layoff.

- A) Those non-bargaining unit members employed shall have their seniority grandfathered for their total years of service in the Monadnock District up to 7/1/83.

- B) Effective 7/1/83 non-bargaining unit members performing actual teaching duties shall continue to accrue seniority on a pro-rata basis; e.g., 1/2 teaching time = 1/2 year seniority.
- C) Effective 7/1/83 employees who transfer to non-bargaining unit positions shall have a 3-year grace period during which their seniority shall be retained and they may opt to return to the bargaining unit.

12.4 Whenever it is determined by the School Board to reduce the numbers of continuing contract employees in the School District, the Board will base its decision on which employees will be laid off upon the following criteria: The Superintendent will recommend to the Board the employees to be laid off based upon their seniority and comparative ability and performance within the department in which the reduction is being made, including qualifications and experience.

12.5 In the event the Board elects to layoff a more senior employee, a measurable differential in performance and qualifications between employees must be established.

12.6 No continuing contract teacher will be laid off while a non-continuing contract teacher remains employed in the same department, except when there is no one in the department/subject area certified and qualified to replace the non-continuing contract teacher. Layoff procedure applies to continuing contract teachers only. Non-continuing contract teachers will continue to be selected for renewal or non-renewal at the full discretion of the administration and the Board, and any complaint arising from this decision is not subject to the grievance procedure.

A "continuing contract teacher" shall be defined as a teacher entitled to this status under RSA 189-14-a.

12.7 In no case, in the secondary schools, will a continuing contract teacher be laid off so long as a non-continuing contract teacher is employed in that subject area, except when there is no one certified and qualified to replace the non-continuing contract teacher.

12.8 Recall rights shall be consistent with the criteria established for layoffs.

- A) Recall rights shall be for a period of thirty-six (36) months from the last date of employment in the district.
- B) To be eligible for recall, each employee shall be responsible for notifying the district by certified mail, return receipt requested, of their wish to remain on the recall list. Such notice shall be postmarked between January first (1st) and March fifteenth (15th) of each year.

12.9 Refusal of an offer from the Employer of a like position from which the laid off employee is certified and qualified, or failure to respond within thirty (30) days of the receipt of a written offer of a position made by the Employer shall be cause for termination.

12.10 Notifications of recall shall be in writing. The notification shall be sent by certified mail to the employee's last known address. It shall be the employee's responsibility to notify the Employer of any change of address.

12.11 Recalled employees shall be entitled to all benefits as provided herein.

12.12 RIF for nurses shall be based on date of hire and seniority.

12.13 Recall and benefits as provided in 12.8 through 12.11 shall apply to nurses.

ARTICLE XIII RETIREMENT

The Monadnock Regional School District offers both regular retirement and longevity to employees of the District. The time frames indicated for application are to allow for easy transitioning and budgeting purposes. The employee should make an appointment with the New Hampshire Retirement System for discussions of their retirement options.

13.1 Any full-time employee who is at least fifty (50) years of age and whose age, plus years of service in the District equals seventy-five (75) may apply for regular retirement, as long as they have at least fifteen (15) years of service in the District. If a letter of application declaring the intent to retire is sent to the School Board via the Superintendent of SAU #93 by December 1st of the school year prior to the year of retirement, the employee will receive benefits at the date of separation from the District. The employee may provide notice after December 1st of the school year prior to the year of retirement but not later than the date that signed annual contracts are due to be returned for the following year, however, benefits will be paid in eighteen (18) months from the date of the notice. At its sole discretion, the Board may waive either notice requirement and permit an employee to receive benefits at the date of separation from the District.

At its sole discretion, the Board may permit an employee to rescind notice of intent to retire upon satisfactory demonstration of a change in circumstances. However, no employee will be permitted to rescind notice of intent to retire more than once, and Board decisions to deny an employee's request to rescind shall not be subject to the grievance procedure.

A. The employee shall be paid the following as a retirement incentive:

1. Any employee retiring pursuant to the provisions of Article 13.1 shall be paid \$75.00 per day for all accumulated leave days.

2. Employees retiring pursuant to the provisions of Article 13.1 shall be paid an amount per year of service on the following schedule:

- a. 15-19 years of employment with the District: \$75.00 per year;
- b. 20-24 years of employment with the District: \$100 per year;
- c. 25-29 years of employment with the District: \$125 per year;
- d. 30-34 years of employment with the District: \$150 per year;
- e. 35+ years of employment with the District \$200 per year.

**ARTICLE XIV
MISCELLANEOUS PROVISIONS**

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

14.2 The Board and the Association agree that there shall be no discrimination and that all practices, procedures and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer or discipline of employees, or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, sexual orientation, gender identity, domicile, marital status, familial status, age, disability, membership and/or activity in the Association.

14.3 Copies of the Agreement shall be posted on the District's website and available at the SAU office within thirty (30) days after the Agreement is signed. Employees and the Association may print copies using District equipment and expendable materials (e.g., paper and ink). The District shall provide each newly hired employee with a copy of the Agreement along with the employee's individual employment agreement. The District specifically disclaims any liability for the failure or interruption of the website.

Any individual contract, heretofore or hereafter executed, (see Appendix C attached hereto) between the Board and an individual employee, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with the Agreement, it shall be considered invalid and this Agreement, during its duration shall be controlling. Individual contracts shall state the employee's worksite and assignment. Employees shall be notified as soon as known of any changes in contract assignment. If the employee requests the Superintendent will provide an opportunity to meet and discuss the change. Every reasonable effort shall be made by the employee and Superintendent to meet prior to the implementation of the change. In the event that the matter is not resolved, the affected employee shall have the right to present the matter to the School Board. The decision of the Board shall be final.

14.4 No employee will be disciplined or reprimanded except for just cause, and any employee who alleges to be aggrieved under this Section 14.5 shall have the full access to the Grievance Procedures of this Agreement.

14.5 A teacher's contract shall only be non-renewed as provided in RSA 189:14-a. In any event, any such teacher shall be given reasons in writing. A nurse's contract shall be non-renewed in accordance with the procedures set forth in RSA 189:14-a. A nurse who has attained "continuing contract" status as set forth in RSA 189:14-a shall have access to the grievance procedure to challenge his or her nonrenewal.

14.6 While on duty and for purposes of this Agreement, just cause shall include, but not be limited to, excessive lost time, excessive absenteeism, insubordination, or assault on a supervisor.

14.8 School nurses may delegate certain nursing activities or tasks as permitted by state law. School nurses who refuse to delegate nursing activities or tasks based on their determination that it would be inappropriate to do so shall document the basis for that determination. The District shall comply with RSA 326-B:29 with respect to a school nurses' decision to and/or refusal to delegate nursing activities or tasks.

14.9 The Superintendent will strive to keep the Association informed of any rules or requirements that result from the implementation of the Every Student Succeeds Act, or any new State or Federal law relevant to implementing changes to the current District Education Plan and Goals and will encourage a collaborative planning approach as appropriate. The Parties agree that Section 14.9 is excluded from the Parties' grievance procedure.

14.10 The District shall provide each employee with a secure location such as a locking desk, cabinet, or locker, for personal property that is necessary for the employee to have with them during the day, such as purses/backpacks, wallets, car keys, etc. The parties agree that this secure location shall be within the employee's classroom, office, or assigned workspace if the employee has a classroom, office, or assigned workspace. For employees who do not have a classroom, office, or assigned workspace, the secure location shall be convenient to the employee.

**ARTICLE XV
STRIKES AND SANCTIONS**

15.1 The Association and the Board subscribe to the principle that differences shall be resolved without interruption of the school program. The Association, therefore, agrees that it will not sponsor or support any strike, sanction, or work stoppage, nor will the Association sponsor or support any other concerted refusal to perform work by the employees covered by this Agreement, nor will the Association sponsor or support any instigation thereof, during the life of this Agreement, nor shall the Board engage in any form of lockout against employees. The terms and conditions of this Article shall apply only to this school district.

**ARTICLE XVI
DURATION**

16.1 This Agreement shall be binding upon the Monadnock Regional School District and the Monadnock District Education Association.

16.2 Unless otherwise specified, this Agreement and its terms shall become effective on the date ratified and executed by the parties hereto, and shall continue and remain in force and effect to and including June 30, ~~2025~~2028 when it shall expire unless an extension is agreed to by both parties in writing prior to such date.

16.3 This Agreement may be extended from time to time beyond its expiration date by written mutual agreement by the representatives of the Monadnock Regional School District and the Monadnock District Education Association.

ARTICLE XVII
NOTICE UNDER AGREEMENT

17.1 Whenever written notice to the Board is provided for in this Agreement, such notice shall be addressed to the Monadnock Regional School District Board Chairman, 600 Old Homestead Highway, Swanzey, New Hampshire 03446. Alternatively, if the parties agree, notice may be provided by e-mail with receipt acknowledged.

17.2 Whenever written notice to the Monadnock District Education Association is provided for in this Agreement, such notice shall be addressed to the President of the Monadnock District Education Association at the Presidents' current address. Alternatively, if the parties agree, notice may be provided by e-mail with receipt acknowledged.

17.3 Either party, by written notice, may change the address to which future written notices shall be sent.

ARTICLE XVIII
FINAL RESOLUTION

18.1 This Agreement represents the final resolution of all matters in dispute between the parties.

Appendix A

Salary Schedule: 2025-2026

Lane	Step	
BA	0	\$46,000
BA	1	\$46,700
BA	2	\$47,400
BA	3	\$48,100
BA	4	\$48,800
BA	5	\$49,500
BA	6	\$50,200
BA	7	\$50,900
BA	8	\$51,600
BA	9	\$52,300
BA	10	\$53,000
BA	11	\$53,700
BA	12	\$54,400

Lane	Step	
BA+15	0	\$48,400
BA+15	1	\$49,100
BA+15	2	\$49,800
BA+15	3	\$50,500
BA+15	4	\$51,200
BA+15	5	\$51,900
BA+15	6	\$52,600
BA+15	7	\$53,300
BA+15	8	\$54,000
BA+15	9	\$54,700
BA+15	10	\$55,400
BA+15	11	\$56,100
BA+15	12	\$56,800
BA+15	13	\$57,500

Lane	Step	
MA	0	\$51,400
MA	1	\$52,100
MA	2	\$52,800
MA	3	\$53,500
MA	4	\$54,200
MA	5	\$54,900
MA	6	\$55,600
MA	7	\$56,300
MA	8	\$57,000
MA	9	\$57,700
MA	10	\$58,400
MA	11	\$59,100
MA	12	\$59,800
MA	13	\$60,500
MA	14	\$61,200

Lane	Step	
MA+15	0	\$54,400
MA+15	1	\$55,100
MA+15	2	\$55,800
MA+15	3	\$56,500
MA+15	4	\$57,200
MA+15	5	\$57,900
MA+15	6	\$58,600
MA+15	7	\$59,300
MA+15	8	\$60,000
MA+15	9	\$60,700
MA+15	10	\$61,400
MA+15	11	\$62,100
MA+15	12	\$62,800
MA+15	13	\$63,500
MA+15	14	\$64,200

Lane	Step	
MA+30	0	\$57,900
MA+30	1	\$58,600
MA+30	2	\$59,300
MA+30	3	\$60,000
MA+30	4	\$60,700
MA+30	5	\$61,400
MA+30	6	\$62,100
MA+30	7	\$62,800
MA+30	8	\$63,500
MA+30	9	\$64,200
MA+30	10	\$64,900
MA+30	11	\$65,600
MA+30	12	\$66,300
MA+30	13	\$67,000
MA+30	14	\$67,700
MA+30	15	\$68,400

Salary Schedule: 2026-2027

Lane	Step	
BA	0	\$ 47,900
BA	1	\$ 48,600
BA	2	\$ 49,300
BA	3	\$ 50,000
BA	4	\$ 50,700
BA	5	\$ 51,400
BA	6	\$ 52,100
BA	7	\$ 52,800
BA	8	\$ 53,500
BA	9	\$ 54,200
BA	10	\$ 54,900
BA	11	\$ 55,600
BA	12	\$ 56,300

Lane	Step	
BA+15	0	\$ 50,300
BA+15	1	\$ 51,000
BA+15	2	\$ 51,700
BA+15	3	\$ 52,400
BA+15	4	\$ 53,100
BA+15	5	\$ 53,800
BA+15	6	\$ 54,500
BA+15	7	\$ 55,200
BA+15	8	\$ 55,900
BA+15	9	\$ 56,600
BA+15	10	\$ 57,300
BA+15	11	\$ 58,000
BA+15	12	\$ 58,700
BA+15	13	\$ 59,400

Lane	Step	
MA	0	\$ 53,300
MA	1	\$ 54,000
MA	2	\$ 54,700
MA	3	\$ 55,400
MA	4	\$ 56,100
MA	5	\$ 56,800
MA	6	\$ 57,500
MA	7	\$ 58,200
MA	8	\$ 58,900
MA	9	\$ 59,600
MA	10	\$ 60,300
MA	11	\$ 61,000
MA	12	\$ 61,700
MA	13	\$ 62,400
MA	14	\$ 63,100

Lane	Step	
MA+15	0	\$ 56,300
MA+15	1	\$ 57,000
MA+15	2	\$ 57,700
MA+15	3	\$ 58,400
MA+15	4	\$ 59,100
MA+15	5	\$ 59,800
MA+15	6	\$ 60,500
MA+15	7	\$ 61,200
MA+15	8	\$ 61,900
MA+15	9	\$ 62,600
MA+15	10	\$ 63,300
MA+15	11	\$ 64,000
MA+15	12	\$ 64,700
MA+15	13	\$ 65,400
MA+15	14	\$ 66,100

Lane	Step	
MA+30	0	\$ 59,800
MA+30	1	\$ 60,500
MA+30	2	\$ 61,200
MA+30	3	\$ 61,900
MA+30	4	\$ 62,600
MA+30	5	\$ 63,300
MA+30	6	\$ 64,000
MA+30	7	\$ 64,700
MA+30	8	\$ 65,400
MA+30	9	\$ 66,100
MA+30	10	\$ 66,800
MA+30	11	\$ 67,500
MA+30	12	\$ 68,200
MA+30	13	\$ 68,900
MA+30	14	\$ 69,600
MA+30	15	\$ 70,300

Salary Schedule: 2027-2028

Lane	Step	
BA	0	\$ 49,800
BA	1	\$ 50,500
BA	2	\$ 51,200
BA	3	\$ 51,900
BA	4	\$ 52,600
BA	5	\$ 53,300
BA	6	\$ 54,000
BA	7	\$ 54,700
BA	8	\$ 55,400
BA	9	\$ 56,100
BA	10	\$ 56,800
BA	11	\$ 57,500
BA	12	\$ 58,200

Lane	Step	
BA+15	0	\$ 52,200
BA+15	1	\$ 52,900
BA+15	2	\$ 53,600
BA+15	3	\$ 54,300
BA+15	4	\$ 55,000
BA+15	5	\$ 55,700
BA+15	6	\$ 56,400
BA+15	7	\$ 57,100
BA+15	8	\$ 57,800
BA+15	9	\$ 58,500
BA+15	10	\$ 59,200
BA+15	11	\$ 59,900
BA+15	12	\$ 60,600
BA+15	13	\$ 61,300

Lane	Step	
MA	0	\$ 55,200
MA	1	\$ 55,900
MA	2	\$ 56,600
MA	3	\$ 57,300
MA	4	\$ 58,000
MA	5	\$ 58,700
MA	6	\$ 59,400
MA	7	\$ 60,100
MA	8	\$ 60,800
MA	9	\$ 61,500
MA	10	\$ 62,200
MA	11	\$ 62,900
MA	12	\$ 63,600
MA	13	\$ 64,300
MA	14	\$ 65,000

Lane	Step	
MA+15	0	\$ 58,200
MA+15	1	\$ 58,900
MA+15	2	\$ 59,600
MA+15	3	\$ 60,300
MA+15	4	\$ 61,000
MA+15	5	\$ 61,700
MA+15	6	\$ 62,400
MA+15	7	\$ 63,100
MA+15	8	\$ 63,800
MA+15	9	\$ 64,500
MA+15	10	\$ 65,200
MA+15	11	\$ 65,900
MA+15	12	\$ 66,600
MA+15	13	\$ 67,300
MA+15	14	\$ 68,000

Lane	Step	
MA+30	0	\$ 61,700
MA+30	1	\$ 62,400
MA+30	2	\$ 63,100
MA+30	3	\$ 63,800
MA+30	4	\$ 64,500
MA+30	5	\$ 65,200
MA+30	6	\$ 65,900
MA+30	7	\$ 66,600
MA+30	8	\$ 67,300
MA+30	9	\$ 68,000
MA+30	10	\$ 68,700
MA+30	11	\$ 69,400
MA+30	12	\$ 70,100
MA+30	13	\$ 70,800
MA+30	14	\$ 71,500
MA+30	15	\$ 72,200

APPENDIX C

**Monadnock Regional School District
2022-2023
ANNUAL EMPLOYMENT CONTRACT-TEACHER**

Document MDEA Teacher

Issued By: Monadnock Regional School District on 3/28/2022

Agreement made by and between the Monadnock Regional School District hereinafter called the District and employee as named in this contract, hereinafter called the Teacher.

1. The District agrees to employ the Teacher for the ensuing school year as dated in this contract, at an annual salary as stated in this contract, and paid by agreement commencing on July 1, 2022.
2. The teacher agrees to work for the district for said period and agrees to conform to and carry out all laws and all lawful rules and regulations that may be enacted relative to the school and teacher's contract.
3. It is mutually agreed:
 - a. That the school year is not in excess of 188 days. New teachers shall attend 1 Orientation Day.
 - b. That the teacher may be assigned only to such position that the Teacher is qualified and certified in the State of New Hampshire.
 - c. That the District, may, without liability, terminate this contract in accordance with New Hampshire RSA 189:13, 31, 32 and amendments, and this contract shall become void, subject to appeal, if the Teacher is removed by the Superintendent or if the teacher's certificate, license, or permit is revoked by the Commission of Education.
 - d. That the contract is void unless the Teacher holds a valid credential to teach in the position for which he/she has been employed and in which he/she is teaching.
 - e. That, except as provided in "c" and "d", this contract may not be terminated at any time prior to its expiration without the consent of both parties.
 - f. That the District and Teacher agree to be bound by all present and subsequent legislation made by the New Hampshire Legislature, and all administrative rulings having the effect of law.
 - g. That if this contract has not been signed and returned to the Superintendent of Schools within 5 business days of receipt, it will be considered that the employee named in this contract as the Teacher, has declined employment with the district.

Position Information

Position: Teacher	Start Date: 08/22/2022	Amount:
Position Location:	Days: 188 Work Calendar:	TEACHER/SPECIALIST 188 DAYS 26 PAYS

FTE 1.0000
 Type MDEA Teacher
 Salary Sch:

Total Amount:

Per Article VII 7.2 of the MDEA agreement 2022-2023. All employees will have an opportunity prior to June 30th to select in writing the 26 pay period with 22 paychecks (balloon option) or the 22 pay period option for the school year. If no election is made, payments will default to the 22 pay period option. I elect to be paid for the following school year as follows:

_____ 22 Equal pays (August -June) _____ 26 Equal pays (August - June with the balloon payment in June) IN WITNESS

WHEREOF, the parties hereto have hereunto set their hands.

MONADNOCK REGIONAL SCHOOL DISTRICT

By: _____	By: _____	Date	Teacher	Date
Scott Peters, School Board Chair				

**APPENDIXD
DUES DEDUCTION AUTHORIZATION FORM**

Name:

(Please print)

"I hereby authorize the Monadnock Regional School District to withhold from my salary the sum of\$ _____ for membership dues as follows:

For membership in the Monadnock District Teachers Association, the sum of\$ _____ per year;

For membership in the New Hampshire Education Association, the sum of\$ _____ per year;

For membership in the National Education Association, the sum of\$ _____per year.

The sums thus to be deducted over ten (10) or fifteen (15) pay periods are hereby assigned by me to the Monadnock District Teachers Association and are to be remitted by the Monadnock Regional School District to the Treasurer of the Association and having done so, the board shall be held harmless from any claim(s) in connection with the provisions of this Appendix D. It is further agreed that the Board assumes no financial liability except to forward on a monthly basis (by the 15th of each month) those funds which have been properly authorized and deducted the last day of the preceding month.

This authorization and assignment shall continue in full force and effect until revoked by me. Such revocation shall be effected by written notice to the School District and the Association giving thirty (30) days' notice prior to the end of the current school year of my desire to revoke same.

Signature

Date

**APPENDIXE
GRIEVANCE REPORT FORM**

Grievance No-----School District

To _____ Complete in triplicate with copies
to: (Name of Principal) 1. Principal
2. Superintendent
3. Association

= School: Name of Grievant: Date Filed:

LEVEL A

Date of Grievance

1. Statement of Grievance (be sure to include the specific violation or condition with proper references to the contract agreement):
2. Relief Sought:

Signature Date

Answer given by Principal:

Signature Date

Position of Grievant:

Signature Date

LEVELB

Date received by Superintendent:
Answer given by Superintendent:

Signature Date

Position of Grievant:

=LEVELC

Date submitted to School Board:
Disposition of School Board:

Signature Date

=LEVELD

Date submitted to Advisory Arbitration:
Disposition of Arbitrator:

Signature Date

APPENDIX

~~Limit on number of employees absent at a time because of "personal reasons."~~

~~Cutler School 3~~

~~Emerson School 2~~

~~Gilsum School 1~~

~~Monadnock Reg. H.S. 6~~

~~Mt. Caesar School 3~~

~~Troy School 2~~

~~Nurses (District wide) 2~~

~~Itinerant teachers (art, music, physical education, reading, learning disabilities, language development, guidance, etc.) and nurses will be charged to the quota of the school to which they are assigned on the day involved.~~

Upon ratification and approval, the District shall file an executed copy of this agreement with the New Hampshire Public Employee Labor Relations Board.

IN WITNESS WHEREOF the parties have executed this agreement for the years ~~2022~~2025-
20252028.

MONADNOCK REGIONAL SCHOOL DISTRICT BOARD

MONADNOCK DISTRICT EDUCATION ASSOCIATION

2025/26 Budget

Monadnock Regional School District

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 - Department of Revenue Administration (DRA) Timeline - **Page 2**
 - Commonly Used Acronyms - **Page 3**
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 - Teacher Attainment and Average Salary Report (Form A12F) - **Page 8**
 - Central Office Personnel Report (Form A12D) - **Page 9**
 - Class and Staffing Reports (Form A12B)
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 - Enrollment and BOY History - **Page 33**
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 - Adequacy Aid FY26 - **Page 37**
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 - Preliminary DRAFT Budget FY26 (Detail) - **Page 42**
 - FY26 Budget Drivers - **Page 58**
 - Apportionment Worksheet FY25 - **Page 59**
 - Staffing Lists FY25 with FY26 Salary Projections - **Page 63**
 - Draft Default Budget FY26 (not yet available)
-

FY 26 Budget Timeline

Mid-Late October 2024	Health Insurance Rates set
Tuesday, November 12th, 2024	Draft Budget to School Board
Tuesday, December 3rd, 2024 <i>Budget books will be available Wednesday, November 19th, 2024</i>	Joint School Board and Budget Committee Meeting
Tuesday, January 14th, 2025 <i>Second Tuesday in January</i>	Last day for petitioned warrant articles Last day for negotiated cost items to be finalized
Thursday, January TBD <i>On or before the third Tuesday in January Must be on or before January 16th, 2024</i>	Budget Hearing
Saturday, February 1st, 2025 <i>Between the first and second Saturdays following the last Monday in January, inclusive of those Saturdays Must be on or between February 1st and February 8th, 2025.</i>	Deliberative Session
Tuesday, March 11th, 2025 <i>Second Tuesday in March</i>	Voting Day



Department of Revenue Administration

Municipal & Property Division – Municipal Bureau
 P.O. Box 487
 Concord, NH 03302-0487
 (603) 230-5090

SB2 TOWNS & SCHOOLS ANNUAL MEETING (MARCH 2025) TIMELINE

Date*	Action	RSA §	Parameters*
Friday, January 10	Last day for petitioned bond articles over \$100,000	40:13, II-a (b), 33:8-a	"...the second Tuesday in January, provided however, that if a petitioned article proposes a bond governed by RSA 33:8-a, the deadline shall be the preceding Friday."
Tuesday, January 14	Last day to post notice of January 21st budget hearing	40:13, II-a (a), 32:5, I	"...the second Tuesday in January..."
Tuesday, January 14	Last day to post notice of bond hearing	40:13, II-a (a), 33:8-a	"...the second Tuesday in January..."
Tuesday, January 14	Last day for petitioned warrant articles (schools and towns)	40:13, II-a (b), 39:3	"...the second Tuesday in January..."
Tuesday, January 14	Last day for negotiated cost items to be finalized	40:13, II-a (b), 273-A:1	"...the second Tuesday in January..."
Tuesday, January 21	Last day to hold at least one budget hearing	40:13, II-a (c)	"...on or before the third Tuesday in January."
Tuesday, January 21	Last day for bond hearing	40:13, II-a (c), 33:8-a	"...on or before the third Tuesday in January."
Thursday, January 23	Last day for budget committee to deliver budget and warrant article recommendations to the governing body for posting	40:13, II-a (c), 32:16, IV	"...the Thursday before the last Monday in January..."
Monday, January 27	Last day to post warrant, budget and default budget (schools and towns)	40:13, II-a (d), 39:5, 197:7	"...on or before the last Monday in January."
Saturday, February 1 through Saturday, February 8 (inclusive)	First Session – Deliberative	40:13, III	"...between the first and second Saturdays following the last Monday in January, inclusive of those Saturdays..."
Tuesday, March 4	<i>Annual Report</i> with final budget and ballot questions made available to the legislative body	40:13, II	"...at least one week before..."
Tuesday, March 11	Second Session – Voting by Ballot	40:13, VII	"...the second Tuesday in March, the second Tuesday in April, or the second Tuesday in May, as applicable."
Monday, March 31	Submit signed and completed forms to DRA through the MTRSP	21-J:34	"...within 20 days of the close of the meeting..."

* Dates are calculated in accordance with RSA § 21:35.

Commonly Used Acronyms

ADM	Average Daily Membership
ADP	Adult Diploma Program
ATS	Additional Targeted Support
BBM	Bureau of Business Management
BCBA	Board Certified Behavior Analyst
BOY	Beginning of Year
CARES	Coronavirus Aid, Relief, and Economic Security
CCC	Cheshire Career Center
CCSS	Common Core State Standards
COTA	Certified Occupational Therapy Assistant
CSI	Comprehensive Support and Intervention
DD	Developmental Delay
DLM	Dynamic Learning Maps
DRA	Department of Revenue Administration
ED	Emotional Disturbance
ELL	English Language Learner
ELO	Extended Learning Opportunity
EOY	End of Year
ESSA	Every Student Succeeds Act
ESSER	Elementary and Secondary School Emergency Relief (ESSER) Fund
ESY	Extended School Year
FERPA	Family Educational Rights and Privacy Act
GLE	Grade Level Expectation
GMR	Guaranteed Maximum Rate
ID	Intellectual Disability
IDEA	Individuals with Disabilities Education Act
IEP	Individualized Education Plan
JMA	Joint Maintenance Agreement
LADAC	Licensed Alcohol and Drug Addiction Counselor
LEA	Local Educational Agency
MC2	Monadnock Community Connections
MD	Multiple Disabilities
MOY	Middle of Year
MTSS	Multi-Tiered System of Support
NEA	National Education Association
NEANH	National Education Association New Hampshire
NHDOE	New Hampshire Department of Education
NHSAS	New Hampshire Statewide Assessment System
NRHS	New Hampshire Retirement System
OBM	Office of Business Management
OHI	Other Health Impaired
OOD	Out of District

Commonly Used Acronyms

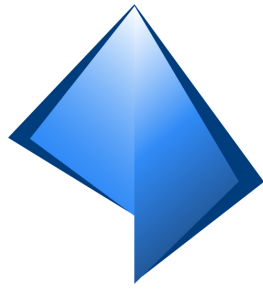
PBIS	Positive Behavior Intervention Strategies
PELRB	Public Employee Labor Relations Board
PLC	Professional Learning Community
RTI	Response to Instruction
SASID	State Assigned Student Identifier
SAT	Scholastic Achievement Test
SAU	School Administrative Unit
SEA	State Educational Agency
SES	Socioeconomic Status
SGP	Student Growth Percentile
SIS	Student Information System
SLD	Specific Learning Disability
SLPA	Speech and Language Pathology Assistant
SWD	Students with Disabilities
TSI	Targeted Support and Improvement
ULP	Unfair Labor Practice
VHS	Virtual High School
VLACS	Virtual Learning Academy Charter School

Account Numbers - Monadnock Regional School District

All account numbers are in five 'blocks' with a hyphen separating each block:

XX - XXXX - XXXXX - XX - XXXXX
A B C D E

- A** Identifies the **fund** - for example, 01 is the General Fund
- B** Identifies the **function** - for example, 1100 is Regular Education
- C** Identifies the **object** - for example, 51100 is Wages
- D** Identifies the **location**:
 - 00 - Middle/High School
 - 01 - Mt. Caesar
 - 02 - Cutler
 - 03 - Troy
 - 04 - Emerson
 - 06 - Gilsum
 - 09 - District Wide
 - 40 - SAU Building
 - 41 - Wilcox Building
 - 90 - Warrant Articles/Food Service/Federal and State Grants
- E** Identifies the **project number**



NHRS

New Hampshire Retirement System

Employer Contribution Rates

Year	Teachers	Non-Teachers
2013	11.30	8.8
2014	14.16	10.77
2015	14.16	10.77
2016	15.67	11.17
2017	15.67	11.17
2018	17.36	11.38
2019	17.36	11.38
2020	17.80	11.17
2021	17.80	11.17
2022	21.02	14.06
2023	21.02	14.06
2024	19.64	13.53
2025	19.64	13.53
2026	19.23	12.75
2027	19.23	12.75

Health Insurance

Year	GMR Increase	Actual Increase
10/11	23.2	22.5
11/12	14.3	5.3
12/13	0.8	0.8
13/14	11.4	6.5
14/15	3.8	3.6
15/16	1	0.8
16/17	7	6.7
17/18	11.3	2.4
18/19	0.4	0.4
19/20	9.2	7.6
20/21	4.4	2.7
21/22	4.5	2.5
22/23	8.4	5.6
23/24	6.6	6.6
24/25	19.5	18.4
25/26	N/A	16.1 (average)

Welcome Jeremy Rathbun, SAU Superintendent, Monadnock Regional

Year: 2024-2025 ▾

Please remember to save your work! Information not saved by timeout expiration will be lost!

Automatic Logout/Timeout occurs in: 29 Minutes, 15 Seconds

[Return To Form Home](#)

[Last Year's Survey](#)

(A12F) Teacher Attainment And Average Salary - as of October 1st

District Number - 363, District - **Monadnock Regional**, SAU Number - 93

Certified	Certified By	Certify Date/Time	Last Revision Date
Yes	JRathbun1	11/1/2024 7:54:17 AM	11/1/2024 7:49:48 AM

SAU/School Contact Info:

Lillian Sutton, 603-903-6951, lsutton@mrsd.org

SECTION I - HIGHEST EDUCATIONAL ATTAINMENT

FTE

1. Total full-time equivalents for all schools from lines 2 through 4 of the A12B (excludes preschool teachers)	125.3
2. Less than Bachelor's	0.0
3. Bachelor's Degree	61.0
4. Master's Degree	60.3
5. Degree beyond Master's (including CAGS, but does not include any interim levels such as Master's + 15, etc.)	4.0
6. The FTE total of lines 2-5 should match the FTE for line 1 once all of the A12B surveys are finalized for all schools.	125.3

SECTION II - SALARY

(Record the average salary of all FULL-TIME classroom teachers only)

Amount

1. Average Teacher Salary (Round to the nearest whole dollar)	\$55,298.00
---	-------------

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2025-2026 Budget Book

Page 8



Department of Education –
Division of Education Analytics and Resources

New Hampshire Department of Education
Division of Education Analytics and Resources
Bureau of Educational Statistics
25 Hall Street,
Concord, NH 03301

2024 - 2025 Central Office Personnel Report

Instructions: Report the number of individuals in full-time equivalents to the nearest 100th.

Certified: Yes – Superintendent must certify the data.

Due Date: October 31, 2024

If there are any questions regarding this form, please contact ESSP HelpDesk at [Help Desk](#)

Guidelines: Do not include any teaching personnel on this form. All teachers should be prorated to the schools in which they teach.

Lines 1-7: Report the number of individuals in full-time equivalents to the nearest 100th.

Line 3: Finance Professionals include assistant superintendents for business or finance, chief financial officers, business administrators, business or finance managers, etc. It may be appropriate in large SAUs to include assistant business

managers or head accountants.

Line 4: Instructional support professionals include teacher consultants, curriculum coordinator, teacher mentors etc.

Line 5: Other non-instructional professional personnel include school psychologists, accountants, etc.

Line 6: Clerical support staff include secretaries clerical and accounting staff who provide direct support to SAU administrators. Do not include support staff assigned to the school principal, guidance personnel, etc. on this line.

Line 7: Record the number of other services support staff in the central office not included on Line 6 above.

Professional Personnel

*

	Male	Female
1. Number of Superintendents in full-time equivalents	1	0
2. Number of Assistant Superintendents in full-time equivalents	0	1
3. Number of Finance professionals in full-time equivalents	0	1
4. Number of Instructional Support professionals in full-time equivalents	0	1.5
5. Number of other (non-instructional)	0	0

professional personnel in full-time equivalents		
---	--	--

Non-professional Personnel

*

	Male	Female
6. Number of clerical support staff in full-time equivalents	0	6
7. Number of other services support staff in full-time equivalents	10	3

The superintendent of schools must submit this certification below:

By checking this box, I am legally authorized to comply the data provided here is accurate.*

Superintendent signature:*

Jeremy J Rathbun

Welcome Jeremy Rathbun, SAU Superintendent, Monadnock Regional

Year: 2024-2025 ▾

Please remember to save your work! Information not saved by timeout expiration will be lost!

Automatic Logout/Timeout occurs in: 28 Minutes, 0 Seconds

(A12B) Class and Staffing Form - as of October 1st

Enter data into the ESS (Using the myNHDOE Single Sign On System) by 10/31/2024. Aid payments may be placed on hold if this form is not completed by the due date.

See accompanying instructions for definitions.

[Return To Form Home](#)

[Last Year's Survey](#)

School - **Cutler Elementary School**, District Number - 363, District - **Monadnock Regional**, SAU Number - 93, SchAprLvl - E

Certified	Certified By	Certify Date/Time	Last Revision Date
Yes	JRathbun1	11/1/2024 7:50:00 AM	10/29/2024 12:13:58 PM

SAU/School Contact Info:

Lillian Sutton, 603-903-6951, lsutton@mrsd.org

Number Of Classes *(Do not include preschool or kindergarten.)*

	1	2	3	4	5	6	7	8	TOTALS	
Number of Classes	0.00	0.00	4.00	4.00	4.00	4.00	0.00	0.00	16	
							Elementary	Secondary		
							P-8	9-12		
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
1. Number of pre-school teachers in full-time equivalents							0.0	0.0		
2. Number of kindergarten teachers in full-time equivalents							0.0	0.0		
3. Number of regular education classroom teachers in full-time equivalents							5.5	13.6		
4. Number of special education classroom teachers in full-time equivalents							2.0	2.1		
5. Number of regular instructional aides in full-time equivalents							0.0	3.0		
6. Number of special education aides in full-time equivalents							1.0	8.0		
							Elementary	Secondary		
							P-8	9-12		
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
7. Number of principals in full-time equivalents							1.0	0.0	0.0	0.0
8. Number of assistant principals in full-time equivalents							0.0	0.0	0.0	0.0
9. Number of instructional coordinators and supervisors in full-time equivalents							0.0	0.7	0.0	0.0
10. Number of guidance counselors/directors in full-time equivalents							0.0	1.1	0.0	0.0
11. Number of librarians/media specialist in full-time equivalents							0.0	0.2	0.0	0.0
12. Number of library/media support staff in full-time equivalents							0.0	1.0	0.0	0.0
13. Number of non-teaching education professionals not included above in full-time equivalents							0.4	1.7	0.0	0.0
14. Number of clerical support staff in full-time equivalents							0.0	1.2	0.0	0.0
15. Number of other support staff in full-time equivalents							0.0	3.4	0.0	0.0

The following questions were taken directly from the SPED Personnel survey, which was retired after SY 2017-2018 and incorporated into this survey. If you have questions about the following fields, please contact your Special Education administrator for assistance. For any remaining questions about these special education fields, please contact Lisa Moody at Lisa.Moody@doe.nh.gov or 603-271-3738

Special Education Teachers & Paraprofessionals Round all FTE's to the <i>nearest hundredth</i>	REVISED! 3-5 years old (not in kindergarten)	REVISED! 5 (in kindergarten) to 21 years old
16. Number of special education classroom teachers in full-time equivalents	0.00	4.14

17.	Number of special education paraprofessionals in full-time equivalents	0.00	9.00
-----	---	------	------

For students ages 3-21

Special Education Service Providers

Round all FTE's to the *nearest hundreth*

Fully Certified Not Fully Certified

18.	Number of Audiologists in full-time equivalents	0.00	0.00
19.	Number of Speech-Language Pathologists in full-time equivalents	0.50	0.00
20.	Number of Interpreters in full-time equivalents	0.00	0.00
21.	Number of Psychologists in full-time equivalents	0.40	0.00
22.	Number of Occupational Therapists in full-time equivalents	0.25	0.00
23.	Number of Physical Ed and Recreation/Therapeutic Rec Specialists in full-time equivalents	0.50	0.00
24.	Number of Social Workers in full-time equivalents	0.14	0.00
25.	Number of Medical/Nursing Service Staff in full-time equivalents	1.06	0.00
26.	Number of Counselors and Rehabilitation Counselors in full-time equivalents	1.14	0.00
27.	Number of Orientation and Mobility Specialists in full-time equivalents	0.00	0.00
28.	Number of Physical Therapists in full-time equivalents	0.01	0.00

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Welcome Jeremy Rathbun, SAU Superintendent, Monadnock Regional

Year:

Please remember to save your work! Information not saved by timeout expiration will be lost!

Automatic Logout/Timeout occurs in: 26 Minutes, 44 Seconds

(A12B) Class and Staffing Form - as of October 1st

Enter data into the ESS (Using the myNHDOE Single Sign On System) by 10/31/2024. Aid payments may be placed on hold if this form is not completed by the due date.

See accompanying instructions for definitions.

[Return To Form Home](#)

[Last Year's Survey](#)

School - **Dr. George S. Emerson Elementary School**, District Number - 363, District - **Monadnock Regional**, SAU Number - 93, SchAprLvl - E

Certified	Certified By	Certify Date/Time	Last Revision Date
Yes	JRathbun1	11/1/2024 7:50:39 AM	10/29/2024 2:42:10 PM

SAU/School Contact Info:

Lillian Sutton, 603-903-6951, lsutton@mrsd.org

Number Of Classes *(Do not include preschool or kindergarten.)*

	1	2	3	4	5	6	7	8	TOTALS	
Number of Classes	1.34	1.70	1.20	0.78	0.76	1.22			7	
							Elementary		Secondary	
							P-8		9-12	
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
1. Number of pre-school teachers in full-time equivalents							0.0	1.0		
2. Number of kindergarten teachers in full-time equivalents							0.0	1.0		
3. Number of regular education classroom teachers in full-time equivalents							1.4	8.1		
4. Number of special education classroom teachers in full-time equivalents							0.0	1.3		
5. Number of regular instructional aides in full-time equivalents							0.0	0.0		
6. Number of special education aides in full-time equivalents							0.0	8.0		
								Elementary		Secondary
								P-8		9-12
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
7. Number of principals in full-time equivalents							0.0	1.0	0.0	0.0
8. Number of assistant principals in full-time equivalents							0.0	0.0	0.0	0.0
9. Number of instructional coordinators and supervisors in full-time equivalents							0.0	0.4	0.0	0.0
10. Number of guidance counselors/directors in full-time equivalents							0.0	1.1	0.0	0.0
11. Number of librarians/media specialist in full-time equivalents							0.0	0.2	0.0	0.0
12. Number of library/media support staff in full-time equivalents							0.0	1.0	0.0	0.0
13. Number of non-teaching education professionals not included above in full-time equivalents							0.4	1.7	0.0	0.0
14. Number of clerical support staff in full-time equivalents							0.0	1.0	0.0	0.0
15. Number of other support staff in full-time equivalents							1.0	3.1	0.0	0.0

The following questions were taken directly from the SPED Personnel survey, which was retired after SY 2017-2018 and incorporated into this survey. If you have questions about the following fields, please contact your Special Education administrator for assistance. For any remaining questions about these special education fields, please contact Lisa Moody at Lisa.Moody@doe.nh.gov or 603-271-3738

Special Education Teachers & Paraprofessionals Round all FTE's to the <i>nearest hundredth</i>	REVISED! 3-5 years old (not in kindergarten)	REVISED! 5 (in kindergarten) to 21 years old
16. Number of special education classroom teachers in full-time equivalents	0.20	1.14

17.	Number of special education paraprofessionals in full-time equivalents	0.00	8.00
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For students ages 3-21

Special Education Service Providers

Round all FTE's to the *nearest hundreth*

Fully Certified Not Fully Certified

18.	Number of Audiologists in full-time equivalents	0.00	0.00
19.	Number of Speech-Language Pathologists in full-time equivalents	0.50	0.00
20.	Number of Interpreters in full-time equivalents	0.00	0.00
21.	Number of Psychologists in full-time equivalents	0.26	0.00
22.	Number of Occupational Therapists in full-time equivalents	0.25	0.00
23.	Number of Physical Ed and Recreation/Therapeutic Rec Specialists in full-time equivalents	0.33	0.00
24.	Number of Social Workers in full-time equivalents	0.60	0.00
25.	Number of Medical/Nursing Service Staff in full-time equivalents	1.06	0.00
26.	Number of Counselors and Rehabilitation Counselors in full-time equivalents	1.14	0.00
27.	Number of Orientation and Mobility Specialists in full-time equivalents	0.00	0.00
28.	Number of Physical Therapists in full-time equivalents	0.01	0.00

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Welcome Jeremy Rathbun, SAU Superintendent, Monadnock Regional

Year: 2024-2025 ▾

Please remember to save your work! Information not saved by timeout expiration will be lost!

Automatic Logout/Timeout occurs in: 25 Minutes, 53 Seconds

(A12B) Class and Staffing Form - as of October 1st

Enter data into the ESS (Using the myNHDOE Single Sign On System) by 10/31/2024. Aid payments may be placed on hold if this form is not completed by the due date.

See accompanying instructions for definitions.

[Return To Form Home](#)

[Last Year's Survey](#)

School - **Gilsum STEAM Academy**, District Number - 363, District - **Monadnock Regional**, SAU Number - 93, SchAprLvl - E

Certified	Certified By	Certify Date/Time	Last Revision Date
Yes	JRathbun1	11/1/2024 7:51:09 AM	10/30/2024 10:11:09 AM

SAU/School Contact Info:

Lillian Sutton, 603-903-6951, lsutton@mrsd.org

Number Of Classes *(Do not include preschool or kindergarten.)*

	1	2	3	4	5	6	7	8	TOTALS	
Number of Classes	0.62	0.38	0.71	0.29	0.50	0.50			3	
							Elementary		Secondary	
							P-8		9-12	
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
1. Number of pre-school teachers in full-time equivalents							0.0	0.0		
2. Number of kindergarten teachers in full-time equivalents							0.0	0.2		
3. Number of regular education classroom teachers in full-time equivalents							0.3	3.8		
4. Number of special education classroom teachers in full-time equivalents							0.0	0.7		
5. Number of regular instructional aides in full-time equivalents							0.0	0.0		
6. Number of special education aides in full-time equivalents							0.0	1.0		
								Elementary		Secondary
								P-8		9-12
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
7. Number of principals in full-time equivalents							0.0	1.0	0.0	0.0
8. Number of assistant principals in full-time equivalents							0.0	0.0	0.0	0.0
9. Number of instructional coordinators and supervisors in full-time equivalents							0.0	0.4	0.0	0.0
10. Number of guidance counselors/directors in full-time equivalents							0.0	0.7	0.0	0.0
11. Number of librarians/media specialist in full-time equivalents							0.0	0.2	0.0	0.0
12. Number of library/media support staff in full-time equivalents							0.0	1.0	0.0	0.0
13. Number of non-teaching education professionals not included above in full-time equivalents							0.4	1.0	0.0	0.0
14. Number of clerical support staff in full-time equivalents							0.0	1.2	0.0	0.0
15. Number of other support staff in full-time equivalents							1.0	0.8		

The following questions were taken directly from the SPED Personnel survey, which was retired after SY 2017-2018 and incorporated into this survey. If you have questions about the following fields, please contact your Special Education administrator for assistance. For any remaining questions about these special education fields, please contact Lisa Moody at Lisa.Moody@doe.nh.gov or 603-271-3738

Special Education Teachers & Paraprofessionals		REVISED! 3-5 years old	REVISED! 5 (in kindergarten) to 21 years old
Round all FTE's to the <i>nearest hundredth</i>		(not in kindergarten)	
16. Number of special education classroom teachers in full-time equivalents	0.00		0.60

17.	Number of special education paraprofessionals in full-time equivalents	0.00	1.00
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For students ages 3-21

Special Education Service Providers

Round all FTE's to the *nearest hundreth*

Fully Certified Not Fully Certified

18.	Number of Audiologists in full-time equivalents	0.00	0.00
19.	Number of Speech-Language Pathologists in full-time equivalents	0.20	0.00
20.	Number of Interpreters in full-time equivalents	0.00	0.00
21.	Number of Psychologists in full-time equivalents	0.40	0.00
22.	Number of Occupational Therapists in full-time equivalents	0.25	0.00
23.	Number of Physical Ed and Recreation/Therapeutic Rec Specialists in full-time equivalents	0.25	0.00
24.	Number of Social Workers in full-time equivalents	0.13	0.00
25.	Number of Medical/Nursing Service Staff in full-time equivalents	0.60	0.00
26.	Number of Counselors and Rehabilitation Counselors in full-time equivalents	0.74	0.00
27.	Number of Orientation and Mobility Specialists in full-time equivalents	0.00	0.00
28.	Number of Physical Therapists in full-time equivalents	0.00	0.00

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Welcome Jeremy Rathbun, SAU Superintendent, Monadnock Regional

Year:

Please remember to save your work! Information not saved by timeout expiration will be lost!

Automatic Logout/Timeout occurs in: 25 Minutes, 0 Seconds

(A12B) Class and Staffing Form - as of October 1st

Enter data into the ESS (Using the myNHDOE Single Sign On System) by 10/31/2024. Aid payments may be placed on hold if this form is not completed by the due date.

See accompanying instructions for definitions.

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[Last Year's Survey](#)

School - **Monadnock Regional Middle School**, District Number - 363, District - **Monadnock Regional**, SAU Number - 93, SchAprLvl - M

Certified	Certified By	Certify Date/Time	Last Revision Date
Yes	JRathbun1	11/1/2024 7:52:09 AM	10/30/2024 3:10:37 PM

SAU/School Contact Info:

Lillian Sutton, 603-903-6951, lsutton@mrsd.org

Number Of Classes *(Do not include preschool or kindergarten.)*

	1	2	3	4	5	6	7	8	TOTALS	
Number of Classes								0		
								Elementary	Secondary	
								P-8	9-12	
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
1. Number of pre-school teachers in full-time equivalents							0.0	0.0		
2. Number of kindergarten teachers in full-time equivalents							0.0	0.0		
3. Number of regular education classroom teachers in full-time equivalents							2.6	11.2		
4. Number of special education classroom teachers in full-time equivalents							0.0	3.7		
5. Number of regular instructional aides in full-time equivalents							0.5	0.5		
6. Number of special education aides in full-time equivalents							0.0	5.5		
								Elementary	Secondary	
								P-8	9-12	
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
7. Number of principals in full-time equivalents							1.0	0.0		
8. Number of assistant principals in full-time equivalents							0.0	0.5		
9. Number of instructional coordinators and supervisors in full-time equivalents							0.0	1.0		
10. Number of guidance counselors/directors in full-time equivalents							0.0	2.6		
11. Number of librarians/media specialist in full-time equivalents							0.0	0.5		
12. Number of library/media support staff in full-time equivalents							0.0	0.0		
13. Number of non-teaching education professionals not included above in full-time equivalents							0.2	2.0		
14. Number of clerical support staff in full-time equivalents							0.0	0.7		
15. Number of other support staff in full-time equivalents							3.5	2.2		

The following questions were taken directly from the SPED Personnel survey, which was retired after SY 2017-2018 and incorporated into this survey. If you have questions about the following fields, please contact your Special Education administrator for assistance. For any remaining questions about these special education fields, please contact Lisa Moody at Lisa.Moody@doe.nh.gov or 603-271-3738

Special Education Teachers & Paraprofessionals Round all FTE's to the <i>nearest hundredth</i>	REVISED! 3-5 years old (not in kindergarten)	REVISED! 5 (in kindergarten) to 21 years old
16. Number of special education classroom teachers in full-time equivalents	0.00	3.65

17.	Number of special education paraprofessionals in full-time equivalents	0.00	5.50
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For students ages 3-21

Special Education Service Providers

Round all FTE's to the *nearest hundreth*

Fully Certified Not Fully Certified

18.	Number of Audiologists in full-time equivalents	0.00	0.00
19.	Number of Speech-Language Pathologists in full-time equivalents	0.40	0.00
20.	Number of Interpreters in full-time equivalents	0.50	0.00
21.	Number of Psychologists in full-time equivalents	0.65	0.00
22.	Number of Occupational Therapists in full-time equivalents	0.01	0.00
23.	Number of Physical Ed and Recreation/Therapeutic Rec Specialists in full-time equivalents	0.30	0.00
24.	Number of Social Workers in full-time equivalents	0.20	0.00
25.	Number of Medical/Nursing Service Staff in full-time equivalents	1.07	0.00
26.	Number of Counselors and Rehabilitation Counselors in full-time equivalents	2.64	0.00
27.	Number of Orientation and Mobility Specialists in full-time equivalents	0.00	0.00
28.	Number of Physical Therapists in full-time equivalents	0.01	0.00

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Welcome Jeremy Rathbun, SAU Superintendent, Monadnock Regional

Year:

Please remember to save your work! Information not saved by timeout expiration will be lost!

Automatic Logout/Timeout occurs in: 24 Minutes, 8 Seconds

(A12B) Class and Staffing Form - as of October 1st

Enter data into the ESS (Using the myNHDOE Single Sign On System) by 10/31/2024. Aid payments may be placed on hold if this form is not completed by the due date.

See accompanying instructions for definitions.

[Return To Form Home](#)

[Last Year's Survey](#)

School - **Monadnock Regional High School**, District Number - 363, District - **Monadnock Regional**, SAU Number - 93, SchAprLvl - H

Certified	Certified By	Certify Date/Time	Last Revision Date
Yes	JRathbun1	11/1/2024 7:51:36 AM	10/30/2024 2:41:11 PM

SAU/School Contact Info:

Lillian Sutton, 603-903-6951, lsutton@mrsd.org

Number Of Classes *(Do not include preschool or kindergarten.)*

	1	2	3	4	5	6	7	8	TOTALS	
Number of Classes								0		
								Elementary	Secondary	
								P-8	9-12	
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
1. Number of pre-school teachers in full-time equivalents							0.0	0.0		
2. Number of kindergarten teachers in full-time equivalents							0.0	0.0		
3. Number of regular education classroom teachers in full-time equivalents							0.0	0.0	12.7	19.7
4. Number of special education classroom teachers in full-time equivalents							0.0	0.0	1.0	1.7
5. Number of regular instructional aides in full-time equivalents							0.0	0.0	0.5	1.5
6. Number of special education aides in full-time equivalents							0.0	0.0	1.0	12.5
								Elementary	Secondary	
								P-8	9-12	
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
7. Number of principals in full-time equivalents							0.0	0.0	1.0	0.0
8. Number of assistant principals in full-time equivalents							0.0	0.0	0.0	0.5
9. Number of instructional coordinators and supervisors in full-time equivalents							0.0	0.0	0.0	0.5
10. Number of guidance counselors/directors in full-time equivalents							0.0	0.0	0.0	2.6
11. Number of librarians/media specialist in full-time equivalents							0.0	0.5	0.0	0.5
12. Number of library/media support staff in full-time equivalents							0.0	0.0	0.0	0.0
13. Number of non-teaching education professionals not included above in full-time equivalents							0.0	0.0	0.2	2.0
14. Number of clerical support staff in full-time equivalents							0.0	0.0	0.0	3.5
15. Number of other support staff in full-time equivalents							0.0	0.0	3.8	2.5

The following questions were taken directly from the SPED Personnel survey, which was retired after SY 2017-2018 and incorporated into this survey. If you have questions about the following fields, please contact your Special Education administrator for assistance. For any remaining questions about these special education fields, please contact Lisa Moody at Lisa.Moody@doe.nh.gov or 603-271-3738

Special Education Teachers & Paraprofessionals Round all FTE's to the <i>nearest hundredth</i>	REVISED! 3-5 years old (not in kindergarten)	REVISED! 5 (in kindergarten) to 21 years old
16. Number of special education classroom teachers in full-time equivalents	0.00	3.65

17.	Number of special education paraprofessionals in full-time equivalents	0.00	13.50
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For students ages 3-21

Special Education Service Providers

Round all FTE's to the *nearest hundreth*

Fully Certified Not Fully Certified

18.	Number of Audiologists in full-time equivalents	0.00	0.00
19.	Number of Speech-Language Pathologists in full-time equivalents	0.40	0.00
20.	Number of Interpreters in full-time equivalents	0.50	0.00
21.	Number of Psychologists in full-time equivalents	0.65	0.00
22.	Number of Occupational Therapists in full-time equivalents	0.01	0.00
23.	Number of Physical Ed and Recreation/Therapeutic Rec Specialists in full-time equivalents	1.70	0.00
24.	Number of Social Workers in full-time equivalents	0.20	0.00
25.	Number of Medical/Nursing Service Staff in full-time equivalents	1.09	0.00
26.	Number of Counselors and Rehabilitation Counselors in full-time equivalents	2.14	0.00
27.	Number of Orientation and Mobility Specialists in full-time equivalents	0.00	0.00
28.	Number of Physical Therapists in full-time equivalents	0.01	0.00

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Welcome Jeremy Rathbun, SAU Superintendent, Monadnock Regional

Year:

Please remember to save your work! Information not saved by timeout expiration will be lost!

Automatic Logout/Timeout occurs in: 23 Minutes, 13 Seconds

(A12B) Class and Staffing Form - as of October 1st

Enter data into the ESS (Using the myNHDOE Single Sign On System) by 10/31/2024. Aid payments may be placed on hold if this form is not completed by the due date.

See accompanying instructions for definitions.

[Return To Form Home](#)

[Last Year's Survey](#)

School - **Mt. Caesar Elementary School**, District Number - 363, District - **Monadnock Regional**, SAU Number - 93,
SchAprLvl - E

Certified	Certified By	Certify Date/Time	Last Revision Date
Yes	JRathbun1	11/1/2024 7:52:59 AM	10/30/2024 1:04:17 PM

SAU/School Contact Info:

Lillian Sutton, 603-903-6951, lsutton@mrsd.org

Number Of Classes *(Do not include preschool or kindergarten.)*

	1	2	3	4	5	6	7	8	TOTALS	
Number of Classes	5.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	9	
							Elementary	Secondary		
							P-8	9-12		
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
1. Number of pre-school teachers in full-time equivalents							0.0	2.0		
2. Number of kindergarten teachers in full-time equivalents							0.0	5.0		
3. Number of regular education classroom teachers in full-time equivalents							0.5	12.1		
4. Number of special education classroom teachers in full-time equivalents							0.0	3.3		
5. Number of regular instructional aides in full-time equivalents							0.0	3.0		
6. Number of special education aides in full-time equivalents							0.0	11.0		
							Elementary	Secondary		
							P-8	9-12		
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
7. Number of principals in full-time equivalents							0.0	1.0	0.0	0.0
8. Number of assistant principals in full-time equivalents							0.0	0.0	0.0	0.0
9. Number of instructional coordinators and supervisors in full-time equivalents							0.0	6.8	0.0	0.0
10. Number of guidance counselors/directors in full-time equivalents							0.0	1.1	0.0	0.0
11. Number of librarians/media specialist in full-time equivalents							0.0	0.2	0.0	0.0
12. Number of library/media support staff in full-time equivalents							0.0	1.0	0.0	0.0
13. Number of non-teaching education professionals not included above in full-time equivalents							0.1	2.6	0.0	0.0
14. Number of clerical support staff in full-time equivalents							0.0	1.2	0.0	0.0
15. Number of other support staff in full-time equivalents							2.0	1.8	0.0	0.0

The following questions were taken directly from the SPED Personnel survey, which was retired after SY 2017-2018 and incorporated into this survey. If you have questions about the following fields, please contact your Special Education administrator for assistance. For any remaining questions about these special education fields, please contact Lisa Moody at Lisa.Moody@doe.nh.gov or 603-271-3738

Special Education Teachers & Paraprofessionals		REVISED! 3-5 years old (not in kindergarten)	REVISED! 5 (in kindergarten) to 21 years old
Round all FTE's to the <i>nearest hundredth</i>			
16. Number of special education classroom teachers in full-time equivalents	0.20		2.14

17.	Number of special education paraprofessionals in full-time equivalents	0.00	11.00
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For students ages 3-21

Special Education Service Providers

Round all FTE's to the *nearest hundreth*

Fully Certified Not Fully Certified

18.	Number of Audiologists in full-time equivalents	0.00	0.00
19.	Number of Speech-Language Pathologists in full-time equivalents	1.50	0.00
20.	Number of Interpreters in full-time equivalents	0.00	0.00
21.	Number of Psychologists in full-time equivalents	0.40	0.00
22.	Number of Occupational Therapists in full-time equivalents	0.80	0.00
23.	Number of Physical Ed and Recreation/Therapeutic Rec Specialists in full-time equivalents	0.50	0.00
24.	Number of Social Workers in full-time equivalents	0.00	0.00
25.	Number of Medical/Nursing Service Staff in full-time equivalents	2.06	0.00
26.	Number of Counselors and Rehabilitation Counselors in full-time equivalents	1.14	0.00
27.	Number of Orientation and Mobility Specialists in full-time equivalents	0.02	0.00
28.	Number of Physical Therapists in full-time equivalents	0.01	0.00

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Welcome Jeremy Rathbun, SAU Superintendent, Monadnock Regional

Year: 2024-2025 ▾

Please remember to save your work! Information not saved by timeout expiration will be lost!

Automatic Logout/Timeout occurs in: 22 Minutes, 33 Seconds

(A12B) Class and Staffing Form - as of October 1st

Enter data into the ESS (Using the myNHDOE Single Sign On System) by 10/31/2024. Aid payments may be placed on hold if this form is not completed by the due date.

See accompanying instructions for definitions.

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[Last Year's Survey](#)

School - **Troy Elementary School**, District Number - 363, District - **Monadnock Regional**, SAU Number - 93, SchAprLvl - E

Certified	Certified By	Certify Date/Time	Last Revision Date
Yes	JRathbun1	11/1/2024 7:53:22 AM	10/30/2024 10:46:38 AM

SAU/School Contact Info:

Lillian Sutton, 603-903-6951, lsutton@mrsd.org

Number Of Classes *(Do not include preschool or kindergarten.)*

	1	2	3	4	5	6	7	8	TOTALS	
Number of Classes	1.00	1.00	1.00	1.00	1.00	1.00	0.00	0.00	6	
							Elementary		Secondary	
							P-8		9-12	
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
1. Number of pre-school teachers in full-time equivalents							0.0	1.0		
2. Number of kindergarten teachers in full-time equivalents							0.0	1.0		
3. Number of regular education classroom teachers in full-time equivalents							1.4	8.1		
4. Number of special education classroom teachers in full-time equivalents							0.0	1.3		
5. Number of regular instructional aides in full-time equivalents							0.0	1.0		
6. Number of special education aides in full-time equivalents							0.0	7.0		
							Elementary		Secondary	
							P-8		9-12	
Staffing (Round all FTEs to the nearest tenth)							Male	Female	Male	Female
7. Number of principals in full-time equivalents							1.0	0.0	0.0	0.0
8. Number of assistant principals in full-time equivalents							0.0	0.0	0.0	0.0
9. Number of instructional coordinators and supervisors in full-time equivalents							0.0	0.7	0.0	0.0
10. Number of guidance counselors/directors in full-time equivalents							0.0	1.1	0.0	0.0
11. Number of librarians/media specialist in full-time equivalents							0.0	0.2	0.0	0.0
12. Number of library/media support staff in full-time equivalents							0.0	1.0	0.0	0.0
13. Number of non-teaching education professionals not included above in full-time equivalents							0.4	2.8	0.0	0.0
14. Number of clerical support staff in full-time equivalents							0.0	1.2	0.0	0.0
15. Number of other support staff in full-time equivalents							1.3	1.1	0.0	0.0

The following questions were taken directly from the SPED Personnel survey, which was retired after SY 2017-2018 and incorporated into this survey. If you have questions about the following fields, please contact your Special Education administrator for assistance. For any remaining questions about these special education fields, please contact Lisa Moody at Lisa.Moody@doe.nh.gov or 603-271-3738

Special Education Teachers & Paraprofessionals		REVISED! 3-5 years old (not in kindergarten)	REVISED! 5 (in kindergarten) to 21 years old
Round all FTE's to the <i>nearest hundredth</i>			
16. Number of special education classroom teachers in full-time equivalents	0.20		1.00

17.	Number of special education paraprofessionals in full-time equivalents	0.00	7.00
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For students ages 3-21

Special Education Service Providers

Round all FTE's to the *nearest hundreth*

Fully Certified Not Fully Certified

18.	Number of Audiologists in full-time equivalents	0.00	0.00
19.	Number of Speech-Language Pathologists in full-time equivalents	0.50	0.00
20.	Number of Interpreters in full-time equivalents	0.00	0.00
21.	Number of Psychologists in full-time equivalents	0.40	0.00
22.	Number of Occupational Therapists in full-time equivalents	0.25	0.00
23.	Number of Physical Ed and Recreation/Therapeutic Rec Specialists in full-time equivalents	0.42	0.00
24.	Number of Social Workers in full-time equivalents	0.13	0.00
25.	Number of Medical/Nursing Service Staff in full-time equivalents	1.06	0.00
26.	Number of Counselors and Rehabilitation Counselors in full-time equivalents	1.14	0.00
27.	Number of Orientation and Mobility Specialists in full-time equivalents	0.00	0.00
28.	Number of Physical Therapists in full-time equivalents	0.01	0.00

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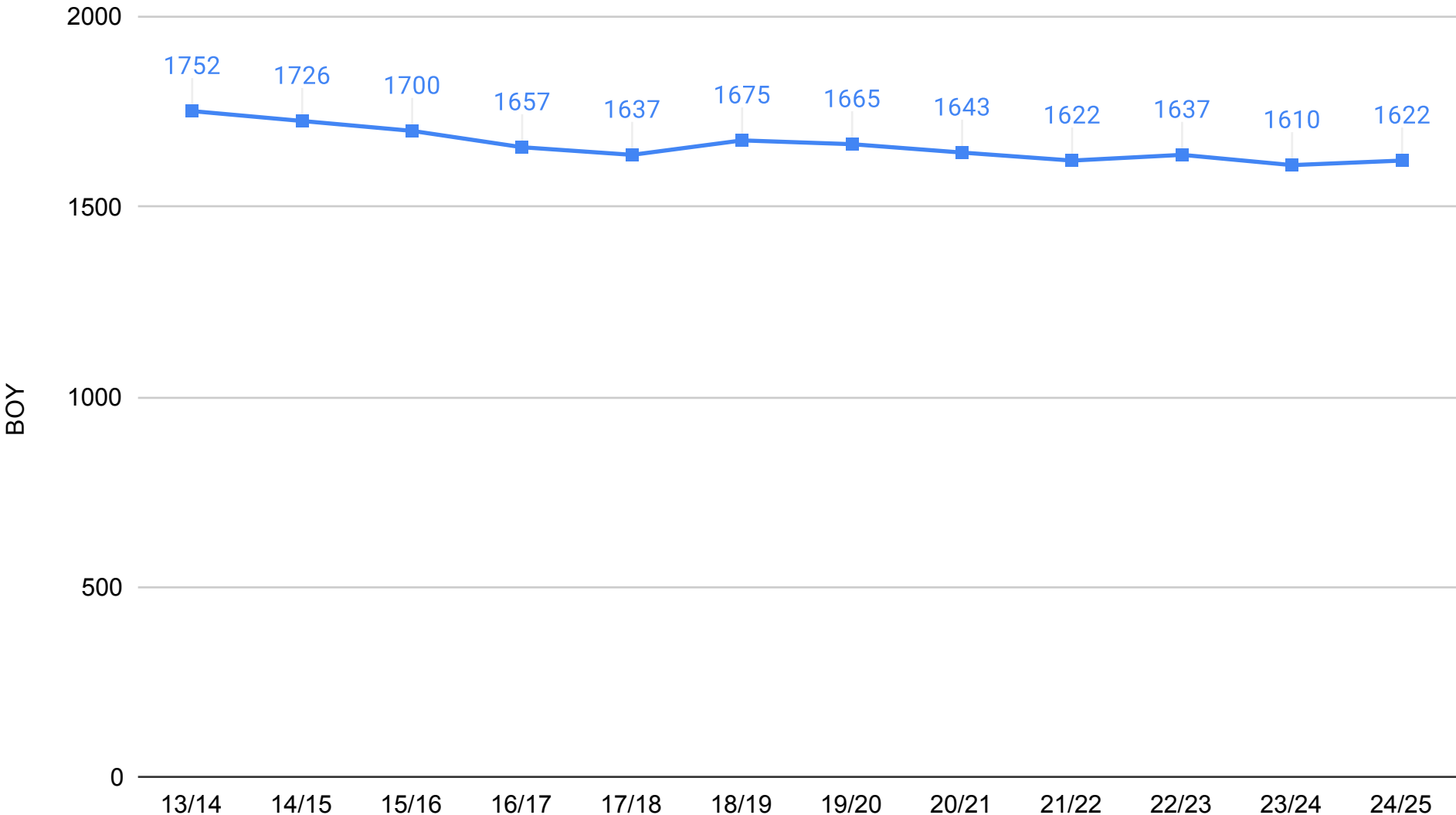
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	Cutler					Emerson					Gilsom					MTC					MRMHS					Troy						
	20-21	21-22	22-23	23-24	24-25	20-21	21-22	22-23	23-24	24-25	20-21	21-22	22-23	23-24	24-25	20-21	21-22	22-23	23-24	24-25	20-21	21-22	22-23	23-24	24-25	20-21	21-22	22-23	23-24	24-25		
PK						8	13	19	17	15						31	25	35	36	36						8					12	PK
K						17	21	22	16	19	5	9	3	6	3	74	79	78	69	78						15	15	19	10	13	K	
1st						15	20	24	22	17	13	3	8	4	8	71	77	82	75	73						17	20	17	21	9	1st	
2nd						26	19	19	22	21	9	9	4	8	5	69	67	79	82	82						21	16	16	14	15	2nd	
3rd	72	69	70	81	83	18	23	17	18	22	11	10	9	5	10											24	20	17	17	14	3rd	
4th	69	74	71	71	87	19	20	22	16	16	6	11	10	12	4											23	24	23	16	17	4th	
5th	70	74	72	69	75	26	21	22	25	15	8	6	11	11	10											23	18	24	20	18	5th	
6th	66	67	76	70	71	19	26	18	21	24	5	11	7	11	10											27	21	19	23	18	6th	
7th																					122	127	126	120	130						7th	
8th																					119	127	128	131	120						8th	
9th																					108	112	120	113	122						9th	
10th																					114	105	107	113	113						10th	
11th																					110	112	107	104	111						11th	
12th																					138	113	117	112	102						12th	
Total	277	284	289	291	316	153	167	163	157	149	57	59	52	57	50	260	266	274	262	269	711	696	705	693	698	159	134	135	121	116	Total	

1598	In district
24	Out of District
1622	Total Enrollment 10/1/2024

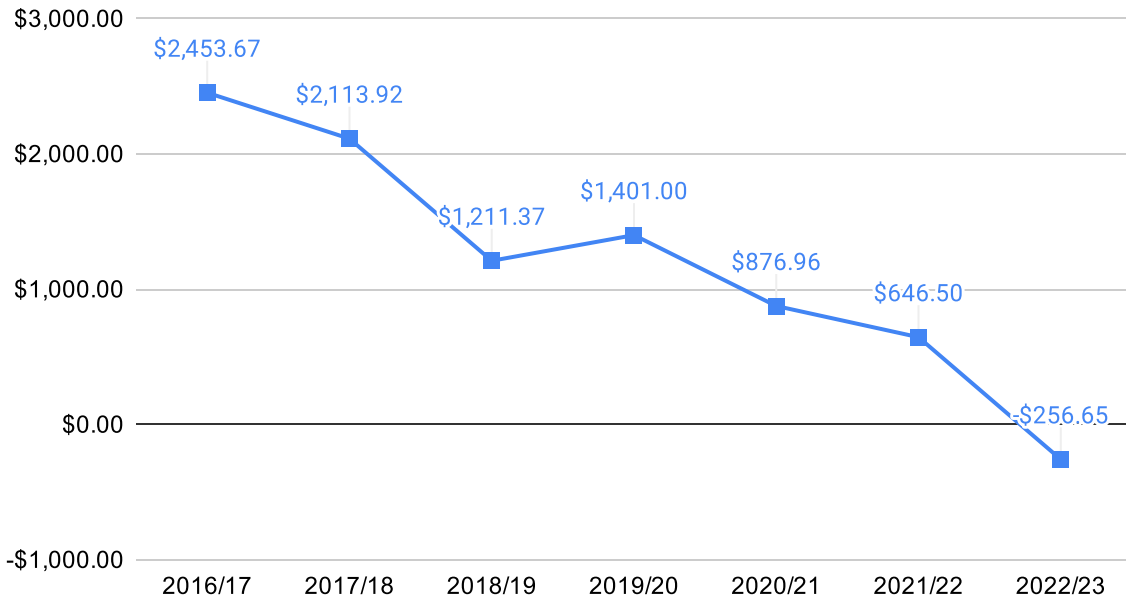
BOY Enrollment



Cost Per Pupil - 7 Year Change		
State	\$5,011.85	28.54%
Monadnock	\$2,301.53	12.80%

	<u>Elementary</u>	<u>Middle</u>	<u>High</u>	<u>Total</u>
2022/23				
State	\$20,900.89	\$19,458.87	\$19,917.95	\$20,322.52
Monadnock	\$21,481.50	\$18,351.67	\$18,158.65	\$20,065.87
2021/2022				
State	\$20,060.38	\$18,529.38	\$18,869.95	\$19,399.97
Monadnock	\$20,704.14	\$16,643.04	\$20,711.72	\$20,046.47
2020/2021				
State	\$19,331.82	\$17,262.97	\$17,758.26	\$18,434.21
Monadnock	20,045.31	17,871.83	18,651.93	19,311.17
2019/2020				
State	\$17,188.49	\$15,938.20	\$16,776.10	\$16,823.88
Monadnock	18,467.13	17,312.51	18,184.03	18,224.88
2018/2019				
State	\$16,519.77	\$15,489.74	\$16,599.80	\$16,346.45
Monadnock	17,520.11	17,068.50	17,871.50	17,557.82
2017/2018				
State	\$15,981.46	\$15,021.13	\$16,214.73	\$15,865.26
Monadnock	17,847.33	16,722.30	18,832.44	17,979.18
2016/2017				
State	\$15,397.60	\$14,740.66	\$15,537.80	\$15,310.67
Monadnock	17,937.42	16,012.93	18,372.73	17,764.34

DIFFERENCE - MRSD CPP vs. State CPP



2016/2017

State \$15,310.67
 Monadnock \$17,764.34 **\$2,453.67**

2022/23

State \$20,322.52
 Monadnock \$20,065.87 **-\$256.65**

FY 2026 Adequate Education Aid

How the Cost of an Opportunity for an Adequate Education is Determined

Students:

Adequacy Aid is calculated using the Average Daily Membership (ADM) of the students who reside within a municipality. Any full-time student K-12 enrolled in school for the entire year has an ADM of 1.00. If a student moves mid-year, they are counted as a fractional ADM in each municipality. Pursuant to statute, the previous school year ADM (2024-2025) is used in calculating the next fiscal year (FY 2026) adequacy aid.

The total ADM for a municipality consists of:

- Students who attended a school operated by their resident district.
- Students tuitioned by the resident district to a district-operated school in NH or another State.
- Students tuitioned by the resident district to a non-public school, such as a special education program.
- Preschool students are not included.
- Charter schools students are not included, except as provided for in RSA 194-B:11.
- Home school students enrolled in high school academic courses at the rate of 0.15 ADM per course.

Cost of Adequacy:

Effective July 1st, 2023, every year the base per pupil aid rate and additional rate for certain students will be increased by 2 percent each year. Previously, the rate adjustment was based on the consumer price index and occurred every other year. This is not the case anymore.

For 2026, the base per pupil rate is \$4,265.64 per ADM. Adequacy includes an additional rate for certain students as follows:

- \$2,392.92 for a free or reduced-price meal (F&R) eligible student. This eligibility determination is based on household income not participation in a lunch program. Students from households receiving TANF or SNAP are automatically eligible. Others are certified if parents/guardians provide income information.
- \$2,184.84 for a special education (SPED) student who has an individualized educational plan (IEP).
- \$832.32 for an English Language Learner (ELL) receiving English Language instruction. Students who have advanced to the monitoring stage are not included.

For each municipality, the cost of an opportunity for an adequate education is calculated by applying the base rate and applicable additional rates to the ADM of each student.

How Adequacy Grants are Determined

Statewide Education Property Tax Assessment:

Pursuant to Statute, the Department of Revenue Administration determines the minimum tax rate needed to raise at least \$363 million from the Statewide Education Property Tax (SWEPT) for the following school year. The tax rate, rounded to the nearest one-half cent, is applied to equalized valuations without utilities to achieve the minimum amount needed to be raised by the State. (RSA 76:3 and RSA 76:8). Municipalities collect the SWEPT and send the total assessment amount directly to its school district(s). Within cooperative districts the assessment amount is credited to the individual towns. While municipalities are responsible for collecting and distributing this tax revenue, SWEPT is a State tax, not a local tax. For FY2026, a tax rate of \$1.120 per thousand will be applied to April 1, 2023 equalized values.

Extraordinary Needs Grant

The Extraordinary Needs Grant is an additional grant for municipalities based on the equalized property value over the number of F&R eligible students (EVFRP). The municipality's equalized valuation includes utilities, railroad properties, and payments in lieu of taxes. This equalized valuation measurement is divided by the number of F&R eligible students to get the EVFRP for each municipality. If the EVFRP is over \$6,866,640, then no Extraordinary Needs Grant will be awarded. If the EVFRP is under \$1,664,640, then the grant will be calculated by multiplying each F&R eligible pupil by \$11,500. A municipality with an EVFRP between \$1,664,640 and \$6,866,640 will have a grant equal to \$0.00221 for each dollar below \$6,866,640 per F&R ADM.

Preliminary Grant Plus Extraordinary Needs Grant:

When the SWEPT assessment is subtracted from the cost of adequacy, the balance is the preliminary grant. Next, the Extraordinary Needs grant is added. If SWEPT is more than the cost of adequacy, then the preliminary grant is zero.

New Hold Harmless:

In Fiscal Year 2025, the hold harmless grant was calculated and awarded to ensure the adequacy grant for a community was at least 104 percent of the Fiscal Year 2024 estimate of the adequacy grant as estimated by NHED on 11/15/2022. For Fiscal Year 2026, the hold harmless grant will be 80 percent of the amount provided in Fiscal Year 2025. No hold harmless grant is awarded to any community with a SWEPT higher than the calculated cost of an adequate education.

Inclusion of Home-Schooled Course Credit:

Effective July 1, 2024, districts will receive adequacy for home-educated students taking courses within their district, regardless of the State appropriations. An ADM-R of 0.15 will be provided for each credit a home-educated student pursued at a district operated school.

Final Grant:

A municipality's final grant is the sum of its preliminary and stabilization grants. For the final calculation in April 2026, the total grant will be no less than 95% of the November 15, 2024 estimate.

Publication and Payment Schedule

Publication Schedule for Adequacy Aid:

The first estimate is published on the November 15th that precedes the beginning of the fiscal year. ADM is estimated using data from the second preceding school year and applying adjustments for anticipated enrollment increases or decreases. This estimate is generally used to set school budgets.

The second estimate is made on September 1st of the fiscal year using preliminary ADM data for the previous school year. This estimate is used by the Department of Revenue Administration to set school tax rates.

The final calculation is usually made by March using the prior year's ADM that has been closely reviewed.

Grant Payment Schedule:

- September 1st is 20 percent of your annualized adequacy grant.
- November 1st is 20 percent of your annualized adequacy grant.
- January 1st is 30 percent of your annualized adequacy grant.
- April 1st is 30 percent of your annualized adequacy grant or whatever percentage is need to ensure you are given your full adequacy amount, if ADM data has changed.

New Hampshire Department of Education
Bureau of School Finance
FY2026 Estimate - Municipal Summary of Adequacy Aid

District Public School Adequacy FY 2026 Estimate, November 15th, 2024		Adequacy Grant
		Adequacy Grant = Preliminary Grant Plus New Hold Harmless Grant
Loc #	State Total	716,948,320
177	Fitzwilliam	819,151.16
197	Gilsum	606,127.56
455	Richmond	798,284.60
465	Roxbury	79,369.47
523	Swanzey	6,360,630.42
535	Troy	2,282,552.68

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026 (estimate)
Fitzwilliam	\$753,074.38	\$838,104.87	\$893,463.56	\$1,024,758.27	\$854,219.88	\$819,151.16
Gilsum	\$470,661.88	\$488,671.91	\$510,666.44	\$569,602.68	\$587,883.21	\$606,127.56
Richmond	\$951,225.64	\$1,090,253.75	\$1,009,514.80	\$937,575.43	\$895,441.26	\$798,284.60
Roxbury	\$72,032.68	\$83,659.09	\$89,820.69	\$105,140.40	\$93,787.34	\$79,369.47
Swansey	\$5,599,393.08	\$6,156,466.68	\$5,781,317.66	\$6,206,532.71	\$6,178,288.28	\$6,360,630.42
Troy	\$1,688,016.59	\$2,913,527.16	\$2,466,404.57	\$2,474,619.57	\$2,453,337.35	\$2,282,552.68
Total	\$9,534,404.25	\$11,570,683.46	\$10,751,187.72	\$11,318,229.06	\$11,062,957.32	\$10,946,115.89

Account	Description	FY25 Budget	FY26 Proposed
01110051100000000	Teacher's Salaries EC2010-49.69	\$2,808,345.00	\$2,812,571.00
01110051150000000	Aides Salaries EC 1116-3	\$101,832.00	\$103,641.00
01110051200000000	Teacher Substitutes EC6128	\$60,000.00	\$60,000.00
01110052110000000	Health Benefits	\$1,033,476.00	\$1,155,453.00
01110052120000000	Dental Insurance	\$45,720.00	\$45,322.00
01110052220000000	Social Security	\$227,218.00	\$227,680.00
01110052300000000	Teacher Retirement	\$542,420.00	\$531,910.00
01110052310000000	Non Teacher Retirement	\$13,778.00	\$13,214.00
01110254300000000	Repairs & Maint.	\$300.00	\$300.00
01110256100000000	Art Supplies	\$8,000.00	\$8,000.00
01110256410000000	Books & Other Printed Media	\$150.00	\$150.00
01110356100000000	Bus. Ed Supplies	\$600.00	\$600.00
01110356300000000	Textbooks	\$0.00	\$0.00
01110356410000000	Books & Other Printed Media	\$500.00	\$500.00
01110356500000000	Software	\$5,000.00	\$5,000.00
01110556100000000	Supplies	\$3,500.00	\$3,500.00
01110556410000000	Books & Other Printed Media	\$8,500.00	\$8,500.00
01110557370000000	Replacement Equip	\$250.00	\$250.00
01110656100000000	Supplies	\$800.00	\$1,000.00
01110656410000000	Books & Other Printed Media	\$1,000.00	\$1,200.00
01110656430000000	WL Info Access Fees	\$0.00	\$0.00
01110854300000000	PE Repairs & Maintenance	\$1,000.00	\$1,000.00
01110856100000000	Supplies	\$600.00	\$600.00
01110857370000000	Replacement Equipment	\$10,000.00	\$10,000.00
01110954300000000	Repairs & Maint.	\$800.00	\$800.00
01110956100000000	Supplies	\$11,000.00	\$11,000.00
01110956400000000	Subscriptions	\$1,000.00	\$1,000.00
01110956410000000	Books & Other Printed Media	\$500.00	\$500.00
01110957370000000	Replacement Equipment	\$1,250.00	\$1,250.00
01111054300000000	Repairs & Maint.	\$1,200.00	\$1,200.00
01111056100000000	Supplies	\$15,000.00	\$15,000.00
01111056410000000	Books & Other Printed Matter	\$850.00	\$850.00
01111056420000000	Electronic Information/Software	\$875.00	\$875.00
01111056500000000	Software	\$1,750.00	\$1,750.00
01111057370000000	Replacement Equipment	\$7,500.00	\$7,500.00
01111156100000000	Supplies	\$3,500.00	\$3,500.00
01111156430000000	Mathematics Info Access Fees	\$4,000.00	\$4,000.00
01111157370000000	Replacement Furniture & Fixtures	\$1,500.00	\$1,500.00
01111254300000000	Repairs & Maint.	\$2,000.00	\$2,000.00
01111254420000000	Copier Lease	\$300.00	\$300.00
01111256100000000	Supplies	\$8,000.00	\$8,000.00
01111257370000000	Replacement Equipment	\$2,500.00	\$2,500.00
01111258100000000	Dues & Fees	\$400.00	\$400.00
01111353000000000	Purchased Services	\$200.00	\$200.00
01111356100000000	Science Supplies	\$15,000.00	\$15,000.00
01111356410000000	Books & Other Printed Media	\$800.00	\$800.00
01111356430000000	Info Access Fees	\$2,000.00	\$2,000.00
01111357370000000	Replacement Equipment	\$3,100.00	\$3,100.00
01111553000000000	Purchased Services	\$1,300.00	\$1,300.00
01111556100000000	Supplies	\$4,500.00	\$4,500.00
01111556400000000	Subscriptions	\$8,580.00	\$8,580.00
01111556410000000	Books & Other Printed Media	\$1,100.00	\$1,100.00
01111557370000000	Replacement Equipment	\$500.00	\$500.00
01111751110000000	Night School Salaries	\$22,000.00	\$22,000.00
01111752220000000	Social Security	\$1,683.00	\$1,683.00
01111752300000000	Teacher Retirement	\$4,321.00	\$4,231.00
01111753000000000	Purchased Services	\$1,500.00	\$1,500.00
01111755610000000	Tuition Public	\$8,000.00	\$8,000.00
01111756100000000	Supplies	\$400.00	\$400.00
01112656100000000	General Supplies	\$17,000.00	\$17,000.00
01112656300000000	Enriching Students Software	\$0.00	\$0.00
01112657370000000	Replacement Furniture & Fixtures	\$0.00	\$0.00
01120051100000000	Teacher's Salary EC1220-6.0	\$442,308.00	\$434,508.00
01120051101000000	Administrators Salary EC2141-1	\$76,920.00	\$79,997.00

011200511100000000	Case Manager Pay	\$8,000.00	\$8,000.00
011200511500000000	Aides Sal's EC1216-22	\$519,566.00	\$538,673.00
011200512500000000	Admin Asst EC1221-1	\$32,598.00	\$32,400.00
011200521100000000	Health Benefits	\$478,775.00	\$635,654.00
011200521200000000	Dental Insurance	\$19,502.00	\$23,323.00
011200521300000000	Life Insurance	\$250.00	\$250.00
011200522200000000	Social Security	\$81,961.00	\$83,047.00
011200523000000000	Teacher Retirement	\$101,976.00	\$98,939.00
011200523100000000	Non Teacher Retirement	\$74,707.00	\$72,812.00
011200524000000000	Admin PD	\$3,000.00	\$3,000.00
011200544200000000	Copier Lease	\$5,000.00	\$5,000.00
011200561000000000	Supplies	\$9,000.00	\$8,250.00
011200564100000000	Book & Printed Matter	\$100.00	\$100.00
011200564300000000	Info Access Fees	\$3,000.00	\$2,855.00
011200581000000000	Dues & Fees	\$555.00	\$700.00
011300556100000000	Vocational Tuition	\$68,000.00	\$68,000.00
011400511200000000	Advisor Stipends	\$20,000.00	\$20,000.00
011400522200000000	Social Security	\$1,530.00	\$1,530.00
011400523000000000	Teacher Retirement	\$3,200.00	\$3,200.00
011400523100000000	Non Teacher Retirement	\$250.00	\$250.00
011400530000000000	Purchased Services	\$1,000.00	\$1,000.00
011400561000000000	Supplies	\$1,000.00	\$1,000.00
011420511000000000	Athletic Director EC4051-.67	\$68,963.00	\$71,722.00
011420511100000000	Coaches Stipend	\$90,000.00	\$90,000.00
011420511700000000	Other Services	\$8,000.00	\$8,000.00
011420521100000000	Health Benefits	\$34,508.00	\$34,508.00
011420521200000000	Dental Insurance	\$2,012.00	\$2,012.00
011420521300000000	Life Insurance	\$100.00	\$100.00
011420522200000000	Social Security	\$12,773.00	\$12,984.00
011420523000000000	Teacher Retirement	\$5,500.00	\$4,500.00
011420523100000000	Non Teacher Retirement	\$10,200.00	\$10,573.00
011420530000000000	Purchased Services	\$45,700.00	\$45,700.00
011420543000000000	Repairs & Maintenance	\$8,000.00	\$8,000.00
011420544100000000	Facility Rentals (Ice/Courts/Fields)	\$16,000.00	\$16,000.00
011420553200000000	Cell Phone for Trainer	\$700.00	\$700.00
011420558000000000	Travel & Conferences	\$2,750.00	\$2,750.00
011420561000000000	Athletic Supplies	\$40,000.00	\$40,000.00
011420573700000000	Replacement Equipment	\$6,000.00	\$6,000.00
011420581000000000	Dues and Fees	\$13,000.00	\$13,000.00
012110511000000000	Social Work Salaries	\$53,000.00	\$53,000.00
012110521100000000	Health Benefits	\$25,562.00	\$29,456.00
012110521200000000	Dental Insurance	\$1,001.00	\$1,005.00
012110522200000000	Social Security	\$4,055.00	\$4,055.00
012110523000000000	Teacher Retirement	\$10,409.00	\$10,192.00
012120511000000000	Salaries EC2121-3.0	\$295,487.00	\$300,887.00
012120512500000000	Secretary Sal. EC2272-1.0	\$36,944.00	\$37,928.00
012120521100000000	Health Benefits	\$133,771.00	\$131,749.00
012120521200000000	Dental Insurance	\$6,637.00	\$6,637.00
012120522200000000	Social Security	\$25,431.00	\$25,919.00
012120523000000000	Teacher Retirement	\$58,034.00	\$57,861.00
012120523100000000	Non Teacher Retirement	\$4,999.00	\$4,836.00
012120544200000000	Copier Lease	\$3,000.00	\$3,000.00
012120561000000000	Supplies	\$1,200.00	\$1,200.00
012120564100000000	Books & Other Printed Media	\$200.00	\$200.00
012120565000000000	Software	\$2,500.00	\$2,500.00
012120573700000000	Replacement Equipment	\$500.00	\$500.00
012120581000000000	Dues and Fees	\$5,000.00	\$5,000.00
012130511000000000	Nurse Salaries EC2131-1	\$53,000.00	\$52,650.00
012130521100000000	Health Benefits	\$25,562.00	\$2,500.00
012130521200000000	Dental Insurance	\$1,005.00	\$0.00
012130522200000000	Social Security	\$4,055.00	\$4,028.00
012130523000000000	Teacher Retirement	\$10,409.00	\$10,125.00
012130543000000000	Repairs & Maint.	\$120.00	\$120.00
012130561000000000	Supplies	\$2,200.00	\$2,200.00

012130573700000000	Replacement Equipment	\$800.00	\$800.00
012190511000000000	Summer School - High School	\$15,000.00	\$15,000.00
012190522200000000	Social Security	\$1,148.00	\$1,148.00
012190523000000000	Teacher Retirement	\$2,946.00	\$2,885.00
012190561000000000	Graduation Expenses	\$13,000.00	\$13,000.00
012190563000000000	7th Grade Orientation	\$2,000.00	\$2,000.00
012210511000000000	Division Leaders - 4	\$20,000.00	\$20,000.00
012210522200000000	Social Security	\$1,530.00	\$1,530.00
012210523000000000	Teacher Retirement	\$3,928.00	\$3,846.00
012210532000000000	Staff Development	\$1,000.00	\$1,000.00
012210532200000000	Purch Svc - Continuing Accreditation Imp	\$10,000.00	\$10,000.00
012222511000000000	Salaries EC2122-.67	\$60,600.00	\$60,600.00
012222511500000000	Aide Salaries EC2123-1.34	\$23,522.00	\$23,884.00
012222521100000000	Health Benefits	\$59,755.00	\$69,221.00
012222521200000000	Dental Insurance	\$2,010.00	\$2,816.00
012222522200000000	Social Security	\$6,435.00	\$6,463.00
012222523000000000	Teacher Retirement	\$11,902.00	\$11,653.00
012222523100000000	Non Teacher Retirement	\$3,183.00	\$3,045.00
012222561000000000	Supplies	\$1,500.00	\$1,500.00
012222564000000000	Subscriptions	\$1,500.00	\$1,500.00
012222564100000000	Books & Other Printed Media	\$8,000.00	\$8,000.00
012222564300000000	Information Access Fees	\$12,100.00	\$12,100.00
012400511000000000	Admin. Salaries EC1250-3	\$273,891.00	\$275,097.00
012400512500000000	Secretaries Sal.EC3130-5.67	\$143,324.00	\$133,483.00
012400521100000000	Health Benefits	\$152,255.00	\$156,533.00
012400521200000000	Dental Insurance	\$7,039.00	\$8,365.00
012400521300000000	Life Insurance	\$200.00	\$200.00
012400522200000000	Social Security	\$31,917.00	\$31,256.00
012400523000000000	Teacher Retirement	\$53,792.00	\$52,901.00
012400523100000000	Non Teacher Retirement	\$19,392.00	\$17,019.00
012400524000000000	Admin PD	\$9,000.00	\$9,000.00
012400544200000000	Copier Lease	\$35,000.00	\$35,000.00
012400553100000000	Cell Phones Administrators	\$2,000.00	\$2,000.00
012400553400000000	Postage	\$10,500.00	\$10,500.00
012400555000000000	Printing	\$5,000.00	\$5,000.00
012400561000000000	Supplies	\$2,500.00	\$2,500.00
012400573700000000	Replacement Equipment	\$2,000.00	\$1,600.00
012400581000000000	Dues and Fees	\$6,000.00	\$6,000.00
012490533000000000	SRO Reimbursement	\$42,000.00	\$42,000.00
012490561000000000	Supplies	\$1,400.00	\$500.00
012620511700000000	Custodial Hourly EC4301-7	\$289,159.00	\$303,508.00
012620513000000000	Custodial Overtime	\$9,000.00	\$9,000.00
012620521100000000	Health Benefits	\$108,559.00	\$126,364.00
012620521200000000	Dental Insurance	\$4,575.00	\$4,575.00
012620522200000000	Social Security	\$22,809.00	\$23,907.00
012620523100000000	Non Teacher Retirement	\$40,341.00	\$35,722.00
012620541100000000	Water Testing	\$3,300.00	\$3,300.00
012620542100000000	Disposal Service	\$25,000.00	\$25,000.00
012620543000000000	Repair & Maintenance - Contractors	\$45,000.00	\$45,000.00
012620543100000000	Repair & Maintenance Supplies	\$16,000.00	\$16,000.00
012620561000000000	Supplies - Custodial/Paper	\$45,000.00	\$45,000.00
012620561100000000	Maintenance Supplies	\$5,000.00	\$5,000.00
012620562200000000	Electricity	\$90,000.00	\$90,000.00
012620562300000000	Bottled Gas	\$68,000.00	\$68,000.00
012620573700000000	Custodial/Maint Replacement Equipment	\$7,500.00	\$7,500.00
012630542200000000	Snow, Salt and Sand	\$3,500.00	\$3,500.00
012630543000000000	Grounds Contract Service	\$10,000.00	\$10,000.00
012630561000000000	Supplies	\$7,000.00	\$7,000.00
012640543000000000	Contract Service	\$3,200.00	\$3,200.00
012640561000000000	Supplies	\$2,000.00	\$2,000.00
012660549000000000	Security Service	\$1,000.00	\$1,000.00
012725551900000000	Field Trips	\$3,000.00	\$3,000.00
012840553100000000	Telephone	\$5,000.00	\$8,000.00
011100511000100000	Teacher's Salaries EC1001-16.60	\$926,352.00	\$1,006,177.00

011100512000100000	Teacher Substitutes	\$17,000.00	\$17,000.00
011100519000100000	Stipends	\$5,100.00	\$5,100.00
011100521100100000	Health Benefits	\$311,685.00	\$409,658.00
011100521200100000	Dental Insurance	\$13,864.00	\$13,426.00
011100522200100000	Social Security	\$70,866.00	\$78,663.00
011100523000100000	Teacher Retirement	\$181,936.00	\$194,469.00
011102561000100000	Art Supplies	\$1,200.00	\$1,200.00
011102573700100000	Replacement Equipment	\$0.00	\$0.00
011107511000100000	Teacher Salary EC1177-2	\$97,500.00	\$97,500.00
011107521100100000	Health Benefits	\$38,343.00	\$43,889.00
011107521200100000	Dental Benefits	\$1,525.00	\$1,525.00
011107522200100000	Social Security	\$7,459.00	\$7,459.00
011107523000100000	Teacher Retirement	\$19,149.00	\$18,749.00
011107561000100000	Supplies	\$1,000.00	\$1,000.00
011108561000100000	P.E. Supplies	\$600.00	\$600.00
011111561000100000	Supplies	\$600.00	\$600.00
011112561000100000	Supplies	\$600.00	\$600.00
011113561000100000	Science Supplies	\$700.00	\$700.00
011115561000100000	Supplies	\$700.00	\$700.00
011115564000100000	Subscriptions	\$900.00	\$900.00
011125511000100000	Salaries - 2	\$73,150.00	\$73,150.00
011125521100100000	Health Benefits	\$34,508.00	\$39,765.00
011125521200100000	Dental Benefits	\$1,811.00	\$1,811.00
011125522200100000	Social Security	\$5,596.00	\$5,596.00
011125523000100000	Teacher Retirement	\$14,367.00	\$14,067.00
011125561000100000	Reading Supplies	\$9,000.00	\$9,000.00
011125564100100000	Books & Other Printed Media	\$3,000.00	\$3,000.00
011126561000100000	Supplies	\$14,000.00	\$15,500.00
011126573700100000	Replacement Equipment	\$4,000.00	\$4,000.00
011200511000100000	SPED Salary EC1231-5	\$124,950.00	\$122,950.00
011200511200100000	Case Manager Pay	\$2,000.00	\$2,000.00
011200511500100000	Aides EC1213-20	\$382,902.00	\$389,604.00
011200512100100000	SPED Aide Substitutes	\$3,200.00	\$3,200.00
011200521100100000	Health Benefits	\$403,369.00	\$424,945.00
011200521200100000	Dental Benefits	\$19,426.00	\$16,844.00
011200522200100000	Social Security	\$38,851.00	\$39,210.00
011200523000100000	Teacher Retirement	\$24,069.00	\$23,182.00
011200523100100000	Non Teacher Retirement	\$51,807.00	\$49,675.00
011200561000100000	Supplies	\$2,850.00	\$2,750.00
011400530000100000	Purchased Services NHD	\$3,100.00	\$3,100.00
012120511000100000	Salary EC1111-1	\$50,500.00	\$50,500.00
012120521100100000	Health Benefits	\$12,781.00	\$14,728.00
012120521200100000	Dental Benefit	\$520.00	\$520.00
012120522200100000	Social Security	\$3,863.00	\$3,863.00
012120523000100000	Teacher Retirement	\$9,918.00	\$9,711.00
012120561000100000	Supplies	\$600.00	\$600.00
012120564100100000	Books & Printed Matter	\$100.00	\$100.00
012130511000100000	Salaries EC1101-1	\$69,550.00	\$49,600.00
012130521100100000	Health Benefits	\$25,562.00	\$39,367.00
012130521200100000	Dental Benefits	\$1,005.00	\$1,811.00
012130522200100000	Social Security	\$5,321.00	\$3,794.00
012130523000100000	Teacher Retirement	\$13,660.00	\$9,538.00
012130543000100000	Repairs & Maint	\$120.00	\$120.00
012130561000100000	Nurse Supplies	\$1,400.00	\$1,400.00
012222511500100000	Library Assistant EC2126-1	\$30,325.00	\$31,194.00
012222521100100000	Health Benefits	\$25,246.00	\$29,456.00
012222521200100000	Dental Insurance	\$1,005.00	\$1,005.00
012222522200100000	Social Security	\$2,320.00	\$2,386.00
012222523100100000	Non Teacher Retirement	\$4,103.00	\$3,977.00
012222561000100000	Supplies	\$200.00	\$200.00
012222561100100000	MakerSpace Supplies	\$300.00	\$300.00
012222564100100000	Books & Other Printed Media	\$2,500.00	\$2,500.00
012400511000100000	Salaries EC1242-1	\$102,904.00	\$107,020.00
012400512500100000	Admin Ast/Recep. EC1131-2	\$47,603.00	\$48,929.00

012400521100100000	Health Benefits	\$50,808.00	\$58,322.00
012400521200100000	Dental Benefits	\$3,017.00	\$3,017.00
012400521300100000	Life Insurance	\$150.00	\$150.00
012400522200100000	Social Security	\$11,514.00	\$11,930.00
012400523000100000	Teacher Retirement	\$20,210.00	\$20,580.00
012400523100100000	Non Teacher Retirement	\$6,441.00	\$6,238.00
012400524000100000	Admin PD	\$3,000.00	\$3,000.00
012400544200100000	Copier Lease	\$13,500.00	\$12,500.00
012400553400100000	Postage	\$300.00	\$300.00
012400561000100000	Supplies	\$2,500.00	\$2,500.00
012400573700100000	Replacement Equipment	\$500.00	\$500.00
012400581000100000	Dues & Fees	\$1,200.00	\$1,200.00
012620511700100000	Custodial Hourly EC1401-2	\$80,444.00	\$83,207.00
012620513000100000	Custodial Overtime	\$2,000.00	\$2,000.00
012620521100100000	Health Benefits	\$37,869.00	\$43,741.00
012620521200100000	Dental Insurance	\$1,525.00	\$1,525.00
012620522200100000	Social Security	\$6,307.00	\$6,518.00
012620523100100000	Non Teacher Retirement	\$11,155.00	\$10,864.00
012620541100100000	Water/Sewer Testing	\$1,800.00	\$1,800.00
012620542100100000	Disposal Service	\$6,000.00	\$6,000.00
012620543000100000	Repair & Maint - Contractors	\$9,500.00	\$9,500.00
012620543100100000	Repair & Maintenance	\$4,000.00	\$4,000.00
012620561000100000	Supplies-Custodial/Paper	\$16,000.00	\$16,000.00
012620561100100000	Maintenance Supplies	\$1,500.00	\$1,500.00
012620562200100000	Electricity	\$31,000.00	\$31,000.00
012620562300100000	Bottled Gas	\$16,000.00	\$16,000.00
012620573700100000	Custodial Replacement Equipment	\$1,500.00	\$1,500.00
012630542200100000	Snow, Salt and Sand	\$700.00	\$700.00
012630561000100000	Supplies	\$500.00	\$500.00
012630562400100000	Playground Upgrades	\$1,500.00	\$0.00
012660549000100000	Security Service	\$250.00	\$240.00
012725551900100000	Field Trips	\$1,500.00	\$1,500.00
012840553100100000	Telephone	\$5,000.00	\$4,500.00
011100511000200000	Teachers Salaries EC1002-14.20	\$1,014,182.00	\$1,038,761.00
011100512000200000	Teacher Substitutes	\$24,000.00	\$24,000.00
011100519000200000	Stipends	\$1,500.00	\$1,500.00
011100521100200000	Health Benefits	\$398,595.00	\$452,838.00
011100521200200000	Dental Insurance	\$16,481.00	\$18,409.00
011100522200200000	Social Security	\$77,721.00	\$79,663.00
011100523000200000	Teacher Retirement	\$199,536.00	\$200,252.00
011102561000200000	Art Supplies	\$2,000.00	\$2,000.00
011108561000200000	Supplies	\$400.00	\$400.00
011111561000200000	Math Supplies	\$800.00	\$800.00
011112543000200000	Repairs & Maintenance	\$250.00	\$300.00
011112561000200000	Supplies	\$800.00	\$800.00
011112573700200000	Replacement Equipment	\$350.00	\$150.00
011113561000200000	Science Supplies	\$2,500.00	\$3,000.00
011115561000200000	Supplies	\$750.00	\$750.00
011125511000200000	Salaries 2FTE	\$53,000.00	\$67,200.00
011125521100200000	Health Benefits	\$25,562.00	\$2,500.00
011125521200200000	Dental Benefits	\$1,005.00	\$0.00
011125522200200000	Social Security	\$4,055.00	\$5,141.00
011125523000200000	Teacher Retirement	\$10,409.00	\$12,923.00
011125530000200000	Purchased Prof & Tech Svcs	\$2,500.00	\$2,500.00
011125561000200000	Supplies	\$3,500.00	\$1,500.00
011125564100200000	Books & Printed Matter	\$9,000.00	\$10,500.00
011126543000200000	Repairs & Maint	\$400.00	\$450.00
011126561000200000	Supplies	\$14,000.00	\$15,500.00
011126573700200000	Replacement Equipment	\$4,500.00	\$1,500.00
011200511000200000	Salaries EC1232-3	\$184,902.00	\$174,902.00
011200511200200000	Case Manager Pay	\$3,000.00	\$3,000.00
011200511500200000	Aides EC1212-20	\$290,557.00	\$298,011.00
011200512000200000	SPED Teacher Substitutes	\$2,500.00	\$2,500.00
011200521100200000	Health Benefits	\$321,647.00	\$318,079.00

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011200521200200000	Dental Benefits	\$14,921.00	\$13,145.00
011200522200200000	Social Security	\$36,373.00	\$36,178.00
011200523000200000	Teacher Retirement	\$36,315.00	\$33,634.00
011200523100200000	Non Teacher Retirement	\$39,312.00	\$37,996.00
011200561000200000	Supplies	\$2,000.00	\$2,000.00
011200564100200000	Books & Other Printed Media	\$500.00	\$0.00
011400511000200000	Co-curricular salaries	\$1,500.00	\$1,500.00
011400522200200000	Social Security	\$115.00	\$115.00
011400523000200000	Teacher Retirement	\$203.00	\$203.00
011400530000200000	Purchased Services	\$6,000.00	\$6,500.00
011400561000200000	Cutler Co-Curricular Supplies	\$150.00	\$150.00
012120511000200000	Teachers Salaries EC1112-1	\$79,950.00	\$75,950.00
012120521100200000	Health Benefits	\$34,508.00	\$39,367.00
012120521200200000	Dental Benefits	\$1,811.00	\$1,811.00
012120522200200000	Social Security	\$5,933.00	\$5,627.00
012120523000200000	Teacher Retirement	\$15,231.00	\$14,144.00
012120561000200000	Supplies	\$600.00	\$500.00
012130511000200000	Teachers Salaries EC1102-1	\$54,350.00	\$54,350.00
012130512000200000	Nurse Substitutes	\$1,200.00	\$1,200.00
012130521100200000	Health Benefits	\$2,500.00	\$2,500.00
012130521200200000	Dental Benefits	\$0.00	\$0.00
012130522200200000	Social Security	\$4,158.00	\$4,158.00
012130523000200000	Teacher Retirement	\$10,674.00	\$10,452.00
012130543000200000	Repairs & Maint	\$120.00	\$120.00
012130561000200000	Supplies	\$1,500.00	\$1,200.00
012222511500200000	Library Ass'st EC2128-1	\$23,811.00	\$24,463.00
012222521100200000	Health Benefits	\$34,082.00	\$39,367.00
012222521200200000	Dental Benefits	\$1,811.00	\$1,811.00
012222522200200000	Social Security	\$1,822.00	\$1,871.00
012222523100200000	Non Teacher Retirement	\$3,222.00	\$3,119.00
012222561000200000	Supplies	\$400.00	\$425.00
012222561100200000	MakerSpace Supplies	\$1,200.00	\$1,200.00
012222564100200000	Books & Other Printed Media	\$2,400.00	\$2,400.00
012400511000200000	Salary EC1243-1	\$92,000.00	\$95,680.00
012400512000200000	Admin Asst Substitutes	\$1,200.00	\$1,200.00
012400512500200000	Secretary EC1132-1	\$37,018.00	\$43,648.00
012400521100200000	Health Benefits	\$59,755.00	\$69,221.00
012400521200200000	Dental Insurance	\$3,017.00	\$3,017.00
012400521300200000	Life Insurance	\$120.00	\$120.00
012400522200200000	Social Security	\$9,870.00	\$10,659.00
012400523000200000	Teacher Retirement	\$18,069.00	\$18,399.00
012400523100200000	Non Teacher Retirement	\$5,008.00	\$5,565.00
012400524000200000	Admin PD	\$3,000.00	\$3,000.00
012400544200200000	Copier Expense	\$13,500.00	\$12,000.00
012400553400200000	Postage	\$300.00	\$300.00
012400555000200000	Printing & Binding	\$300.00	\$300.00
012400561000200000	Supplies	\$2,500.00	\$2,500.00
012400564100200000	Books & Other Printed Media	\$100.00	\$100.00
012400581000200000	Dues & Fees	\$1,000.00	\$1,000.00
012620511700200000	Custodial Hourly EC1402-2	\$88,754.00	\$84,910.00
012620513000200000	Custodial Overtime	\$1,500.00	\$1,500.00
012620521100200000	Health Benefits	\$37,869.00	\$44,036.00
012620521200200000	Dental Insurance	\$2,010.00	\$2,010.00
012620522200200000	Social Security	\$6,904.00	\$6,610.00
012620523100200000	Non Teacher Retirement	\$12,211.00	\$11,017.00
012620541100200000	Sewer/Water Charges	\$14,200.00	\$9,000.00
012620542100200000	Disposal Service	\$6,000.00	\$5,000.00
012620543000200000	Repair & Maintenance - Contractors	\$12,000.00	\$8,000.00
012620543100200000	Repair & Maintenance	\$5,000.00	\$5,000.00
012620561000200000	Supplies-Custodial/Paper	\$11,000.00	\$7,000.00
012620561100200000	Maintenance Supplies	\$2,000.00	\$2,000.00
012620562200200000	Electricity	\$22,000.00	\$18,000.00
012620562300200000	Bottled Gas	\$700.00	\$700.00
012620562400200000	Heating Oil #2	\$30,000.00	\$20,000.00

012620573700200000	Custodial Replacement Equipment	\$1,500.00	\$1,500.00
012630542200200000	Snow, Salt and Sand	\$1,000.00	\$1,000.00
012630561000200000	Supplies	\$300.00	\$300.00
012630562400200000	Playground Upgrades	\$1,500.00	\$500.00
012660549000200000	Security Service	\$250.00	\$250.00
012725551900200000	Field Trips	\$2,500.00	\$2,500.00
012840553100200000	Telephone	\$15,000.00	\$14,000.00
011100511000300000	Teachers Salaries EC1003-8.9	\$606,067.00	\$533,763.00
011100512000300000	Teacher Substitutes	\$12,500.00	\$12,500.00
011100519000300000	Stipends	\$4,500.00	\$4,500.00
011100521100300000	Health Benefits	\$208,911.00	\$225,387.00
011100521200300000	Dental Insurance	\$9,086.00	\$8,152.00
011100522200300000	Social Security	\$46,364.00	\$40,833.00
011100523000300000	Teacher Retirement	\$119,032.00	\$102,643.00
011102561000300000	Art Supplies	\$800.00	\$800.00
011107511000300000	Preschool Salaries	\$0.00	\$43,500.00
011107521100300000	Health Benefits	\$0.00	\$2,500.00
011107522200300000	Social Security	\$0.00	\$3,328.00
011107523000300000	Teacher Retirement	\$0.00	\$8,365.00
011107561000300000	Supplies	\$0.00	\$400.00
011108561000300000	Supplies	\$500.00	\$500.00
011111561000300000	Math Supplies	\$200.00	\$300.00
011111573500300000	Replacement Equipment	\$0.00	\$0.00
011112543000300000	Repairs & Maint	\$200.00	\$200.00
011112561000300000	Supplies	\$200.00	\$200.00
011113561000300000	Science Supplies	\$600.00	\$600.00
011115561000300000	Supplies	\$600.00	\$600.00
011125511000300000	Salaries - 1	\$68,686.00	\$68,686.00
011125521100300000	Health Benefits	\$34,508.00	\$39,367.00
011125521200300000	Dental Benefits	\$1,811.00	\$1,811.00
011125522200300000	Social Security	\$5,254.00	\$5,254.00
011125523000300000	Teacher Retirement	\$13,490.00	\$13,208.00
011125561000300000	Supplies	\$2,000.00	\$2,000.00
011125564100300000	Books & Other Printed Media	\$5,000.00	\$5,000.00
011126561000300000	Supplies	\$13,000.00	\$13,000.00
011200511000300000	Salaries EC1233-2	\$99,000.00	\$72,500.00
011200511200300000	Case Manager Pay	\$2,000.00	\$2,000.00
011200511500300000	Aides EC 1211-12.5	\$205,690.00	\$208,585.00
011200512100300000	SPED Aide Substitutes	\$1,800.00	\$1,800.00
011200521100300000	Health Benefits	\$277,138.00	\$268,788.00
011200521200300000	Dental Benefits	\$13,075.00	\$10,476.00
011200522200300000	Social Security	\$23,309.00	\$21,503.00
011200523000300000	Teacher Retirement	\$19,444.00	\$8,846.00
011200523100300000	Non Teacher Retirement	\$27,830.00	\$26,595.00
011200561000300000	Supplies	\$900.00	\$1,000.00
011400511000300000	Stipends	\$550.00	\$550.00
011400522200300000	Social Security	\$42.00	\$42.00
011400523000300000	Teacher Retirement	\$100.00	\$100.00
011400530000300000	NHDI	\$6,500.00	\$6,500.00
011400561000300000	Troy Co-Curricular Supplies	\$150.00	\$150.00
012120511000300000	Salary EC1113-1	\$56,500.00	\$56,500.00
012120521100300000	Health Benefits	\$2,500.00	\$2,500.00
012120521200300000	Dental Benefits	\$520.00	\$520.00
012120522200300000	Social Security	\$4,322.00	\$4,322.00
012120523000300000	Teacher Retirement	\$11,097.00	\$10,865.00
012120561000300000	Supplies	\$400.00	\$400.00
012130511000300000	Salary EC1103-1	\$63,350.00	\$63,350.00
012130521100300000	Health Benefits	\$25,562.00	\$29,161.00
012130521200300000	Dental Benefit	\$1,005.00	\$1,005.00
012130522200300000	Social Security	\$4,846.00	\$4,846.00
012130523000300000	Teacher Retirement	\$12,442.00	\$12,182.00
012130543000300000	Repairs & Maint	\$120.00	\$120.00
012130561000300000	Nurse Supplies	\$600.00	\$600.00
012222511500300000	Library Assistant EC2222-1	\$23,811.00	\$26,200.00

01222521100300000	Health Benefits	\$12,623.00	\$39,367.00
01222521200300000	Dental Insurance	\$520.00	\$1,811.00
01222522200300000	Social Security	\$1,822.00	\$2,004.00
01222523100300000	Non Teacher Retirement	\$3,222.00	\$3,340.00
01222561000300000	Supplies	\$300.00	\$300.00
01222561100300000	MakerSpace Supplies	\$500.00	\$500.00
01222564100300000	Books & Other Printed Media	\$1,500.00	\$1,500.00
012400511000300000	Salary EC1244-1	\$98,694.00	\$102,642.00
012400512000300000	Admin Asst Substitutes	\$300.00	\$300.00
012400512500300000	Secretary EC1133-1	\$37,018.00	\$37,681.00
012400521100300000	Health Benefits	\$50,808.00	\$41,544.00
012400521200300000	Dental Insurance	\$2,121.00	\$1,636.00
012400521300300000	Life Insurance	\$350.00	\$250.00
012400522200300000	Social Security	\$10,382.00	\$10,735.00
012400523000300000	Teacher Retirement	\$19,384.00	\$19,738.00
012400523100300000	Non Teacher Retirement	\$5,008.00	\$4,804.00
012400524000300000	Admin PD	\$3,000.00	\$3,000.00
012400544200300000	Copier Lease	\$9,000.00	\$8,500.00
012400553400300000	Postage	\$300.00	\$200.00
012400555000300000	Printing & Binding	\$0.00	\$0.00
012400561000300000	Supplies	\$2,500.00	\$2,500.00
012400581000300000	Association Fees	\$1,100.00	\$1,100.00
012620511700300000	Custodial Hourly EC1403-2	\$85,197.00	\$86,744.00
012620513000300000	Custodial Overtime	\$1,000.00	\$1,000.00
012620521100300000	Health Benefits	\$17,623.00	\$44,036.00
012620521200300000	Dental Insurance	\$520.00	\$1,525.00
012620522200300000	Social Security	\$6,594.00	\$6,712.00
012620523100300000	Non Teacher Retirement	\$11,662.00	\$11,187.00
012620541100300000	Water/Sewer Service	\$6,800.00	\$6,800.00
012620542100300000	Disposal Service	\$5,200.00	\$6,200.00
012620543000300000	Repair & Maintenance - Contractors	\$15,000.00	\$12,000.00
012620543100300000	Repair & Maintenance	\$6,500.00	\$6,500.00
012620561000300000	Supplies-Custodial/Paper	\$10,000.00	\$12,000.00
012620561100300000	Maintenance Supplies	\$1,500.00	\$1,500.00
012620562200300000	Electricity	\$21,000.00	\$21,000.00
012620562300300000	Bottled Gas	\$25,000.00	\$25,000.00
012620573700300000	Custodial Replacement Equipment	\$1,500.00	\$1,500.00
012630542200300000	Snow, Salt, Sand	\$6,500.00	\$6,500.00
012630543000300000	Grounds Contract Service	\$500.00	\$500.00
012630561000300000	Supplies	\$500.00	\$500.00
012630562400300000	Playground Upgrades	\$1,200.00	\$1,200.00
012660549000300000	Security Service	\$300.00	\$250.00
012725551900300000	Field Trips	\$1,350.00	\$1,350.00
012840553100300000	telephone	\$14,000.00	\$13,000.00
011100511000400000	Teachers Salaries EC1004-8.9	\$595,974.00	\$556,659.00
011100512000400000	Teacher Substitutes	\$14,500.00	\$14,500.00
011100519000400000	Stipends	\$9,500.00	\$9,500.00
011100521100400000	Health Benefits	\$176,264.00	\$229,294.00
011100521200400000	Dental Insurance	\$7,724.00	\$8,448.00
011100522200400000	Social Security	\$45,592.00	\$44,420.00
011100523000400000	Teacher Retirement	\$117,049.00	\$108,872.00
011102561000400000	Art Supplies	\$900.00	\$900.00
011107511000400000	Salaries EC1008-1	\$83,550.00	\$83,550.00
011107521100400000	Health Benefits	\$12,781.00	\$14,580.00
011107521200400000	Dental Benefit	\$520.00	\$520.00
011107522200400000	Social Security	\$5,933.00	\$5,933.00
011107523000400000	Teacher Retirement	\$15,231.00	\$14,913.00
011107561000400000	Supplies	\$400.00	\$400.00
011108561000400000	Supplies	\$300.00	\$300.00
011111561000400000	Supplies	\$300.00	\$300.00
011112561000400000	Supplies	\$500.00	\$500.00
011113561000400000	Supplies	\$400.00	\$400.00
011115561000400000	Supplies	\$150.00	\$150.00
011125511000400000	Salaries 1	\$53,000.00	\$53,500.00

011125521100400000	Health Benefits	\$25,562.00	\$2,500.00
011125521200400000	Dental Benefits	\$1,005.00	\$0.00
011125522200400000	Social Security	\$4,055.00	\$4,093.00
011125523000400000	Teacher Retirement	\$10,409.00	\$10,288.00
011125561000400000	Supplies	\$3,900.00	\$3,900.00
011125564100400000	Books & Other Printed Media	\$3,000.00	\$3,000.00
011126561000400000	Supplies	\$10,000.00	\$10,000.00
011200511000400000	Salaries EC1234-1	\$111,200.00	\$110,100.00
011200511200400000	Case Manager Pay	\$2,000.00	\$2,000.00
011200511500400000	Aide EC1214-4	\$247,942.00	\$230,500.00
011200512100400000	SPED Aide Substitutes	\$1,400.00	\$1,400.00
011200521100400000	Health Benefits	\$297,178.00	\$287,790.00
011200521200400000	Dental Benefits	\$12,988.00	\$10,172.00
011200522200400000	Social Security	\$27,474.00	\$26,056.00
011200523000400000	Teacher Retirement	\$21,840.00	\$21,172.00
011200523100400000	Non Teacher Retirement	\$33,547.00	\$29,389.00
01120053400400000	Postage	\$100.00	\$100.00
011200561000400000	Supplies	\$1,550.00	\$1,550.00
011200564100400000	Books & Printed Matter	\$0.00	\$0.00
011400511000400000	Stipends	\$250.00	\$250.00
011400522200400000	Social Security	\$20.00	\$20.00
011400523000400000	Teacher Retirement	\$49.00	\$49.00
011400530000400000	NHDI	\$6,100.00	\$6,100.00
012120511000400000	Salary EC1114-1	\$53,000.00	\$47,000.00
012120521100400000	Health Benefits	\$25,562.00	\$2,500.00
012120521200400000	Dental Benefits	\$1,005.00	\$0.00
012120522200400000	Social Security	\$4,055.00	\$3,596.00
012120523000400000	Teacher Retirement	\$10,409.00	\$9,038.00
012120561000400000	Supplies	\$400.00	\$400.00
012120564300400000	Emerson Guidance Info Access Fees	\$500.00	\$500.00
012130511000400000	Salary EC1104-1	\$52,150.00	\$52,150.00
012130521100400000	Health Benefits	\$34,508.00	\$39,367.00
012130521200400000	Dental Benefits	\$1,811.00	\$1,811.00
012130522200400000	Social Security	\$3,989.00	\$3,989.00
012130523000400000	Teacher Retirement	\$10,242.00	\$10,028.00
012130543000400000	Health Svc Repair & Maint	\$120.00	\$120.00
012130561000400000	Nurse Supplies	\$500.00	\$500.00
012222511500400000	Library Assistant EC2127-1	\$27,647.00	\$28,516.00
012222521100400000	Health Benefits	\$25,246.00	\$29,161.00
012222521200400000	Dental Benefit	\$1,005.00	\$1,005.00
012222522200400000	Social Security	\$2,115.00	\$2,181.00
012222523100400000	Non Teacher Retirement	\$3,741.00	\$3,636.00
012222561000400000	Supplies	\$150.00	\$150.00
012222561100400000	Makerspace Supplies	\$500.00	\$500.00
012222564100400000	Books & Other Printed Media	\$1,600.00	\$1,600.00
012400511000400000	Salaries EC1245-1	\$95,028.00	\$98,829.00
012400512500400000	Secretary EC1134-1	\$47,272.00	\$48,598.00
012400521100400000	Health Benefits	\$59,755.00	\$68,823.00
012400521200400000	Dental Benefits	\$3,017.00	\$3,017.00
012400521300400000	Life Insurance	\$150.00	\$150.00
012400522200400000	Social Security	\$10,886.00	\$11,278.00
012400523000400000	Teacher Retirement	\$18,663.00	\$19,005.00
012400523100400000	Non Teacher Retirement	\$6,396.00	\$6,196.00
012400524000400000	Admin PD	\$3,000.00	\$3,000.00
012400544200400000	Copier Expenses/Lease	\$8,200.00	\$8,200.00
012400553400400000	Postage	\$400.00	\$400.00
012400561000400000	Supplies	\$2,500.00	\$2,500.00
012400581000400000	Dues & Fees	\$1,100.00	\$1,100.00
012620511700400000	Custodial Hourly EC1404-2	\$83,994.00	\$86,997.00
012620513000400000	Custodial Overtime	\$1,400.00	\$1,400.00
012620521100400000	Health Benefits	\$50,492.00	\$58,911.00
012620521200400000	Dental Benefits	\$2,010.00	\$2,010.00
012620522200400000	Social Security	\$6,533.00	\$6,762.00
012620523100400000	Non Teacher Retirement	\$11,554.00	\$11,271.00

012620541100400000	Water Testing	\$1,900.00	\$1,900.00
012620542100400000	Disposal Service	\$5,900.00	\$5,900.00
012620543000400000	Repair & Maintenance - Contractors	\$11,000.00	\$11,000.00
012620543100400000	Repair & Maintenance	\$6,000.00	\$6,000.00
012620561000400000	Supplies-Custodial/Paper	\$12,500.00	\$13,500.00
012620561100400000	Maintenance Supplies	\$1,800.00	\$1,800.00
012620562200400000	Electricity	\$20,000.00	\$20,000.00
012620562300400000	Bottled Gas	\$25,500.00	\$25,500.00
012620573700400000	Custodial Replacement Equipment	\$1,500.00	\$1,500.00
012630542200400000	Snow, Salt, Sand	\$12,500.00	\$11,500.00
012630561000400000	Supplies	\$500.00	\$500.00
012630562400400000	Playground & Sidehill	\$1,500.00	\$1,500.00
012660549000400000	Security Service	\$260.00	\$250.00
012725551900400000	Field Trips	\$600.00	\$600.00
012840553100400000	Telephone	\$16,800.00	\$15,800.00
011100511000600000	Teacher's Salaries EC1006-5.17	\$262,130.00	\$254,673.00
011100511500600000	Aide's Salaries EC1016-0	\$13,715.00	\$14,149.00
011100512000600000	Teacher Substitutes	\$1,500.00	\$1,500.00
011100519000600000	Stipends	\$4,000.00	\$4,000.00
011100521100600000	Health Benefits	\$98,973.00	\$122,398.00
011100521200600000	Dental Insurance	\$4,420.00	\$5,120.00
011100522200600000	Social Security	\$21,102.00	\$20,721.00
011100523000600000	Teacher Retirement	\$51,482.00	\$49,366.00
011100523100600000	Non Teacher Retirement	\$1,856.00	\$1,804.00
011102561000600000	Art Supplies	\$350.00	\$350.00
011108561000600000	Supplies	\$300.00	\$300.00
011111561000600000	Supplies	\$300.00	\$300.00
011112543000600000	Repairs & Maint	\$0.00	\$0.00
011112561000600000	Music Supplies	\$425.00	\$425.00
011113561000600000	Science Supplies	\$500.00	\$500.00
011115561000600000	Supplies	\$200.00	\$200.00
011125561000600000	Supplies	\$500.00	\$500.00
011125564100600000	Books & Other Printed Media	\$2,000.00	\$2,000.00
011126561000600000	Supplies	\$4,000.00	\$4,000.00
011126573700600000	Replacement Equipment	\$1,000.00	\$1,000.00
011200511000600000	Salaries- .4	\$33,466.00	\$33,466.00
011200511200600000	Case Manager Pay	\$1,000.00	\$1,000.00
011200511500600000	Aide EC1199-2.75	\$25,838.00	\$23,015.00
011200521100600000	Health Benefits	\$12,669.00	\$47,854.00
011200521200600000	Dental Benefit	\$867.00	\$2,158.00
011200522200600000	Social Security	\$4,537.00	\$4,321.00
011200523000600000	Teacher Retirement	\$0.00	\$0.00
011200523100600000	Non Teacher Retirement	\$3,496.00	\$2,934.00
011200561000600000	Supplies	\$300.00	\$300.00
011400530000600000	Purchased Services - NNDI	\$3,000.00	\$3,000.00
012120511000600000	Salary EC1126-.6	\$40,260.00	\$40,260.00
012120521100600000	Health Benefits	\$8,677.00	\$10,042.00
012120521200600000	Dental Benefits	\$347.00	\$347.00
012120522200600000	Social Security	\$3,080.00	\$3,080.00
012120561000600000	Supplies	\$300.00	\$300.00
012130511000600000	Salary EC1106-.3	\$38,010.00	\$38,010.00
012130521100600000	Health Benefits	\$20,705.00	\$21,840.00
012130521200600000	Dental Insurance	\$1,087.00	\$1,087.00
012130522200600000	Social Security	\$3,908.00	\$2,908.00
012130523000600000	Teacher Retirement	\$7,465.00	\$7,309.00
012130543000600000	Repairs & Maint	\$120.00	\$120.00
012130561000600000	Nurse Supplies	\$150.00	\$150.00
012222511500600000	Library Asst EC2138- .50	\$13,715.00	\$14,149.00
012222521100600000	Health Benefits	\$6,312.00	\$7,290.00
012222521200600000	Dental Insurance	\$260.00	\$260.00
012222522200600000	Social Security	\$1,049.00	\$1,082.00
012222523100600000	Non-Teacher Retirement	\$1,856.00	\$1,804.00
012222561000600000	Supplies	\$1,500.00	\$150.00
012222561100600000	MakerSpace Supplies	\$400.00	\$400.00

01222564100600000	Books & Other Printed Media	\$1,000.00	\$1,000.00
012400511000600000	Salary EC 1247-.5	\$76,057.00	\$79,099.00
012400512500600000	Secretary EC1136-1	\$40,789.00	\$35,216.00
012400521100600000	Health Benefits	\$47,132.00	\$53,948.00
012400521200600000	Dental Benefits	\$2,532.00	\$2,532.00
012400521300600000	Life Insurance	\$150.00	\$150.00
012400522200600000	Social Security	\$8,939.00	\$8,745.00
012400523000600000	Teacher Retirement	\$14,938.00	\$15,211.00
012400523100600000	Non Teacher Retirement	\$5,519.00	\$4,490.00
012400524000600000	Admin PD	\$3,000.00	\$3,000.00
012400544200600000	Copier Expenses/Lease	\$4,900.00	\$4,900.00
012400553400600000	Postage	\$100.00	\$100.00
012400561000600000	Supplies	\$1,300.00	\$1,300.00
012400564100600000	Books & Other Printed Material	\$250.00	\$250.00
012400581000600000	Association Fees	\$1,000.00	\$1,000.00
012620511700600000	Custodial Hourly EC1206- .75	\$27,054.00	\$29,256.00
012620522200600000	Social Security	\$2,070.00	\$2,238.00
012620541100600000	Water Testing	\$1,300.00	\$1,300.00
012620542100600000	Disposal Service	\$3,600.00	\$3,600.00
012620543000600000	Repair & Maintenance - Contractors	\$4,500.00	\$4,500.00
012620543100600000	Repair & Maintenance	\$2,500.00	\$2,500.00
012620561000600000	Supplies-Custodial/Paper	\$5,500.00	\$5,500.00
012620561100600000	Maintenance Supplies	\$1,000.00	\$1,000.00
012620562200600000	Electricity	\$15,000.00	\$15,000.00
012620562300600000	Gilsum Propane	\$500.00	\$500.00
012620562400600000	Heating Oil #2	\$25,000.00	\$25,000.00
012620573700600000	Custodial Replacement Equipment	\$1,000.00	\$1,000.00
012630542200600000	Snow, Salt, Sand	\$4,000.00	\$4,000.00
012630561000600000	Supplies	\$500.00	\$500.00
012630562400600000	Playground Upgrades	\$1,500.00	\$1,500.00
012725551900600000	Field Trips	\$500.00	\$500.00
012840553100600000	Telephone	\$11,500.00	\$10,000.00
011100511000900000	Insurance & Sick Leave Buyout	\$90,000.00	\$90,000.00
011100522200900000	Social Security	\$6,885.00	\$6,885.00
011100523000900000	Teacher Retirement	\$17,676.00	\$17,307.00
011100530000900000	Criminal Records Check/Physicals	\$13,000.00	\$15,000.00
011100532000900000	Teacher's Staff Develop \$750	\$55,000.00	\$55,000.00
011100532200900000	Teacher Tuition Reimbursement	\$55,000.00	\$55,000.00
011100532500900000	New Teacher Loan Reimbursement	\$25,000.00	\$25,000.00
011100556100900000	Tuition Public	\$15,300.00	\$0.00
011100581100900000	Certification Reimbursement	\$10,000.00	\$10,000.00
011100581200900000	Spt Staff Tuition/Wkshp Reimb	\$20,000.00	\$20,000.00
011126558000900000	District Staff Travel between schools	\$9,000.00	\$9,000.00
011126573700900000	Replacement Furniture District wide	\$5,000.00	\$5,000.00
011200511000900000	Salaries - Ele Admin and Social Workers	\$191,489.00	\$231,328.00
011200511100900000	SPED Summer School District Wide	\$30,000.00	\$30,000.00
011200521100900000	Health Benefits	\$120,140.00	\$98,382.00
011200521200900000	Dental Insurance	\$5,833.00	\$4,022.00
011200521300900000	Life Insurance	\$150.00	\$150.00
011200522200900000	Social Security	\$19,939.00	\$14,690.00
011200523000900000	Teacher Retirement	\$51,190.00	\$36,927.00
011200523100900000	Non Teacher Retirement	\$500.00	\$500.00
011200530500900000	Related Services	\$520,813.00	\$600,000.00
011200530600900000	Evaluations	\$8,000.00	\$10,000.00
011200531000900000	Tutors	\$2,500.00	\$2,500.00
011200532000900000	Staff Development	\$3,000.00	\$3,000.00
011200543000900000	Contracted Services	\$650,000.00	\$600,000.00
011200556100900000	Tuition Public	\$25,000.00	\$20,000.00
011200556900900000	Tuition Private	\$1,878,420.00	\$2,200,000.00
011200558000900000	Travel	\$4,000.00	\$4,000.00
011200561000900000	Supplies	\$8,000.00	\$4,000.00
011200564300900000	Info Access Fees	\$7,200.00	\$2,000.00
011200573000900000	New Equipment	\$5,000.00	\$7,500.00
011200581000900000	Membership fees, Dues	\$1,200.00	\$2,000.00

011260511000900000	Bilingual/ESOL Salaries	\$75,150.00	\$75,150.00
011260521100900000	Bilingual/ESOL Health Insurance	\$0.00	\$39,765.00
011260521200900000	Bilingual/ESOL Dental Insurance	\$0.00	\$1,811.00
011260522200900000	Bilingual/ESOL Fica	\$0.00	\$5,474.00
011260523000900000	Bilingual/ESOL Teacher Retirement	\$0.00	\$13,759.00
011260561000900000	Bilingual/ESOL Supplies	\$0.00	\$1,000.00
011260564300900000	Bilingual/ESOL Info Access Fees	\$0.00	\$5,200.00
011400581000900000	DW Ecology School	\$35,000.00	\$35,000.00
012130511000900000	Nurses Salary	\$25,340.00	\$25,340.00
012130521100900000	Health Benefits	\$13,803.00	\$14,560.00
012130521200900000	Dental Insurance	\$724.00	\$724.00
012130522200900000	Social Security	\$1,939.00	\$1,939.00
012130523000900000	Teacher Retirement	\$4,977.00	\$4,873.00
012140511000900000	Salaries	\$174,967.00	\$202,966.00
012140521100900000	Health Insurance	\$53,624.00	\$61,116.00
012140521200900000	Dental Insurance	\$2,010.00	\$2,010.00
012140522200900000	Social Security	\$13,385.00	\$15,527.00
012140523000900000	Teacher Retirement	\$34,363.00	\$39,030.00
012140524000900000	Staff Development	\$4,500.00	\$4,500.00
012140561000900000	Supplies	\$5,000.00	\$3,100.00
012150511000900000	Speech Salaries	\$285,715.00	\$298,544.00
012150512500900000	Speech Language Assistants	\$52,000.00	\$52,000.00
012150521100900000	Health Insurance	\$123,975.00	\$151,230.00
012150521200900000	Dental Insurance	\$4,540.00	\$5,346.00
012150522200900000	Social Security	\$25,835.00	\$26,664.00
012150523000900000	Teacher Retirement	\$66,327.00	\$67,025.00
012150524000900000	Staff Development	\$6,000.00	\$6,000.00
012150561000900000	Supplies	\$5,000.00	\$5,000.00
012150581000900000	Certification/Dues	\$250.00	\$250.00
012160511000900000	Salaries	\$141,204.00	\$151,040.00
012160521100900000	Health Insurance	\$69,017.00	\$76,166.00
012160521200900000	Dental Insurance	\$3,622.00	\$3,622.00
012160522200900000	Social Security	\$10,802.00	\$11,555.00
012160523000900000	Teacher Retirement	\$27,732.00	\$29,045.00
012160524000900000	Staff Development	\$3,000.00	\$3,000.00
012160561000900000	Supplies	\$2,000.00	\$2,000.00
012190511000900000	ACES #93 Sustainability - Wages	\$18,500.00	\$18,500.00
012190521100900000	ACES #93 Sustainability - Health	\$8,300.00	\$8,300.00
012190521200900000	ACES #93 Sustainability - Dental	\$600.00	\$600.00
012190522200900000	Social Security	\$1,415.00	\$1,415.00
012190523100900000	Non Teacher Retirement	\$2,503.00	\$2,359.00
012210511100900000	Curriculum Develop. Stipend	\$15,500.00	\$15,500.00
012210511500900000	Curriculum Database Specialist	\$48,402.00	\$50,814.00
012210521100900000	Health Benefits	\$12,781.00	\$39,367.00
012210521200900000	Dental Insurance	\$520.00	\$1,811.00
012210522200900000	Social Security	\$3,703.00	\$3,887.00
012210523100900000	Non Teacher Retirement	\$6,549.00	\$6,479.00
012210532100900000	Prof. Development Activities	\$4,000.00	\$4,000.00
012210532300900000	Student Assessment	\$25,000.00	\$25,000.00
012210534000900000	Purchased Services	\$10,000.00	\$10,000.00
012210561000900000	supplies for principals meetings	\$1,500.00	\$1,500.00
012210564100900000	Books & Other Printed Matter	\$3,000.00	\$3,000.00
012210564300900000	Curr Dev Info Access Fees	\$20,000.00	\$20,000.00
012222511000900000	DW Library Media Spec Salary	\$66,600.00	\$66,600.00
012222521100900000	DW Library Media Spec Health	\$34,508.00	\$29,456.00
012222521200900000	DW Library Media Spec Dental	\$1,811.00	\$1,005.00
012222522200900000	Social Security	\$5,095.00	\$5,095.00
012222523000900000	Teacher Retirement	\$13,080.00	\$12,807.00
012222564300900000	DW Library Media Info Access Fees	\$8,000.00	\$8,000.00
012310511700900000	Employee Awards	\$3,800.00	\$3,800.00
012310513000900000	Board/Committee Stenographer	\$22,000.00	\$22,000.00
012310519000900000	Salaries	\$16,800.00	\$16,800.00
012310519500900000	Ballot Clerks/Elect. Officers	\$2,500.00	\$2,500.00
012310522200900000	Social Security	\$3,300.00	\$3,300.00

012310530000900000	School Board	\$1,500.00	\$1,500.00
012310533000900000	Legal Expenses	\$100,000.00	\$80,000.00
012310533010900000	Contracted Professional Services	\$15,000.00	\$15,000.00
012310534000900000	Audit Expenses	\$23,500.00	\$23,500.00
012310534100900000	Actuarial Services	\$0.00	\$4,200.00
012310549000900000	Student Awards	\$7,500.00	\$7,500.00
012310553400900000	Postage	\$4,000.00	\$4,000.00
012310554000900000	Advertising	\$8,000.00	\$8,000.00
012310555000900000	Printing	\$10,000.00	\$10,000.00
012310561000900000	Recog./Awards	\$6,500.00	\$6,500.00
012310573000900000	Equipment	\$1,300.00	\$1,300.00
012310581000900000	Dues & Fees	\$11,000.00	\$11,000.00
012310588000900000	Superintendent's Club	\$2,000.00	\$2,000.00
012310589000900000	Special Events	\$4,200.00	\$4,200.00
012400511100900000	Proposed non CBA wage increase	\$30,000.00	\$30,000.00
012400522200900000	Social Security	\$2,295.00	\$2,295.00
012400523000900000	Teacher Retirement	\$5,892.00	\$5,769.00
012490511000900000	SSO Wages	\$56,672.00	\$59,506.00
012490521100900000	Health Benefits	\$2,500.00	\$2,500.00
012490522200900000	Social Security	\$4,335.00	\$4,552.00
012490523100900000	Non Teacher Retirement	\$7,668.00	\$7,587.00
012490561000900000	Supplies	\$800.00	\$800.00
012560520000900000	Food Supplemental	\$15,000.00	\$15,000.00
012560573000900000	Food Service Replacement Equipment	\$10,000.00	\$10,000.00
012590521300900000	Life Insurance	\$83,000.00	\$89,000.00
012590552000900000	Property Liability Insurance	\$122,412.00	\$133,429.00
012590552100900000	Workman's Compensation Insur.	\$75,207.00	\$82,728.00
012590552200900000	Unemployment Compensation	\$13,766.00	\$15,392.00
012610511000900000	Salaries EC2610-1	\$69,094.00	\$72,549.00
012610521100900000	Health Benefits	\$34,508.00	\$39,765.00
012610521200900000	Dental Insurance	\$2,012.00	\$2,012.00
012610522200900000	Social Security	\$5,286.00	\$5,550.00
012610523100900000	Non Teacher Retirement	\$9,348.00	\$9,250.00
012620511400900000	Maint. Hourly EC2620-4	\$250,166.00	\$255,236.00
012620512000900000	Custodial Substitutes	\$4,000.00	\$4,000.00
012620513000900000	Maintenance Overtime	\$9,000.00	\$9,000.00
012620521100900000	Health Benefits	\$120,140.00	\$135,949.00
012620521200900000	Dental Insurance	\$6,438.00	\$5,632.00
012620522200900000	Social Security	\$19,138.00	\$19,526.00
012620523100900000	Non Teacher Retirement	\$33,847.00	\$32,543.00
012620542100900000	Disposal Service	\$2,500.00	\$2,500.00
012620543000900000	Contract Service	\$5,000.00	\$5,000.00
012620544200900000	Equipment Rental	\$2,000.00	\$2,000.00
012620544400900000	Hazardous Materials Control	\$2,500.00	\$2,500.00
012620553100900000	Telephone Service	\$2,500.00	\$2,500.00
012620561000900000	Supplies	\$14,000.00	\$14,000.00
012620561100900000	Maintenance Supplies	\$3,000.00	\$3,000.00
012620565100900000	School Dude Work Order System	\$5,300.00	\$5,300.00
012620573700900000	Replacement Equipment - Maintenance	\$10,000.00	\$10,000.00
012630542200900000	Snow, Salt, Sand	\$1,000.00	\$1,000.00
012630543000900000	Repair & Maintenance	\$3,500.00	\$3,500.00
012630561000900000	Supplies	\$3,000.00	\$3,000.00
012630573700900000	Replacement Equipment	\$1,800.00	\$1,800.00
012640543000900000	Contract Service	\$4,000.00	\$4,000.00
012640561000900000	Supplies	\$3,500.00	\$3,500.00
012650543000900000	Repair and Maintenance Vehicles	\$18,000.00	\$18,000.00
012650561000900000	Vehicle Supplies	\$3,000.00	\$3,000.00
012650562600900000	Gasoline	\$12,000.00	\$12,000.00
012650562900900000	Diesel Fuel	\$2,000.00	\$2,000.00
012690543400900000	Underground Storage Tanks - Inspection	\$2,000.00	\$2,000.00
012690549000900000	Contract Services	\$4,000.00	\$4,000.00
012690558000900000	Travel & Conferences	\$4,000.00	\$4,000.00
012690581000900000	Dues & Fees	\$1,000.00	\$1,000.00
012722511000900000	Special Ed. Van Drivers PT	\$42,000.00	\$30,000.00

012722522200900000	Social Security	\$3,213.00	\$2,295.00
012722523100900000	Non Teacher Retirement	\$300.00	\$300.00
012722543000900000	Repair and Maintenance Vans	\$1,500.00	\$1,500.00
012722551900900000	Special Education Transport	\$381,960.00	\$500,000.00
012722561000900000	Supplies for vans	\$1,500.00	\$1,500.00
012722562700900000	Fuel for Special Ed. Vehicles	\$8,000.00	\$8,000.00
012725551000900000	Student Transportation	\$1,407,067.00	\$1,450,365.00
012725551400900000	Sports Transportation	\$90,000.00	\$100,000.00
012725551500900000	Vocational Student Transp.	\$25,452.00	\$26,216.00
012725551800900000	Homeless student transportation	\$15,000.00	\$5,000.00
012725552000900000	Late Bus	\$74,078.00	\$76,300.00
012725553200900000	Van Driver Cell Phones	\$2,500.00	\$2,200.00
012840511000900000	Tech Support Salaries	\$210,376.00	\$224,557.00
012840521100900000	Health Benefits	\$62,570.00	\$83,403.00
012840521200900000	Dental Insurance	\$2,851.00	\$3,371.00
012840522200900000	Social Security	\$16,094.00	\$17,179.00
012840523100900000	Non Teacher Retirement	\$28,464.00	\$28,631.00
012840530000900000	Emergency Notification System Contract	\$4,000.00	\$4,000.00
012840543000900000	Repairs and Maintenance	\$40,000.00	\$40,000.00
012840544000900000	Print Service Contract	\$15,000.00	\$15,500.00
012840553100900000	Telephone Service	\$9,000.00	\$9,000.00
012840553200900000	Internet Expenses	\$92,000.00	\$96,500.00
012840553900900000	Internet Security and Filtering	\$107,000.00	\$107,000.00
012840558000900000	Travel and Conferences	\$5,000.00	\$5,000.00
012840561000900000	Supplies	\$11,000.00	\$11,000.00
012840565000900000	Software	\$185,000.00	\$195,000.00
012840573700900000	Replacement Equipment	\$151,400.00	\$136,400.00
012850511100900000	Retiring Employees Expense	\$40,000.00	\$40,000.00
012850522200900000	Social Security	\$3,060.00	\$3,060.00
012850523000900000	Teacher Retirement	\$7,856.00	\$7,692.00
011200511004000093	Administrator Salaries 2	\$112,150.00	\$112,150.00
011200512504000093	Staff Salaries 1	\$48,402.00	\$50,814.00
011200521104000093	Health Benefits	\$51,124.00	\$58,911.00
011200521204000093	Dental Insurance	\$2,121.00	\$2,121.00
011200521304000093	Life Insurance	\$200.00	\$200.00
011200522204000093	Social Security	\$12,282.00	\$12,467.00
011200523004000093	Teacher Retirement	\$22,026.00	\$21,566.00
011200523104000093	Non Teacher Retirement	\$6,549.00	\$6,479.00
011200532004000093	Staff Development	\$3,000.00	\$3,000.00
011200558004000093	Travel	\$2,000.00	\$2,000.00
011200561004000093	Supplies	\$500.00	\$500.00
011200581004000093	Dues/Fees/Certifications	\$2,000.00	\$1,250.00
012120511004000093	Guidance Administrator's Salary	\$87,975.00	\$91,494.00
012120521104000093	Health Insurance	\$2,500.00	\$2,500.00
012120522204000093	Social Security	\$6,730.00	\$6,999.00
012120523004000093	Teacher Retirement	\$17,278.00	\$17,594.00
012210511004000093	Administrator's Salary	\$107,377.00	\$117,000.00
012210512504000093	Administrative Assistant's Wages	\$24,492.00	\$25,719.00
012210521104000093	Health Insurance	\$42,816.00	\$59,449.00
012210521204000093	Dental Insurance	\$2,022.00	\$2,022.00
012210521304000093	Life Insurance	\$100.00	\$100.00
012210522204000093	Social Security	\$10,088.00	\$10,918.00
012210523004000093	Teacher Retirement	\$21,089.00	\$22,499.00
012210523104000093	Non Teacher Retirement	\$3,314.00	\$3,279.00
012210532004000093	Professional Development	\$3,000.00	\$3,000.00
012210558004000093	Travel and Conferences	\$1,000.00	\$1,000.00
012210564104000093	Books and Printed Matter	\$1,000.00	\$1,000.00
012210581004000093	Dues/Fees/Certifications	\$2,000.00	\$2,000.00
012320511004000093	Administrator's Salary	\$130,000.00	\$135,200.00
012320512504000093	Office Staff Salaries	\$24,492.00	\$25,719.00
012320521104000093	Health Insurance	\$30,035.00	\$34,264.00
012320521204000093	Dental Insurance	\$1,484.00	\$1,484.00
012320521304000093	Life Insurance	\$200.00	\$200.00
012320522204000093	Social Security	\$11,819.00	\$12,310.00

012320523104000093	Non Teacher Retirement	\$20,903.00	\$20,517.00
012320532004000093	Professional Development	\$3,000.00	\$3,000.00
012320558004000093	Travel and Conferences	\$1,000.00	\$1,000.00
012320564004000093	Books and Subscriptions	\$300.00	\$300.00
012320581004000093	Dues/Fees/Certifications	\$5,000.00	\$5,000.00
012329511004000093	Wellness Pool for payout at ye	\$40,000.00	\$40,000.00
012329511104000093	salary inc. pool	\$30,000.00	\$30,000.00
012329533014000093	Contracted Professional Services	\$3,500.00	\$3,500.00
012329544204000093	Copier Expenses/Lease	\$14,500.00	\$14,500.00
012329544904000093	Postage Meter/Scale	\$5,000.00	\$6,000.00
012329554004000093	Advertising	\$2,000.00	\$1,000.00
012329555004000093	Printing	\$2,000.00	\$800.00
012329561004000093	Supplies	\$10,500.00	\$10,500.00
012329581004000093	Dues/Fees/Certifications	\$1,000.00	\$1,000.00
012550511004000093	Administrator's Salary	\$109,478.00	\$113,857.00
012550512504000093	Business Office Staff Salaries	\$236,896.00	\$251,123.00
012550521104000093	Health Benefits	\$163,595.00	\$176,821.00
012550521204000093	Dental Insurance	\$8,485.00	\$8,485.00
012550521304000093	Life Insurance	\$200.00	\$200.00
012550522204000093	Social Security	\$26,498.00	\$27,921.00
012550523104000093	Non Teacher Retirement	\$46,864.00	\$46,535.00
012550524004000093	Staff Development	\$4,000.00	\$4,000.00
012550530104000093	Contracted Services	\$1,000.00	\$1,000.00
012550530504000093	ADS Tech. Support/Contract	\$18,000.00	\$18,500.00
012550558004000093	Travel and Conferences	\$2,500.00	\$2,500.00
012550581004000093	Dues/Fees/Certifications	\$1,000.00	\$1,000.00
012610511004000093	Facilities Director	\$85,698.00	\$89,126.00
012610521104000093	Health Insurance	\$25,562.00	\$29,161.00
012610521204000093	Dental Insurance	\$1,116.00	\$1,116.00
012610521304000093	Life Insurance	\$150.00	\$150.00
012610522204000093	Social Security	\$6,556.00	\$6,818.00
012610523104000093	Non Teacher Retirement	\$11,595.00	\$11,364.00
012620511704000000	Custodial-EC2650- .10	\$8,853.00	\$9,163.00
012620521104000000	Health Benefits	\$5,112.00	\$5,891.00
012620521204000000	Dental Insurance	\$201.00	\$201.00
012620522204000000	Social Security	\$677.00	\$701.00
012620523104000000	Non Teacher Retirement	\$1,198.00	\$1,168.00
012620541104000000	Water Testing	\$400.00	\$400.00
012620542104000000	Disposal Service	\$600.00	\$600.00
012620543004000000	Repairs & Maintenance	\$6,000.00	\$6,000.00
012620561004000000	Supplies-Custodial/Paper	\$550.00	\$550.00
012620561104000000	Maintenance Supplies	\$1,200.00	\$1,200.00
012620562204000000	Electricity	\$3,500.00	\$3,500.00
012620562404000000	Heating Oil #2	\$5,000.00	\$5,000.00
012630561004000000	Supplies	\$500.00	\$500.00
012660549004000000	Security Service	\$250.00	\$250.00
012840511004000093	Director of Technology	\$83,774.00	\$87,094.00
012840521104000093	Health Benefits	\$12,781.00	\$14,728.00
012840521204000093	Dental Benefits	\$578.00	\$578.00
012840521304000093	Life Insurance	\$110.00	\$110.00
012840522204000093	Social Security	\$6,409.00	\$6,663.00
012840523104000093	Non Teacher Retirement	\$11,335.00	\$11,104.00
01284053104000000	Telephone	\$3,300.00	\$3,300.00
012620541104100001	Water/Sewer Testing	\$900.00	\$900.00
012620542104100001	Disposal Service	\$400.00	\$400.00
012620543004100001	Contract Service	\$3,000.00	\$3,000.00
012620561004100001	SuppliesCustodial/Paper	\$750.00	\$750.00
012620561104100001	Maintenance Supplies	\$500.00	\$500.00
012620562204100001	Electricity	\$2,400.00	\$2,400.00
012620562404100001	Heating Oil #2	\$2,500.00	\$2,500.00
012630561004100001	Supplies	\$250.00	\$250.00
01284053104100000	Telephone	\$5,000.00	\$4,000.00
015110591000900000	Bond pmt	\$593,331.00	\$623,758.00
015120583000900000	Bond Interest payment	\$937,288.00	\$906,252.00

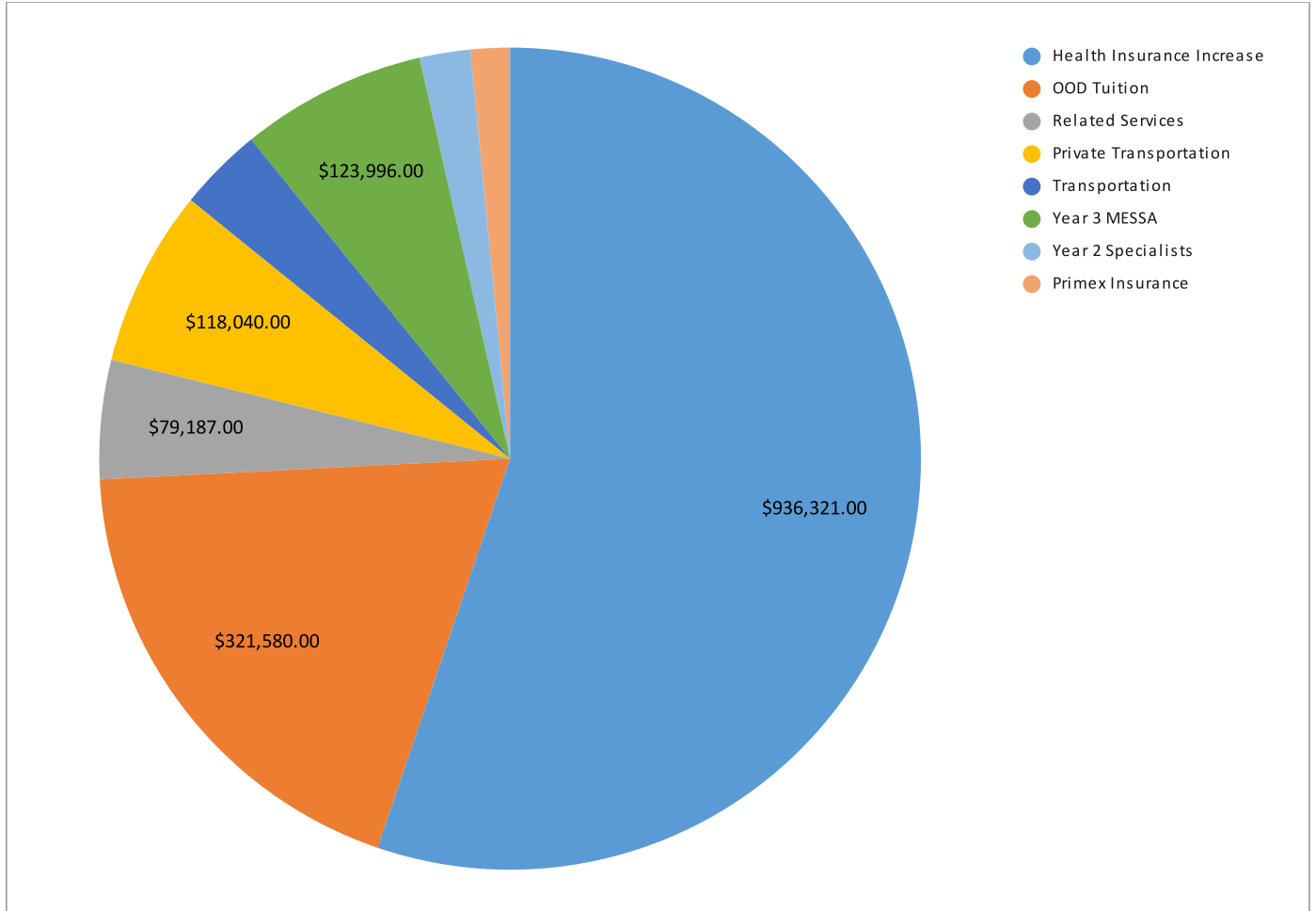
015221593009000000	Transfer to Food Service Fund	\$400,000.00	\$400,000.00
015222593009000000	Transfer to Federal/State Grant Fund	\$570,000.00	\$570,000.00
		\$37,750,000.00	\$39,199,676.00

3.84%

\$1,449,676.00

Budget Drivers

HealthTrust GMR increase based on current enrollment	\$936,321.00	Health Insurance Increase
OOD Tuition	\$321,580.00	OOD Tuition
Related Services	\$79,187.00	Related Services
Special Education Transportation	\$118,040.00	Private Transportation
Transportation	\$56,284.00	Transportation
Year 3 MESSA contract estimated at	\$123,996.00	Year 3 MESSA
Year 2 Specialists contract estimated at	\$33,854.00	Year 2 Specialists
Primex Increases for Property & Liability; Workers Comp; Unemployment	\$26,164.00	Primex Insurance
	<hr/>	
	\$1,695,426.00	



**NH Department of Education
Office of School Finance**

**FY2025 Cooperative District Apportionment
731-6514**

October 25, 2024

Monadnock Regional

Amount to Apportion (MS-24)		34,846,180
Less:		
State Education Tax	2,288,441	
Equitable Education Grants	11,062,956	
	13,351,397	

To be raised from local taxes 21,494,783

Apportionment of Local Taxes:

	Apportioned	Less State Aid	Local Tax Assessment
Fitzwilliam	6,943,701	1,386,917	5,556,784
Gilsum	1,731,236	706,669	1,024,567
Richmond	3,046,098	1,098,902	1,947,196
Roxbury	576,231	136,886	439,345
Swanzey	17,630,848	7,322,733	10,308,115
<u>Troy</u>	4,918,066	2,699,290	2,218,776
	34,846,180	13,351,397	21,494,783

Prepared by:	<u>Matthew Welch</u>	10/28/24
	Financial Analyst	Date
Reviewed by:	<u>Mark Manganiello</u>	10/28/24
	Administrator IV	Date
Reviewed by:	<u>Tanel Morin</u>	10/28/24
	Business Administrator	Date
	_____ Director, Division of Municipal Services NH Department of Revenue Administration	_____ Date

FY2025 Cooperative Apportionment

Fitzwilliam	0.197003	6,563,259	0.24855	380,442	-	6,943,701	1,386,917	5,556,784
Gilsum	0.049674	1,654,924	0.04986	76,312	-	1,731,236	706,669	1,024,567
Richmond	0.087338	2,909,729	0.08909	136,369	-	3,046,098	1,098,902	1,947,196
Roxbury	0.016462	548,456	0.01815	27,775	-	576,231	136,886	439,345
Swanzey	0.507291	16,900,671	0.47705	730,177	-	17,630,848	7,322,733	10,308,115
Troy	0.142232	4,738,522	0.11730	179,544	-	4,918,066	2,699,290	2,218,776
Total	1.000000	33,315,561	1.00000	1,530,619	0	34,846,180	13,351,397	21,494,783
Prepared by	MRW	10/25/2024						
Reviewed by	MPM:	10/25/2024				Should match Total to Apportion MS24		34,846,180

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
MRMHS				
1100 - REGULAR INSTRUCTION				
1 Adams, Tyler	1.00	BA+15.2	47,500	
2 Alexander, Melissa	1.00	BA.2	44,500	
3 Vacancy	1.00	MA.7	53,000	
4 Bialek, Emily	1.00	BA.Career	54,527	2,400
5 Blanchard, Trevor	1.00	BA+15.6	49,500	
6 Boudette, Patrick	1.00	BA.5	46,000	
7 Caron, Matthew	1.00	MA.Career	60,550	2,400
8 Clyde, Katherine	1.00	MA.2	50,500	
9 Condap, Erin	1.00	MA.13	57,400	
10 Dean-Dodge, Catherine	1.00	MA+15.Career	62,000	
11 Deasy, Susan	1.00	MA+15.Career	63,350	2,400
12 Donohue, Kegan	1.00	MA.8	53,500	
13 Dowsett, Patrick	1.00	MA+30.Career	67,650	
14 Drew, Aria	1.00	BA.0	43,500	
15 Vacancy	1.00	MA.7	53,000	
16 Farhm, Julie	1.00	MA+30.Career	76,862	
17 Firmin, Jan	1.00	BA.OS	63,350	3,600
18 Fredrick, Sarah	1.00	BA+15.6	49,500	
19 Vacancy	1.00	MA.7	53,000	
20 Hubbard, Deseree	1.00	MA+30.10	61,300	
21 Hussey, Taylor	1.00	BA.2	44,500	
22 Jackson, Taylor	1.00	BA.0	43,500	
23 Kaplan, Elliot	1.00	MA+30.OS	77,550	2,400
24 Kelley, Erin	1.00	MA.Career	60,550	2,400
25 Lambert, Peter	1.00	BA.OS	63,350	3,600
26 Landau, Rosanna	1.00	MA+15.Career	63,800	
27 Leonard, Madelyn	1.00	BA.1	44,000	
28 Lorette, Kristal	1.00	MA.7	53,000	
29 McAloney, Sarah	1.00	MA.Career	60,750	
30 McGuinness, Anna	1.00	BA.1	44,000	
31 Mehrer, Olivia	1.00	BA.0	43,500	
32 Mercier, Vicki	1.00	MA.OS	69,550	2,400
33 Minickiello, Linda	1.00	MA+30.OS	77,550	6,000
34 Minickiello, Scott	1.00	MA+30.OS	77,550	6,000
35 Naso, John	1.00	BA+15.OS	66,300	3,600
36 Nugent, Katrina	1.00	MA.6	52,500	
37 O'Donnell, Jennifer	1.00	MA.OS	69,550	3,600
38 Pymm, Delta	1.00	MA+30.Career	70,502	2,400
39 Raymond, Kristina	1.00	BA+15.11	52,600	
40 Rearick, Daniel	1.00	BA.3	45,000	
41 Robinson, Allison	1.00	MA.OS	69,550	4,800
42 Robinson, Jeremy	1.00	BA+15.OS	66,300	3,600
43 Simmons, Lauren	1.00	BA.1	44,000	
44 Stanley, Hannah	1.00	MA+15.3	54,000	
45 Teitelman, Paul	0.60	MA+30.OS	46,530	
46 UzDavinis, Lianna	1.00	BA.7	47,000	
47 Wallace, Richard	1.00	BA.Career	52,150	
48 Weber, Jeffrey	1.00	MA.Career	59,800	2,400
49 Weimann, Trevor	1.00	MA.2	50,500	
TEACHERS SALARIES			2,779,921	54,000

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
RE AIDES				
		Step	Salary	
1 Bogdzewic, Donna	1.00	PP.OS	26,489	
2 Quintilio, William	1.00	PP.OS	28,516	
3 Strahan, Dawn	1.00	PP.6	23,884	
4 Young-Hagar, Amber	1.00	PP.9	24,752	
TOTAL AIDES			103,641	
1100 TOTAL			2,883,562	
1200 - SPECIAL INSTRUCTION				
1 Vacancy	1.00	MA.7	51,350	
2 Givetz, Alan	1.00	BA.2	44,500	
3 Mango, Lisa	1.00	MA+30.OS	77,550	
4 Peters, Yvonne	1.00	BA.5	46,000	
5 Richard, Julie	1.00	BA+15.Career	57,408	2,400
6 Stewart, Sara	1.00	BA.2	44,500	
7 Vacancy	1.00	MA.7	53,000	
8 Weaver, Megan	1.00	MA+15.10	57,800	
TEACHERS SALARIES			432,108	2,400
1200 - MRMHS ADMINISTRATOR				
1 Schnare, Kathryn	1.00	Contract	79,997	
			79,997	
SPECIAL ED PARAS				
1 Ciaccio, Robin	1.00	PP.6	23,884	
2 Cloutier, Russell	1.00	PP.OS	26,779	
3 Cormier-Belletete, Heidi	1.00	PP.OS	27,864	
4 DeMasi, Kathaline	1.00	PP.OS	27,864	
5 Ellis, Lisa	1.00	PP.OS	28,501	
6 Eyring, Tammy	1.00	PP.OS	27,647	
7 Guion, Bethany	1.00	PP.OS	29,283	
8 Hart, Nancy	1.00	PP.OS	28,501	
9 Kendall, Tammy	1.00	PP.14	26,200	
10 Kingsbury, Susan	1.00	PP.15	26,489	
11 Little, Lynn	1.00	PP.OS	27,503	
12 Marchetti, Cheryl	1.00	PP.9	24,752	
13 Moran, Maryann	1.00	PP.OS	27,937	
14 Olson, Brooke	1.00	PP.OS	27,647	
15 Snelling, Savanna	1.00	PP.2	22,726	
16 Petrosch, Orysia	1.00	PP.OS	29,153	
17 Vacancy	1.00	PP.6	23,884	
18 Rice, Susan	1.00	PP.OS	28,501	
19 Vaine, Holli	1.00	PP.OS	27,647	
20 Vacancy	1.00	PP.9	24,752	
AIDES TOTAL			537,515	
ADMIN ASST				
1 Cavolo, Ashley	1.00	AA.OS	32,400	
1200 TOTAL			1,082,020	2,400

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
1420 - ATHLETICS				
1 Cote, Thomas	1.00	Contract	71,722	
1400 TOTAL				
2110 - SOCIAL WORKER				
1 Vacancy	1.00	MA.7	53,000	
2110 TOTAL				
2120 - COUNSELORS				
1 Kilburn, Kelsey	1.00	MA+30.11	62,100	
2 Maynard, Bethany	1.00	MA.Career	65,487	2,400
3 Sestito, Samantha	1.00	MA+30.12	63,000	
AT RISK				
4 Eklund, Deborah	1.00	MA.13	57,400	
5 Simmons, Elizabeth	1.00	BA+15.8	50,500	
SUB-TOTAL 2120			298,487	2,400
2120 - GUIDANCE AA				
1 Willson, Karin	1.00	AA.OS	37,928	
2120 TOTAL			336,416	2,400
2130 - HEALTH				
1 Brooks, Lisa	1.00	BA.Career	52,650	
2130 TOTAL			52,650	
2222 - LIBRARY				
1 O'Malley; Hillary	1.00	MA+30.9	60,600	
LIBRARY PARA				
1 Vacancy	1.00	PP.6	23,884	
2222 TOTAL			84,484	
2400 - ADMINISTRATION				
1 Goodhind, Paul	1.00	Contract	86,320	
2 Russell, Rebecca	1.00	Contract	83,777	
3 Pickering, Gregory	1.00	Contract	105,000	
SUB-TOTAL 2400			275,097	
1 Clark, Anne	1.00	AA.OS	33,351	
2 Murray, Allison	1.00	AA.6	27,971	
3 Hazen, Hailey	1.00	AAFY.8	39,007	
4 Tupper, Victoria	1.00	AA.OS	33,155	
ADMIN ASSISTANT TOTAL			133,483	
2400 TOTAL			408,580	

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
2600 BUILDINGS & GROUNDS				
1 Brackett, Charles	1.00	BG.OS	45,813	
2 Paquette, Mark	1.00	BG.OS	45,813	
3 Jackson, Lawrence	0.63	BG.OS	32,332	
4 Scott, Jonathan	1.00	BG.OS	48,355	
5 Silander, John	1.00	BG.OS	50,012	
6 Whipple, Arthur	1.00	BG.OS	44,532	
7 Willis, Floyd	0.80	BG.OS	36,651	
2600 TOTAL			303,508	

MT CAESAR

1100 - REGULAR INSTRUCTION				
1 Bellerose, Shena	1.00	MA.Career	62,075	
2 Bennett, Sherri	1.00	MA+30.11	62,100	
3 Bernier, Katherine	1.00	MA.10	54,800	
4 Dickerson, Halle	1.00	BA.0	43,500	
5 Fisk, Rebecca	1.00	MA+30.OS	77,550	3,600
6 Fitzgerald, Melissa	1.00	BA.Career	54,527	
7 Gilson, Robin	1.00	BA.OS	63,350	4,800
8 Johnson, Hanna	1.00	MA.6	52,500	
9 Lawrence, Amanda	1.00	MA+30.8	60,000	
10 Neurock, Megan	1.00	MA+15.Career	63,350	2,400
11 Raymond, Nicholas	0.50	MA.13	28,700	
12 Shanks, Sally	1.00	BA.Career	52,850	
13 Smith, Kelly	0.50	MA+15.OS	36,775	1,800
14 Sullivan, Virginia	0.50	BA.OS	31,675	1,200
15 Thayer, Tina	1.00	MA.Career	59,800	2,400
16 Thompson, Joleen	0.50	BA.Career	26,825	
17 Walsh, Casey	1.00	BA.5	46,000	
18 White, Allison	1.00	MA.13	57,400	
19 Williams, Allison	1.00	MA.13	57,400	
1100 TOTAL			991,177	16,200

1107 - PK

1 Jones, Jessica	1.00	MA.6	52,500	
2 Lessard, Jessica	1.00	BA.3	45,000	
1107 TOTAL			97,500	

1125 - READING

1 Tomer, Kimberly	1.00	MA.OS	69,550	4,800
1125 TOTAL			69,550	4,800

1200 - SPECIAL INSTRUCTION

1 Gabriel, Emmalene	1.00	MA.3	51,000	
2 Ells, Kate	1.00	MA.OS	69,550	2,400
TEACHERS SALARIES			120,550	2,400

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
AIDES				
1 Barnes, Samantha	1.00	PP.3	23,015	
2 Brown, Christine	1.00	PP.OS	31,194	
3 Colbert, Michelle	1.00	PP.OS	26,996	
4 Croteau, Kimberly	1.00	PP.OS	28,501	
5 Delisle Pace, Kathleen	1.00	PP.OS	31,334	
6 Kreissle, Irene	1.00	PP.OS	28,501	
7 Leach, McKenzie	1.00	PP.3	23,015	
8 Patnode, Laura	1.00	PP.OS	29,283	
9 Rollins, Darlene	1.00	PP.OS	27,647	
10 Rouleau, Brenda	1.00	PP.OS	28,501	
11 Sartorio, Lori	1.00	PP.13	25,910	
12 Soucia, Lynette	1.00	PP.OS	28,921	
13 Thomsen, Sharon	1.00	PP.OS	29,283	
14 Vos, Meghan	1.00	PP.OS	27,503	
AIDES TOTAL			389,604	
1200 TOTAL			510,154	
2120 - GUIDANCE				
1 Rokes, Mackenzie	1.00	MA.2	50,500	
2120 TOTAL			50,500	
2130 - HEALTH				
1 Sliva, Lindsey	1.00	BA.6	49,600	
2130 TOTAL			49,600	
2222 - LIBRARY				
1 Lafreniere, Deborah	1.00	PP.OS	31,194	
2222 TOTAL			31,194	
2400 - ADMINISTRATION				
1 Suarez, Melissa	1.00	Contract	107,020	
SUB-TOTAL 2400			107,020	
1 Fisk, Amy	1.00	AAFY.OS	48,929	
ADMIN ASSISTANT TOTAL			48,929	
2400 TOTAL			155,949	
2600 BUILDINGS & GROUNDS				
1 Breed, Tyler	1.00	BG.8	39,228	
2 Ollikkala, Ronald	1.00	BG.OS	43,979	
Custodial Overtime			2,000	
2600 TOTAL			85,207	

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
CUTLER				
1100 - REGULAR INSTRUCTION				
1	Borgeson, Rachel	1.00 BA.2	44,500	
2	Carroll, Andrew	1.00 BA.0	43,500	
3	Collyer, Alyssa	1.00 MA+15.11	58,600	
4	Hanatow, Lauren	1.00 BA.0	43,500	
5	Hill, Laura	1.00 MA.Career	60,550	2,400
6	Loney, Pamela	1.00 BA.OS	63,350	6,000
7	MacDonald, Andrew	1.00 MA.8	53,500	
8	MacLellan, Alexander	1.00 MA.4	51,500	
9	Mockaitis, Sara	1.00 MA.14	58,300	
10	Munson, Gina	1.00 BA.8	47,500	
11	Plante, Sharon	1.00 BA.7	47,000	
12	Ranzona, Hannah	1.00 BA.4	45,500	
13	Ranzona, Jacob	1.00 BA.5	46,000	
14	Raymond, Nicholas	0.50 MA.13	28,700	
15	Roach, Craig	1.00 MA+30.15	65,600	
16	Royce, Kevin	1.00 BA+15.9	51,100	
17	Smith, Kelly	0.50 MA+15.OS	36,775	1,800
18	Sullivan, Virginia	0.50 BA.OS	31,675	1,200
19	Tardiff, Olivia	1.00 MA+30.Career	68,686	2,400
20	Thompson, Joleen	0.50 BA.Career	26,825	
21	Woods, Jessica	1.00 MA.8	53,500	
	1100 TOTAL		1,026,161	13,800
1125 - READING				
		Step	Salary	
1	Naso, Megan	1.00 MA+30.Career	67,200	
	1125 TOTAL		67,200	
1200 - SPECIAL INSTRUCTION				
1	Baybutt, Mary Louise	1.00 MA.Career	65,698	
2	Newman-Sweetland, Branc	1.00 MA+15.Career	65,704	
3	Loverde, Frank (Dan)	1.00 BA.0	43,500	
	TEACHERS SALARIES		174,902	0
AIDES				
1	Adams, Becky	1.00 PP.OS	27,937	
2	Clark, Lorenda	1.00 PP.OS	28,299	
3	Dubois, Cheryl	1.00 PP.OS	28,299	
4	Fish, Lisa	1.00 PP.OS	28,501	
5	Fisk, Kevin	1.00 PP.OS	27,937	
6	Jamison, Sierra	1.00 PP.10	25,042	
7	Jarvis, Rebecca	1.00 PP.OS	27,647	
8	LaRoche, Jaime	1.00 PP.6	23,884	
9	McGarry, Winifred	1.00 PP.OS	28,299	
10	Russell, Deborah	1.00 PP.OS	29,153	
11	Underwood, Quinn	1.00 PP.3	23,015	
	AIDES TOTAL		298,011	
	1200 TOTAL		472,913	

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
2120 - GUIDANCE				
1 Costa, Cheryl	1.00	MA+15.OS	73,550	2,400
2120 TOTAL			73,550	
2130 - HEALTH				
1 Greer, Richelle	1.00	BA.Career	54,350	
2130 TOTAL			54,350	
2222 - LIBRARY				
1 Chase, Donna	1.00	PP.8	24,463	
2222 TOTAL			24,463	
2400 - ADMINISTRATION				
1 Gottheimber, Brett	1.00	Contract	95,680	
SUB-TOTAL 2400			95,680	
1 Barrett, Melanie	1.00	AAFY.OS	43,648	
ADMIN ASSISTANT TOTAL			43,648	
2400 TOTAL			139,328	
2600 BUILDINGS & GROUNDS				
1 Vacancy	1.00	BG.OS	41,704	
2 Shaw, Rana	1.00	BG.OS	43,206	
2600 TOTAL			84,910	

TROY

1100 - REGULAR INSTRUCTION				
1 Blanchard, Holly	1.00	MA.5	52,000	
2 Burroughs, Madison	1.00	MA.7	53,000	
3 Greene, Nancy	0.42	MA+15.OS	30,891	2,520
4 Hoefler, Gretchen	1.00	MA.Career	60,750	
5 Judge, Alexander	0.42	BA+15.9	21,462	
6 Lord, Maureen	0.42	BA.OS	26,607	2,520
7 Markowski, Leslie	1.00	MA.OS	69,550	4,800
8 Meyer, Kelly	0.42	MA+30.13	26,838	
9 Schroeder, Carol	1.00	BA+15.11	52,600	
10 Thompson, Todd	1.00	MA.Career	62,075	
11 Wichland, Kelly	1.00	BA.OS	63,350	6,000
1100 TOTAL			519,123	15,840
1107 - PRESCHOOL				
		Step	Salary	
1 Johnson, Emily	1.00	BA.0	43,500	
1125 TOTAL			43,500	
1125 - READING				
		Step	Salary	
1 Rafail, Bethany	1.00	MA+30.Career	68,686	
1125 TOTAL			68,686	
1200 - SPECIAL INSTRUCTION				

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
1 Vacancy	0.50	MA.7	26,500	
2 Main, Jennifer	1.00	BA.5	46,000	
TEACHERS SALARIES			72,500	
AIDES				
1 Beaulieu, Angela	1.00	PP.OS	27,647	
2 Caron, Shannon	1.00	PP.9	24,752	
3 Howe, Jillian	1.00	PP.3	23,015	
4 Hoyt, Debra- Vacancy	1.00	PP.6	23,884	
5 Klotzbier, Rebecca	1.00	PP.OS	27,647	
6 Nero, Deidre	1.00	PP.3	23,015	
7 Perkins, Karen	1.00	PP.OS	31,194	
8 Willett, Jamie	1.00	PP.3	23,015	
AIDES TOTAL			204,170	
1200 TOTAL			276,670	
2120 - GUIDANCE				
1 Frazier, Mary	1.00	MA.12	56,500	
2120 TOTAL			56,500	
2130 - HEALTH				
1 Tarbox, Shannon	1.00	BA.OS	63,350	
2130 TOTAL			63,350	
2222 - LIBRARY				
1 Lang, Catherine	1.00	PP.14	26,200	
2222 TOTAL			26,200	
2400 - ADMINISTRATION				
1 Stone, Kevin	1.00	Contract	102,642	
SUB-TOTAL 2400			102,642	
1 Carrier, Amy	1.00	AAFY.6	37,681	
ADMIN ASSISTANT TOTAL			37,681	
2400 TOTAL			140,323	
2600 BUILDINGS & GROUNDS				
1 LaPointe, Dennis	1.00	BG.OS	45,040	
2 Vacancy	1.00	BG.OS	41,704	
2600 TOTAL			86,744	

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
EMERSON				
1100 - REGULAR INSTRUCTION				
1	Buonomano, Michelle	1.00 MA+30.Career	65,750	
2	Gantt, Rachel	1.00 BA+15.5	49,000	
3	Goodell, Cassandra	1.00 BA.10	48,800	
4	Greene, Nancy	0.42 MA+15.OS	30,891	2,520
5	Judge, Alexander	0.41 BA+15.9	20,951	
6	Lord, Maureen	0.41 BA.OS	25,974	2,460
7	Meyer, Kelly	0.41 MA+30.13	26,199	
8	Reekie, Rachel	1.00 BA.5	46,000	
9	Starrett, Kathryn	1.00 MA+30.Career	69,515	
10	Tommila, Nicole	1.00 MA+30.Career	67,200	2,400
11	VanValkenburg, Tate	1.00 BA+15.1	47,000	
12	Welch, Kelly	1.00 MA.5	52,000	
	1100 TOTAL		549,279	7,380
1107 - PK				
		Step	Salary	
1	Gove, Debra	1.00 MA+30.OS	77,550	6,000
	1107 TOTAL		77,550	6,000
1125 - READING				
		Step	Salary	
1	Carney, David	1.00 MA.8	53,500	
	1125 TOTAL		53,500	
1200 - SPECIAL INSTRUCTION				
1	Carmody, Joan	1.00 MA+15.9	57,100	
2	Vacancy	1.00 MA.7	53,000	
	TEACHERS SALARIES		110,100	
AIDES				
1	Ellsworth, Susan	1.00 PP.OS	26,996	
2	Hoffmann, Veronica	1.00 PP.OS	28,299	
3	Jette, Kristin	1.00 PP.6	23,884	
4	Pace, Elaina-Rose	1.00 PP.3	23,015	
5	Parker, Kristina	1.00 PP.OS	28,501	
6	Penna, Kelly	1.00 PP.5	23,594	
7	Vacancy	1.00 PP.6	23,522	
8	Wallace, Kathryn	1.00 PP.9	24,752	
9	Wharton, Jill	1.00 PP.OS	27,937	
	AIDES TOTAL		230,500	
	1200 TOTAL		340,600	
2120 - GUIDANCE				
1	Bertolami, Halee	1.00 BA+15.1	47,000	
	2120 TOTAL		47,000	
2130 - HEALTH				
1	Heaphy, Alexis	1.00 BA.Career	52,150	
	2130 TOTAL		52,150	

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
2222 - LIBRARY				
1 Freyenhagen-Guyette, Lori	1.00	PP.OS	28,516	
2222 TOTAL			28,516	
2400 - ADMINISTRATION				
1 Stevens, Lori	1.00	Contract	98,829	
SUB-TOTAL 2400			98,829	
1 Poole, Patricia	1.00	AAFY.OS	48,598	
ADMIN ASSISTANT TOTAL			48,598	
2400 TOTAL			147,427	
2600 BUILDINGS & GROUNDS				
1 Martin, Charles	1.00	BG.OS	45,813	
2 Olsen, Darlene	1.00	BG.OS	41,184	
2600 TOTAL			86,997	

GILSUM

1100 - REGULAR INSTRUCTION				
1 Greene, Nancy	0.17	MA+15.OS	12,504	1,020
2 Judge, Alexander	0.17	BA+15.9	8,687	
3 Vacancy	1.00	MA.7	53,000	
4 Lord, Maureen	0.17	BA.OS	10,770	1,020
5 Meyer, Kelly	0.17	MA+30.13	10,863	
6 Nettleton, Linda	1.00	MA.Career	60,750	
7 Rowan, Jennifer	1.00	BA.1	44,000	
8 Scott, Melissa	1.00	MA.9	54,100	
TEACHERS SALARIES			254,673	2,040
AIDES				
		Step	Salary	
1 Labrecque, Claudia	0.50	PP.OS	14,149	
1100 TOTAL			268,822	2,040
1200 - SPECIAL INSTRUCTION				
1 Collette, Regan	0.60	BA.Career	33,466	
TEACHERS SALARIES			33,466	
AIDES				
1 Smith, Christie	1.00	PP.3	23,015	
2 Vacancy	0.00	PP.6		
AIDES TOTAL			23,015	
1200 TOTAL			56,481	
2120 - GUIDANCE				
1 Bowry, Deborah	0.60	MA+30.Career	40,260	
2120 TOTAL			40,260	
2130 - HEALTH				

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
1 Bates, Jody	0.60	BA.OS	38,010	
2130 TOTAL			38,010	
2222 - LIBRARY				
1 Labrecque, Claudia	0.50	PP.OS	14,149	
2222 TOTAL			14,149	
2400 - ADMINISTRATION				
1 Givetz, Taylene	1.00	Contract	79,099	
SUB-TOTAL 2400			79,099	
1 Fortin, Jody	1.00	AAFY.OS	35,216	
ADMIN ASSISTANT TOTAL			35,216	
2400 TOTAL			114,315	
2600 BUILDINGS & GROUNDS				
1 Rabel, Alexander	0.63	BG.OS	29,256	
2600 TOTAL			29,256	

DISTRICT-WIDE

1200 SPECIAL INSTRUCTION				
1 Klowak, Lauren	1.00	Contract	76,424	
2 Johnson, Melissa	1.00	MA.Career	62,604	2400
3 Vacancy DW SW	1.00	MA.7	53,000	
4 Heise, Jennifer	0.60	MA.Career	36,900	
1200 TOTAL			228,928	2,400
1 Rogova, Natalia	1.00	MA+30.Career	71,550	3,600
1200 TOTAL			300,478	6,000
2130 - HEALTH				
Bates, Jody	0.40	BA.OS	25,340	
2140 - PSYCH				
1 Vacancy	1.00	MS/MA+15.7	\$63,900	
2 Vacancy	1.00	MS/MA+15.7	\$63,900	
3 Vacancy	0.50	MS/MA+15.7	\$31,950	
4 Moore, Maureen	0.50	MS/MA+30.OFF	\$43,216	
2140 TOTAL			\$202,966	
2150 - SPEECH				
1 Behrens, Anna	1.00	MS/MA+30.OFF	\$85,844	
2 Smith, Stephanie	1.00	MS/MA+30.14	\$74,900	
3 Kolakoski, Sarah	1.00	BAMA.15	\$71,900	
4 Vacancy	1.00	MS/MA+15.7	\$65,900	
SPEECH ASST				
1 Vacancy	1.00	SLPA.7	\$50,000	
2150 TOTAL			\$348,544	

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
2160 - OT				
1 Kleine, Kris	1.00	BAMA OFF	81,140	
2 Visconti, Rachael	1.00	BAMA.13	69,900	
2160 TOTAL			151,040	
2210 - IMPROVE INST				
1 Jepson, Sandra	1.00		50,814	
2222 - LIBRARY MEDIA				
1 Wiley, Lisa	1.00	MA+30.Career	66,600	
2490 - SSO				
1 Deturris, Frank	1.00		59,506	
2610 - Facilities Supervisor				
1 Johns, Robert	1.00		72,549	
2620 - Trades				
1 Breed, Harold	1.00	T.OS	65,270	
2 Goodrich, Derek	1.00	T.OS	64,584	
3 Thieme, Michael	1.00	T.OS	64,584	
4 Weston, Dennis	1.00	T.OS	60,797	
2620 TOTAL			255,236	
2840 - IT				
1 Edwards, James	1.00		48,090	
2 Flynts-Bradley, Barbara	1.00		58,989	
3 Fortson, Colin	1.00		48,506	
4 Robbitts, Doug	1.00		68,972	
2840 TOTAL			224,557	

SAU

1200 - STUDENT SERVICES				
1 Woods, Catherine	1.00		112,150	
1 Deturris, Ann Marie	1.00		50,814	
1200 TOTAL			162,964	
2120 - Guidance				
1 Weiderman, Laura	1.0		91,494	
2210 - IMPROVE INSTRUCTION				
1 Spencer, Lisa	1		117,000	
1 Sutton, Lillian	0.5		25,719	
2210 TOTAL			142,719	
2320 - SAU MANAGEMENT SERVICES				
1 Rathbun, Jeremy	1.00		135,200	
Sutton, Lillian	0.5		25,719	
2320 TOTAL			160,919	

FY25 Staff Listing with FY26 Salary Projections for MESSA and Specialists per CBAs

	FTE	STP	SALARY	LONGEVITY
2550 - BUSINESS OFFICE				
1 Morin, Janel	1.00		113,857	
1 Boucher, Sharon	1.00		50,814	
2 Brown, Wendy	1.00		50,814	
3 Pacanza, Norita	1.00		50,814	
4 Rieth, Monique	1.00		47,840	
5 Robidoux, Michele	1.00		47,840	
2550 TOTAL			361,980	
2610 - PROJECT & FACILITIES DIRECTOR				
1 Breen, Anthony	1.00		89,126	
2620 - OPERATING BUILDING SERVICES				
Willis, Floyd	0.20	BG.OS	9,163	
2840 - IT DIRECTOR				
1 Czifrik, Christopher	1.00		87,094	

MRSD Warrant Articles for 2025/26 (working copy)

ARTICLE ONE: Shall the Monadnock Regional School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations votes separately, totaling **\$39,199,676** (\$970,000 is required for federal grants and nutrition grants that are funded by separate State and Federal revenues)? Should this article be defeated, the default budget will be **\$xxx** (\$970,000 is required for federal grants and nutrition grants that are funded by separate State and Federal revenues) which is the same as last year with certain adjustments required by previous action of the Monadnock Regional School District by law; or the governing body may hold one special meeting, in accordance with RSA 40: 13, X and XVI, to take up the issue of a revised operating budget only. The School Board _____ this article. The Budget Committee _____ this article. (Majority vote required)

ARTICLE TWO: To see if the Monadnock Regional School District will vote to approve the cost items included in the 3-year Collective Bargaining Agreement reached between the Monadnock Regional School Board and the Monadnock District Educators Association of SAU 93 for the following increases in wages and benefits at the current staffing level. The estimated increase in the costs for wages and benefits under the collective bargaining agreement are as follows:

Year	Estimated Increase
2025/26	\$524,604 - Salaries
	\$141,118 - Wage associated costs
	<u>\$ 59,500</u> - Increases in various stipends and professional development
	\$725,222
2026/27	\$365,602 - Salaries
	<u>\$ 98,273</u> - Wage associated costs
	\$463,875
2027/28	\$362,333 - Salaries
	<u>\$ 97,395</u> - Wage associated costs
	\$459,728

And further to raise and appropriate the sum of **\$725,222** for the 2025-26 fiscal year, such sum representing the additional cost attributable to the increase in wage and benefits over those of the appropriation at the current staffing level paid in the 2024-25 year. The School Board supports this article. The Budget Committee _____ this article. (Majority vote required)

ARTICLE THREE: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$120,000 to renovate a portion of the roof at the Monadnock Regional Middle High School. This is a Special Warrant Article in accordance with RSA 32:3 VI. This will be a non-lapsing warrant article per RSA 32:7 VI and will not lapse until the renovation projects are complete, or June 30, 2028, whichever is earlier. The School Board supports this article. The Budget Committee _____ this article. (Majority vote required)

ARTICLE FOUR: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of **\$1** to be added to the Special Education Expendable Trust Fund previously established. This sum is to come from the June 30, 2025 unassigned fund balance available for transfer on July 1, 2025. No new amount will be raised from taxation. The School Board _____ this article. The Budget Committee ____ this article (Majority vote required)

ARTICLE FIVE: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of **\$25,000** to be added to the District Vehicle Expendable Trust Fund previously established. This sum is to come from the June 30, 2025 unassigned fund balance available for transfer on July 1, 2025. If there is an insufficient, unassigned fund balance as of June 30, 2025, to fund this appropriation and the appropriation in Article Four, then Article Four will be funded first, with any additional unassigned fund balance to be applied to this warrant article. No new amount will be raised from taxation. The School Board _____ this article. The Budget Committee ____ this article (Majority vote required)

ARTICLE SIX: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of **\$200,000** to be added to the School Grounds Expendable Trust Fund previously established. This sum is to come from the June 30, 2025 unassigned fund balance available for transfer on July 1, 2025. If there is an insufficient, unassigned fund balance as of June 30, 2025, to fund this appropriation and the appropriations in Articles Four and Five, Four and Five will be funded first, with any additional unassigned fund balance to be applied to this warrant article. No new amount will be raised from taxation. The School Board _____ this article. The Budget Committee ____ this article (Majority vote required)

ARTICLE SEVEN: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of **\$1** to be added to the School Bldg. Maintenance Expendable Trust Fund previously established. This sum is to come from the June 30, 2025 unassigned fund balance available for transfer on July 1, 2025. If there is an insufficient, unassigned fund balance as of June 30, 2025, to fund this appropriation and the appropriations in Articles Four, Five, and Six, then Four, Five, and Six will be funded first, with any additional unassigned fund balance to be applied to this warrant article. No new amount will be raised from taxation. The School Board _____ this article. The Budget Committee ____ this article (Majority vote required)

ARTICLE EIGHT: PLACEHOLDER - Voters Yes/No to sell/dispose of Cutler

ARTICLE NINE: Shall the Monadnock Regional School District receive and approve the reports of the agents, auditors, committees, and officers chosen as printed and distributed in the Annual Report? (Majority vote required)

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
November 19, 2024 (Not Yet Approved)
Monadnock Regional Middle/High School, Swanzey, NH

School Board Members Present: Scott Peters, Cheryl McDaniel-Thomas, Lisa Steadman, Betty Tatro, Kristen Noonan, Jeff Cesaitis, Hannah Blood, Eric Stanley, Jennifer Strimbeck and Edmond LaPlante.

Absent: Gina Carraro, Dan LeClair and Brian Bohannon.

Administration Present: J. Rathbun, Superintendent, L. Spencer, Assistant Superintendent and J. Morin, Business Administrator.

1. CALL THE MEETING TO ORDER at 7:00 PM: S.Peters called the meeting to order.

2. PUBLIC COMMENTS: There were no public comments.

3. #celebrate MRSD: There are cards to be signed by the Board for Support Staff Appreciation. There were 25 students who attended the Trades Fair at NHTI in Concord. The students were chaperoned by staff and it was a very successful day. Today was the day in which NH students are allowed to apply to colleges in NH at no charge. The Football Team lost but had a great season. The next competition for the GOAT Trophy is “Can a Principal”. It is for collecting items for Tiny Tummies. The maintenance dept. has volunteered to pick up the items and bring them to the Tiny Tummies office. Thank you. K. Noonan commented that Emerson has already collected a lot of items.

4. MATTERS FOR INFORMATION & DISCUSSION

a. Standing agenda:

i. Student Government Report: There is no representative present.

ii. Superintendent Goals Update: Building Project: J.Rathbun explained that K.Barker and Andrew will be attending the December Board/Budget Committee Joint Meeting.

iii. Board Meeting Calendar & Goals: The Policy Committee will be meeting on December 10, 2024, the Finance /Facilities Committee will be meeting on December 11, 2024 and the Ed/Tech Committee will be meeting on December 4, 2024.

iv. School Resource Officer (Status Update): The Swanzey Police Department has been down a few officers but recently they had hired a new officer. J. Cesaitis suggested having 1 officer from each town on a rotating basis with an MOU. S. Peters said it would be a special certification. J. Rathbun said that the District has an SSO and in previous years did not have a SRO. He explained that the District has gone down every avenue to find an SRO. There is no one else. J. Cesaitis will be contacting area police departments as a citizen and member of the Board. K. Noonan reminded him not to write on behalf of the Board.

v. Staffing Update: There are nominations in non-public tonight.

b. 1st Read Policies:

i. DKC-Expense Authorization/Reimbursement: C.McDaniel-Thomas is presenting Policy DKC to the Board. The committee made edits such as the rate for mileage is based on

the IRS rate which the District uses but was not stated in the policy. They changed to traveling in New England instead of NH. K. Noonan commented that Policy BGB-R implies that any policy should go to the Policy Committee for review. C.McDaniel-Thomas commented that she is on the Policy Committee. The Board does not have a problem with the Finance/Facilities Committee reviewing the policies and forwarding them as a first read. L.Steadman would suggest a copy of the policy to go to K. Noonan.

ii. School Counseling Follow-up: At a previous meeting Laura Weiderman and L.Spencer presented information to the Board regarding the School Counseling Department. H. Blood had met with L.Spencer for some follow up questions and concerns. Tonight, the Board will hear an update. H. Blood wanted to know what guidance actually does. She is bringing concerns to this meeting. She asked how to best support our students. She is hoping for an open dialogue. She spoke with community members. She would like the students to have help with navigating their goals and have opportunities after school. She does not believe that it is happening as well as it should. L. Spencer said that there are pockets that need to be improved. H.Blood said that there is a lot more that needs to be done. S. Peters said that the Education Committee should be on board. C. McDaniel-Thomas is not sure about the Board directing the process. She suggested that H. Blood ventures on her own not as a Board Member. S.Peters commented that the administration is working on it and can report to the Board. J. Strimbeck said that is a great idea. It was commented that the CCC was not able to find teaching staff so some of the students from Monadnock had to leave. What opportunities are there for those students? J. Rathbun said that the Tech Ed., Construction and Auto all lost the instructors. He said he has been talking to R. Malay regarding the CCC set up.

iii. BOY Student Headcount Report: J. Rathbun reported that there are 1622 students in District, 1598 in district and 24 out of district student

iv. NHSASS, Q1, iReady, 3-8: L. Spencer presented the test results to the Board. She commented that she does not believe that our students take the test seriously. The Math scores were similar to the State scores which were not very good. She commented on the SAT Math scores. She said this is not consistent with the current seniors. During COVID students only had Math every other day, we saw this and did nothing. We should have sat down with the students during WIN time, we did not and did a not so great job. J. Rathbun comments that we cannot fix the terrible scores but moving forward we can. E.LaPlante commented that this is happening everywhere. S.Peters asked if the State changed testing. L. Spencer said no. L.Spencer explained she and Laura Weiderman attended a conference on assessment and accountability. Since the conference the administration has come up with a month by month planning calendar. She also explained that the State has offered to come and help. The students will practice the test so they know what to expect. It will become more familiar to the kids. B. Tatro commented that the ELA results are higher. She also asked if there is anything that the Board can do to help. B. Tatro suggested Math Specialists.J. Rathbun said that is a budget item. J. Rathbun explained there is a new Math Program and there should be more training. The Reading Specialists are mandated the Math Specialists are not. K. Noonan thought that was a great idea. The committee discussed the opt out option with the administration. L. Spencer would suggest the principals discuss with the parents to let them know how important the test is. S. Peters said there needs to be a strategy for the students to want to take the test. It was commented that no one has found the perfect hook. L.Spencer commented that the staff will look at the competencies, standards and common core. The

Math Dept. will give extra support during WIN as well as following the steps presented in the calendar.

5. MATTERS THAT REQUIRE BOARD ACTION:

a. MDEA Contract: L.Steadman took over the meeting in order to explain the three year MDEA Contract which the Negotiating Team ratified. She explained the steps and some of the language changes. One of the health insurance plans went away and there is an increase. There is nothing we can do. It was explained that the proposed Warrant Article for the first year would be in the amount of \$667,768. **MOTION:** B. Tatro **MOVED** to ratify the MDEA Contract as presented by the Negotiating Committee. **SECOND:** C. McDaniel-Thomas. **DISCUSSION:** K. Noonan commented that it is frustrating to have to vote 10 minutes after getting the contract. S. Peters explained the contract cannot be seen by the public until voted on. He told her to take her time reading it. **VOTE:** 8.419/1.118/0/2.469 **Motion passes. (S.Peters recused himself from the vote)**

b. 2nd Read Policies:

i. JLCEA/KFD/GBGBA-Use of Automated External Defibrillators:

ii. JLCIA-Emergency Plan for Sports-Related Injuries & Additional Protocols for Athletic Participation:

iii. JLP Parental Notification of and Involvement in Student Welfare:

MOTION: K. Noonan **MOVED** on behalf of the Policy Committee to approve the 3 policies as presented. **SECOND:** L. Steadman **DISCUSSION:** J. Cesaitis asked about the AED. The Policy Committee changed the policy so everyone is able to use the AED in an emergency not only trained people. **VOTE:** 10.531/0/0/2.369. **Motion passes.**

c. Draft Budget Presentation: J.Rathbun explained the items which will be discussed at the Joint Meeting of the Board and the Budget Committee. He will have K.Barker and Andrew discuss the Renovation Project. J. Rathbun will present the process timeline, outside drivers, the BOY, cost per pupil, State Aid, Revenues, Education Freedom Account Funds, vouchers, proposed budget amount from 1.6 million to 1.4 million, Cutler building and others. The Board will explain the MDEA Contract and the proposed warrants.

d. Warrant Articles: **MOTION:** K. Noonan **MOVED** to accept **Article One** with a proposed budget of \$39,199,676 for FY 2025-2026 as written. **SECOND:** L.Steadman **VOTE:** 10.531/0/0/2.369. **Motion passes.** **MOTION:** L. Steadman **MOVED** to support **Article Two** the MDEA Contract based on the total sum presented for the first year. **SECOND:** K. Noonan **VOTE:** 9.414/1.118/0/2.369. **Motion passes.** **MOTION:** L.Steadman **MOVED** to support **Article Three** repair of the roof over the boys locker room and the connecting section in the amount of \$120,000. **SECOND:** K. Noonan. **VOTE:** 10.531/0/0/2.369. **Motion passes.** **MOTION:** C.McDaniel-Thomas **MOVED** to support **Article Four** Special Ed. Expendable Trust for \$1, **Article Five** Vehicle Expendable Trust for \$25,000, **Article Six** Building and Grounds Expendable Trust for \$200,000 and **Article Seven** Building and Grounds Expendable Trust for \$1. **SECOND:** J. Cesaitis. **VOTE:** 10.531/0/0/2.369. **Motion passes.** It was explained that **Article Eight** is acceptance of the reports. There may be a need for a placeholder regarding the purchase and sales of Cutler. The Article might ask the voters if they want to sell Cutler. Charter schools have first right of refusal. It has to sell for fair market value. S.Peters explained that there are costs related to closing Cutler. J. Rathbun explained that they are waiting for advice from J. O'Shaughnessy. There is also the bond interest issue which needs legal advice. S.Peters explained that

the warrant articles from the unfunded balance can be put in order of importance by the Board.

e. Approve the Agenda

i. November 12, 2024 Minutes:

ii. Manifest: \$ 3,401,311.07

iii. Transfers: MOTION: J. Cesaitis **MOVED** to accept the November 12, 2024 Public, the Non-Public Meeting Minutes, to approve the budget transfer requested by J. Morin in the amount of \$52,900 to come from the Special Ed. Salary line and benefits lines to be placed in the Speech Health Ins. line and Special Ed. Transportation line and the manifest in the amount \$3,401,311.07 **SECOND:** C. McDaniel-Thomas **VOTE:** 9.499/0/1.132/2.369. **Motion passes.**

6. SETTING NEXT MEETING'S AGENDA:

a. December 3, 2024 Board Meeting

i. Building Update

ii. MDEA Contract Overview:

iii. Proposed Budget:

iv. Warrant Articles Under Construction:

7. PUBLIC COMMENTS: There were no public comments.

8. 9:20 PM Non-Public Session RSA 91-A:3 II (b) The hiring of any person as a public employee: MOTION: K. Noonan **MOVED** to enter into Non-Public Session under RSA 91-A:3 II (b) The hiring of any person as a public employee. **SECOND:** B. Tatro **VOTE:** 10.531/0/0/2.369. **Motion passes.**

9. 9:28 PM Non-Public Session RSA 91-A:3 II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. MOTION: K. Noonan **MOVED** to enter into Non-Public Session RSA 91-A:3 II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. **SECOND:** H. Blood **VOTE:** 10.531/0/0/2.369. **Motion passes.**

10. MOTION TO ADJOURN: MOTION: K. Noonan **MOVED** to adjourn the meeting at 9:32 PM. **SECOND:** C. McDaniel-Thomas. **VOTE:** 10.531/0/0/2.369. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording Secretary

VOTING KEY:Yes/No/Abstain/Absent

**Monadnock Regional School District
School Board Meeting Minutes
Non-Public Session
November 19, 2024(Not Yet Approved)
Monadnock Middle/High School Library, Swanzey, NH**

Members Present: Betty Tatro, Kristen Noonan, Hannah Blood, Lisa Steadman, Jeff Cesaitis, Scott Peters, Cheryl McDaniel-Thomas, Edmond LaPlante, Eric Stanley and Jennifer Strimbeck. **Absent:** Gina Carraro, Brian Bohannon and Dan LeClair.

Administration Present: J. Rathbun, Superintendent, Lisa Spencer, Assistant Superintendent and J. Morin, Business Administrator.

9:20 PM Non-Public Session RSA 91-A:3 II (b): The hiring of any person as a public employee:

Issue #1: Notification: J. Rathbun notified the Board that Paul McKinley is the new custodian at Cutler.

Issue #2: Nomination: MOTION: K. Noonan **MOVED** to accept the nomination of Ron Fabianski as the half-time Tech Ed. teacher and J. Rollins as the MRMHS Biology Teacher as presented by the Superintendent. **SECOND:** C. McDaniel-Thomas **VOTE:** 10.531/0/0/2.369 **Motion passes.**

MOTION: K. Noonan **MOVED** to leave Non-Public Session (b) and enter into Non-Public(c). **SECOND:** C. McDaniel-Thomas **VOTE:** 10.531/0/0/2.369 **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

**Monadnock Regional School District
School Board Meeting Minutes
Non-Public Session
November 19, 2024(Not Yet Approved)
Monadnock Middle/High School Library, Swanzey, NH**

Members Present: Betty Tatro, Kristen Noonan, Hannah Blood, Lisa Steadman, Jeff Cesaitis, Scott Peters, Cheryl McDaniel-Thomas, Eric Stanley, Jennifer Strimbeck and Edmond LaPlante. **Absent:** Gina Carraro, Brian Bohannon and Dan LeClair.

Administration Present: J. Rathbun, Superintendent, Lisa Spencer, Assistant Superintendent and J. Morin, Business Administrator.

9:28 PM Non-Public Session RSA 91-A:3 II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting.

Issue #1: Retirements: MOTION: K.Noonan **MOVED** to accept the retirement of Robin Gilson as of June 30, 2026. **SECOND:** C.McDaniel-Thomas. **VOTE:** 10.531/0/0/2.369. **Motion passes.**

MOTION: K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** C. McDaniel-Thomas **VOTE:** 10.531/0/0/2.369. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**