

PROFESSIONAL STAFF MASTER AGREEMENT

BETWEEN THE

**MAPLE RUN UNIFIED SCHOOL DISTRICT
BOARD OF DIRECTORS**

AND THE

MAPLE RUN EDUCATIONAL ASSOCIATION

JULY 1, 2026 TO JUNE 30, 2029

PREAMBLE.....	6
ARTICLE 1: BOARD RIGHTS AND AUTHORITY	6
1.1 RECOGNITION	6
ARTICLE 2: TEACHER RIGHTS	6
2.1 NON-DISCRIMINATION STATEMENT.....	6
2.2 RIGHT TO ORGANIZE.....	6
2.3 HIRING POLICY	7
2.4 RIGHT TO NOTICE AND REPRESENTATION.....	7
2.5 JUST CAUSE	7
2.6 PROBATIONARY PERIOD.....	7
2.7 HEALTH AND SAFETY	8
2.8 EXCEPTIONS.....	8
ARTICLE 3: RECOGNITION	8
3.1 ASSOCIATION RECOGNITION.....	8
3.2 CONTRACT PROVISIONS AS THEY APPLY TO FULL AND PART-TIME EMPLOYEES	9
ARTICLE 4: COMPLIANCE.....	9
4.1 AGREEMENT	9
ARTICLE 5: NEGOTIATIONS	9
5.1 NOTICE TO ENTER NEGOTIATIONS	9
5.2 FIRST NEGOTIATING SESSION	9
5.3 DURING NEGOTIATIONS.....	9
5.4 CONSULTANTS	9
5.5 OTHER ORGANIZATIONS	10
5.6 FACT-FINDING.....	10
5.7 COSTS	10
ARTICLE 6: INDIVIDUAL CONTRACTS.....	10
6.1 ISSUANCE OF CONTRACT.....	10
6.2 CONTENTS OF CONTRACT	10
6.3 PROBATIONARY TEACHER	10
6.4 NON-LOCAL FUNDED POSITIONS.....	11
6.5 ONE-YEAR ONLY POSITIONS	11
6.6 TEACHER ASSIGNMENT.....	11
6.7 NON-RENEWAL.....	11
ARTICLE 7: WAGES AND SALARY DEDUCTIONS AND PAYMENTS.....	11
7.1 WAGES FOR SCHOOL YEAR 2026-2027	11
7.2 WAGES FOR SCHOOL YEAR 2027-2028	12
7.3 WAGES FOR SCHOOL YEAR 2028-2029	13
7.4 MISCELLANEOUS WAGE PROVISIONS	15
A. Automatic Step Increase	15
B. Biweekly Payroll, Pay on Holiday, June Lump Sum.....	15

C. Initial Placement on Salary Schedule	15
D. Procedure for Payment upon Termination.....	16
E. National Board Certification.....	16
F. Mileage Payments.....	16
7.5 DEDUCTIONS FROM SALARY	16
A. Association Dues	16
B. Insurance Deductions.....	16
C. Other Deductions	16
D. Authorization for Deductions	17
E. Payroll Direct Deposit.....	17
F. Continuation of Deductions	17
ARTICLE 8: WORKING CONDITIONS.....	17
8.1 WORKDAY	17
8.2 WORK YEAR LENGTH	17
8.3 IN-SERVICE DAYS.....	17
8.4 SCHOOL CLOSING	18
8.5 DAILY SCHOOL SCHEDULE	18
8.6 PREPARATION, MEETING, AND COLLABORATION TIME.....	18
8.7 ADJUSTED ASSIGNMENTS	19
8.8 NCTC AND ECP (PRE-SCHOOL) TEACHER SCHEDULE	19
8.9 HIGH SCHOOL DEPARTMENT AND PROGRAM LEADERSHIP	19
8.10 PROFESSIONAL RESPONSIBILITIES & EXPECTATIONS	19
8.11 DUTY-FREE LUNCH	21
ARTICLE 9: MEDICAL EXAMINATION	21
9.1 THE EXAM	21
9.2 REIMBURSEMENT	21
ARTICLE 10: FAMILY MEDICAL LEAVE ACT (FMLA)/VERMONT PARENTAL AND FAMILY LEAVE LAW (VPFLL).....	21
10.1 COMPLIANCE	21
10.2 REQUIREMENTS FOR LEAVE.....	21
10.3 NOTIFICATION.....	21
10.4 MRUSD POLICIES	21
ARTICLE 11: LEAVES.....	21
11.1 PROFESSIONAL DAYS.....	21
11.2 LEAVE FROM A CONTRACT	22
11.3 PERSONAL LEAVE	22
11.4 CHILD REARING LEAVE	23
A. Pregnancy Leave.....	23
B. Child Care Leave	23
11.5 SICK LEAVE	24
11.6 SICK LEAVE BANK.....	24
11.7 JURY DUTY	25
11.8 MILITARY LEAVE.....	26

11.9 BEREAVEMENT LEAVE.....	26
11.10 COVERAGE OF A TEACHER ON LEAVE.....	26
11.11 UNION RELATED ABSENCES	26
ARTICLE 12: INSURANCE.....	27
12.1 HEALTH INSURANCE	27
Health Insurance July 1, 2027 – December 31, 2028	27
Health Insurance January 1, 2029 – June 30, 2029	27
12.2 DENTAL INSURANCE	28
12.3 LONG-TERM DISABILITY (LTD) INSURANCE	28
12.4 LIFE INSURANCE	28
12.5 CAFETERIA PLANS	28
ARTICLE 13: REDUCTION IN FORCE.....	28
13.1 NOTIFICATION TO THE ASSOCIATION	28
13.2 MEETING WITH THE SUPERINTENDENT	28
13.3 MEETING WITH THE BOARD	29
13.4 NOTIFICATION TO THE TEACHER.....	29
13.5 STAFF REDUCTION	29
13.6 RECALL.....	29
13.7 DISPLACEMENT RIGHTS	30
13.8 TRANSFER.....	30
13.9 INSURANCE	30
ARTICLE 14: VACANCIES AND TRANSFERS	31
14.1 VACANCIES.....	31
14.2 VOLUNTARY TRANSFERS.....	31
14.3 INVOLUNTARY TRANSFER.....	31
ARTICLE 15: PROFESSIONAL DEVELOPMENT	31
15.1 PROFESSIONAL DEVELOPMENT BENEFIT.....	31
15.2 ELIGIBILITY FOR PAYMENT	32
15.3 PRE-PAYMENT PROCEDURES.....	33
15.4 REIMBURSEMENT PROCEDURES	33
15.5 SALARY SCHEDULE ADVANCEMENT.....	33
ARTICLE 16: TEACHER EVALUATION.....	34
16.1 CONDUCTING EVALUATIONS	34
16.2 CHANGES TO EVALUATION SYSTEM	35
16.3 PERSONNEL FILES	35
16.4 COMPLAINTS.....	36
ARTICLE 17: GRIEVANCE	36
17.1 DEFINITION	36
17.2 ASSOCIATION REPRESENTATION	36
17.3 INFORMAL DISCUSSION.....	36
17.4 PROCEDURAL REQUIREMENT	37

17.5 PRESENTATION AND WITNESSES	37
17.6 PROCEDURAL STEPS.....	37
17.7 COOPERATION IN SHARING INFORMATION	39
17.8 OTHER PROCEDURES.....	39
17.9 FILING OF GRIEVANCE DOCUMENTS	39
17.10 WITHDRAWN GRIEVANCE	39
17.11 MUTUAL AGREEMENT ON TIME LIMITS	39
ARTICLE 18: GENERAL INFORMATION/NOTIFICATION.....	39
18.1 DISTRIBUTION OF MASTER AGREEMENT.....	39
18.2 ADHERENCE TO LAW	40
18.3 NOTIFICATION.....	40
ARTICLE 19: TERMS OF AGREEMENT	ERROR! BOOKMARK NOT DEFINED.
APPENDIX A: MRUSD TEACHER SALARY SCHEDULE 2026-2027	42
APPENDIX B: MRUSD TEACHER SALARY SCHEDULE 2027-2028.....	43
APPENDIX C: MRUSD TEACHER SALARY SCHEDULE 2028-2029	44
APPENDIX D: GRANDFATHERED STAFF	45
APPENDIX E: HEALTH INSURANCE	46
ARTICLE I. RECOGNITION:.....	46
ARTICLE II. DEFINITIONS:	46
ARTICLE III. SCOPE OF BARGAINING:	47
ARTICLE IV. LIMITED JURISDICTION:.....	47
ARTICLE V. PLAN OFFERINGS:	47
ARTICLE VI. ELIGIBILITY STANDARDS:	47
ARTICLE VII. PREMIUM COST-SHARING: EMPLOYERS AND EMPLOYEES:.....	49
ARTICLE VIII. OUT-OF-POCKET COST-SHARING: EMPLOYERS AND EMPLOYEES:	49
ARTICLE IX. EMPLOYEES UNDER PART-TIME CONTRACT IN TWO OR MORE DISTRICTS/SUPERVISORY UNIONS:	50
ARTICLE X. THIRD PARTY ADMINISTRATOR SERVICES:.....	51
ARTICLE XI. GRIEVANCE PROCEDURE	51
ARTICLE XII. INCORPORATION BY REFERENCE:	51
ARTICLE XIII. DISCLAIMER:	52
ARTICLE XIV DURATION:.....	52
APPENDIX F: SENIORITY LIST.....	53

Maple Run Unified School District Professional Staff Master Agreement

PREAMBLE

The Maple Run Unified School District Board (hereinafter respectfully referred to as the “Board”), and the Maple Run Education Association (hereinafter referred to as the “Association”), affiliate of the Vermont NEA and National Education Association, enter into this Agreement on this 1st day of July, 2026.

The Board and the Association seek to integrate and harmonize the provisions of their collective bargaining agreements into a single contract document. All provisions of this Agreement shall be common provisions and apply to all parties, except if specifically, otherwise indicated within the Agreement.

The Board and the Association share a common commitment to the students of the District to provide educational programs of the highest possible standards and consistent with the provisions of Vermont Statutes Annotated, Title 16, Chapter 57. It is in order to achieve that common objective and in a spirit of trust and cooperation that this contract is executed.

ARTICLE 1: BOARD RIGHTS AND AUTHORITY

1.1 Recognition

In recognition of the fact that the laws of the State of Vermont vest responsibility in the Board for the quality of education in, and the efficient and economical operation of the Maple Run Unified School District, it is herein agreed that except as specifically and directly modified by express language in a specific provision of this contract, the Board retains all rights and powers that they have or may hereafter be granted by law and may exercise such powers at their discretion.

ARTICLE 2: TEACHER RIGHTS

2.1 Non-Discrimination Statement

The Board and the Association agree that there will be no discrimination in hiring, training, assignment, promotion, transfer, or discipline of teachers or in application or administration of this Agreement or any other rule, regulation, or policy relating to the terms and conditions of a teacher’s employment on the basis of race, creed, color, religion, ancestry, national origin, sex, sexual orientation, gender identity*, domicile, place of birth, marital status, age, or handicap under the provisions of state and federal entitlements, protections, and guidelines.

*The gender identity protection, as it is specifically stated, does not impact the right of the Board to adopt a reasonable standard for workplace dress.

2.2 Right to Organize

The Board recognizes the rights of each of its teachers to freely organize, join, and support their Association and its affiliates, or any teachers’ group of their choice, for the purpose of engaging in collective negotiations with the Board and other activities for mutual benefit. The Board agrees that it shall not directly or indirectly discourage or deprive or coerce any of its teachers in the enjoyment of any rights conferred under Chapter 57 of the Vermont Statutes Annotated; that it shall not discriminate against

any of its teachers with respect to hours, wages, or any terms or conditions of employment by reason of their membership in the Association and its affiliates, their participation in any legal activities of the Association and its affiliates, collective negotiations with the Board, or their institution of any grievance, complaint, or proceeding under this Agreement pertaining to the district or otherwise with respect to any terms or conditions of employment. Nothing contained herein shall be construed to deny or restrict any teacher the rights they may have under State of Vermont School Laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

2.3 Hiring Policy

It shall be the policy of the Board to hire teachers only in accordance with the procedures and administrative regulations set forth by the Vermont State Agency of Education.

2.4 Right to Notice and Representation

Whenever any teacher is required to appear before the Board or any committee thereof, or Superintendent, or administration on any charge of misconduct, neglect of duties, or inadequate performance which could lead to suspension, dismissal, loss of salary increment, non-renewal of contract, or written reprimand, except when it is impractical, they shall be advised of the charge at least one (1) school day in advance of such meeting and shall be entitled, at their option, to have a representative of their Association present to advise and represent them during such meeting.

This provision shall not, however, be applicable to oral criticism, administrative interviews, conferences, or meetings with a teacher that are not reduced to writing or placed in the personnel file.

2.5 Just Cause

No non-probationary teacher shall have their individual contract non-renewed without just and sufficient cause nor shall any non-probationary teacher be disciplined, suspended, reprimanded, reduced in rank or compensation, demoted, or terminated without just and sufficient cause. Any such action which involves suspension or termination will only take place after a meeting between the teacher involved and the Superintendent/designee, at which time the teacher will be informed in writing of the specific reason therefor. The teacher may, at their option, have a representative of their Association present at such meeting. In no case, will this be done publicly unless so requested by the teacher; however, the finding of the Board must be made available to the public. Teachers who have been suspended pursuant to this section shall have the right to file a grievance within ten (10) workdays, at Step Two (2) of the grievance process.

Suspension with pay for a teacher shall continue until their Board renders its decision, either pursuant to Title 16, Chapter 1752, Vermont Statutes Annotated proceeding, or Step Two (2) of the grievance process.

2.6 Probationary Period

Each teacher new to the district shall be on probation for the first two full school years of employment. A probationary teacher shall neither be protected by the just cause

provision of this Agreement nor have access to the grievance/arbitration provision with regard to the non-renewal or termination of their employment during this probationary period.

2.7 Health and Safety

Staff shall not be requested or required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being. Staff shall immediately notify administration if they are aware that such working condition exists and will provide written notification within one workday.

Maple Run strives for a positive and productive workplace for all employees. Conduct from students or staff that is in violation of our code of conduct will be addressed immediately or as soon as is reasonably possible. Conduct that demeans, threatens, humiliates, or intimidates members of the learning community will not be tolerated.

In the event that there is a threat to safety in the learning environment, staff shall notify building administration and/or the appropriate behavioral support staff. Staff will implement safety plans and make decisions based on the information available to them in order to restore safety. In the event that staff are injured, staff shall follow the established procedure.

If a staff member's personal property is damaged or destroyed through the act of a student, the District will replace or reimburse the staff member for the damaged or destroyed property.

No staff shall be retaliated against for reporting conduct that is in conflict with our code of conduct when such a report is made in good faith. Staff may not grieve the behavioral and/or disciplinary response imparted upon students and all matters related to students and personnel will remain confidential.

If administration does not follow established procedure, staff shall follow chain of command to escalate the concern ultimately ending with the superintendent without any reprisal for bringing the issue forward.

2.8 Exceptions

Any grievances which may arise from Article 2, with the exception of 2.5 and 2.7, may not be brought to arbitration.

ARTICLE 3: RECOGNITION

3.1 Association Recognition

The Board, pursuant to Title 16, Chapter 57 of the Vermont Statutes Annotated, recognizes the Association as the sole and exclusive bargaining agent for the teachers who are under contract to Maple Run Unified School District, certified by the State of Vermont, excluding administrative personnel, for the purpose of negotiating and administering this contract. Unless otherwise indicated, members of the bargaining unit will hereinafter be referred to as "teachers."

3.2 Contract Provisions as they apply to full and part-time employees

Economic provisions of this contract will apply to full-time teachers and on a pro-rata basis for part-time teachers. Eligibility for a benefit shall be subject to the carrier requirements. Proration applies to salary, insurance benefits as specified in carrier requirements, all leave time, and professional development benefits.

ARTICLE 4: COMPLIANCE

4.1 Agreement

This document is a complete agreement between the contracting parties covering all mandatory subjects of negotiations. The parties agree that the relations between them shall be governed by the terms of this contract only. No prior agreements or understandings, oral or written, shall be controlling or in any way affect the relations between the parties, except when such agreements shall be reduced in writing by the mutual consent of both parties. All matters not dealt with herein shall be treated as having been brought up and disposed of, and the Board shall be under no obligation to discuss with the Association any modifications or additions to this contract which are to be effective during the term of this contract, except as may be herein provided for.

ARTICLE 5: NEGOTIATIONS

5.1 Notice to Enter Negotiations

If the Board or the Association wishes to modify the terms of this Agreement upon its expiration, such party will give the other notice, no later than October 15th of the calendar year preceding that in which this Agreement expires, to enter into negotiations in order to arrive at a successor agreement. All negotiations shall be conducted in accordance with and pursuant to Title 16, Chapter 57 Vermont Statutes Annotated.

5.2 First Negotiating Session

The first negotiating session shall be held no later than January 15, 2029. If the parties have not reached a settlement by April 15, 2029, then impasse shall be declared, and the parties will proceed to mediation and/or fact-finding to resolve their differences. The April 15, 2029, date may be extended by mutual agreement.

5.3 During Negotiations

The Board and the Association will present relevant data, exchange points of view, and make proposals and counterproposals. The Board will make available to the Association for inspection all public data and information of the School District. A single copy of specific public documents will be supplied, upon request, to the Association.

5.4 Consultants

Either party may utilize the services of outside consultants and call upon professional and lay representatives to assist in negotiations.

5.5 Other Organizations

The Board agrees not to negotiate or otherwise deal with any teachers' organization other than the Association identified in this Agreement during the duration of said Association's legal certification.

5.6 Fact-finding

The fact-finding chairman so designated will not, without the consent of both parties, be the same person who was appointed mediator.

5.7 Costs

The costs for the services of the mediator and/or the chairman of the fact-finding committee, including per diem expenses, if any, and the actual and necessary travel and subsistence expenses, and the costs of a hearing room if any will be shared equally.

ARTICLE 6: INDIVIDUAL CONTRACTS

6.1 Issuance of Contract

The Board shall offer an individual contract of employment to a teacher within the district annually on or before May 1st. A teacher receiving a contract shall indicate acceptance of the offer by signing and returning the contract within ten (10) workdays of date of issue of the contract; however, if a teacher submits a written request to the Superintendent for an extension, an additional ten (10) calendar days shall be granted. Failure of a teacher to do so may, at the option of their Superintendent, be accepted as conclusive evidence of non-acceptance of the offer and in such instance, the job shall be considered vacant. There will be a mutually agreed upon procedure that is consistent between all school buildings to document the return of signed and returned contracts. Any individual contract issued prior to the conclusion of negotiations for a successor agreement to this contract shall be made consistent with the terms and conditions of the successor agreement as finally negotiated between the parties.

6.2 Contents of Contract

- A. During the life of this Agreement, a teacher's individual contract shall specify the salary and assignments.
- B. Individual contracts will specify that the teacher be hired subject to the provisions of the negotiated agreement and the practices and requirements of the District.

6.3 Probationary Teacher

- A. Every teacher new to the system shall be on probation for the first two (2) years of employment with the renewal or termination of contract strictly at the discretion of the Superintendent.
- B. A probationary teacher shall be notified by April 15th if they is not to be rehired for the next school year or not to be placed on the next step of the salary schedule.
- C. A teacher hired under a regular teacher contract (as opposed to a teacher hired as a long-term substitute or under a special teacher contract) who is beginning employment after January 1, shall be on probation for two (2) full years thereafter unless notified of non-renewal or termination.

D. Each teacher on probation shall be evaluated at least two times by April 15th except for teachers who begin employment after January 1st; those teachers will be evaluated twice by the end of the calendar year. A probationary teacher shall neither be protected by the just cause provision of this Agreement nor have access to the grievance/arbitration provision with regard to the non-renewal or termination of their employment during this probationary period.

6.4 Non-local Funded Positions

It is acknowledged by the parties to this Agreement that teachers serving in positions funded by state and federal monies, because of the timing of notification to the District of program continuation, might expect to receive letters of layoff on April 15th when all teachers must be notified regarding the likelihood of employment in the District for the following school year.

6.5 One-Year Only Positions

Notwithstanding any other provision of this Agreement, the Board shall have the right to hire teachers under a special teacher contract within the District on or after June 1 that provides no contract renewal rights, recall rights, and bumping privileges that are provided teachers hired under a regular teacher contract. Such a special teacher contract shall not exceed one (1) school contract year. A teacher hired under a special teacher contract shall not have access to the grievance and arbitration provisions of this Agreement regarding contract renewal, termination, reduction in staff, recall, and displacement provisions of this Agreement.

6.6 Teacher Assignment

Teachers will be assigned to subject matter areas in which they are specifically licensed.

6.7 Non-Renewal

A teacher shall be notified by April 15th if they are not to be rehired for the next school year. Teachers not re-employed due to a staff reduction shall be notified according to the RIF Article and shall be entitled to such rights as established by Article 2 of this agreement. If a teacher is not notified by the appropriate date set forth above, they shall receive a contract for the following year. Any notification shall be in writing and shall be delivered by registered or certified mail, or in person, and shall clearly set forth the reason(s) for non-renewal, withholding of salary increment, or reduction of staff; provided, however, that proceedings for the suspension and dismissal of a teacher pursuant to Article 2 of this Agreement shall not be precluded by this notification.

ARTICLE 7: WAGES AND SALARY DEDUCTIONS AND PAYMENTS

7.1 Wages for School Year 2026-2027

A. For the 2026-2027 school year, beginning August 2026, the salary schedule (Appendix A) for MRUSD teachers covered by the agreement shall be as follows:

1. The base salary will be \$54,700.
2. With a step advancement for eligible employees.

3. The dollar differential between the steps will be \$1900 and the differential between the columns will be \$1830.
- B. Effective July 1, 2017, any employee on the salary schedule as of July 1, 2017, will not be allowed to go off schedule, except staff that are “grandfathered” as specifically listed.
- C. All 1.0 FTE staff not on schedule: “grandfathered” staff as specifically listed in Appendix D, will receive prior year salary plus \$1,900; associate nurses will receive prior year salary plus \$1,900.
- D. A teacher with a doctoral degree will receive \$1,500.00 annual stipend, distributed on a bi-weekly basis.
- E. A teacher at Northwest Career & Technical Center with an industry-recognized credential will receive \$1,900 annual stipend, distributed on a bi-weekly basis.

Industry certification within the teacher’s field will be considered as follows:

- Testing required by the program may be oral and/or written and must be content based.
- Practicum/lab work must be required by the program.
- Minimum passing grade of 70% must be required by the program.
- Completion hours of at least two hundred (200) hours must be required by the program.
- Participation in the program must be voluntary and not required to be licensed to teach in the field.
- Attainment of certification may not be a requirement to be licensed to teach in the field.
- Program must be shown to elevate the quality of the Maple Run Unified School District program.
- Certification must have a time constraint during which all requirements must be met.
- Program prior approval is required:
 - The program must be pre-approved by the Maple Run Unified School District Administration.
 - The teacher must request prior approval to participate.
 - Notice of prior approval will be sent to the Maple Run Unified School District Administration.
 - Once approved, a program shall remain on an approval list, barring any significant decrease in certification criteria.
- F. Effective July 1, 2017, the maximum number of steps on the salary schedule will be as follows: BA is step 9; BA+15 is step 12; BA+30 is step 17; MA is step 20; MA+15 is step 20; MA+30 is step 20.

7.2 Wages for School Year 2027-2028

- A. For the 2027-2028 school year, beginning August 2027, the salary schedule (Appendix B) for MRUSD teachers covered by the agreement shall be as follows:
 1. The base salary will be \$55,700.

2. With a step advancement for eligible employees.
 3. The dollar differential between the steps will be \$1,950 and the differential between columns will be \$1,850.
- B. Effective July 1, 2017, any employee on the salary schedule as of July 1, 2017, will not be allowed to go off schedule, except staff that are “grandfathered” as specifically listed.
 - C. All 1.0 FTE staff not on schedule: “grandfathered” staff as specifically listed in Appendix D, will receive prior year salary plus \$1,950; associate nurses will receive prior year salary plus \$1,950.
 - D. A teacher with a doctoral degree will receive \$1,500 annual stipend, distributed on a bi-weekly basis.
 - E. A teacher at Northwest Career & Technical Center with an industry-recognized credential will receive \$1,950 annual stipend, distributed on a bi-weekly basis.

Industry certification within the teacher’s field will be considered as follows:

- Testing required by the program may be oral and/or written and must be content based.
- Practicum/lab work must be required by the program.
- Minimum passing grade of 70% must be required by the program.
- Completion hours of at least two hundred (200) hours must be required by the program.
- Participation in the program must be voluntary and not required to be licensed to teach in the field.
- Attainment of certification may not be a requirement to be licensed to teach in the field.
- Program must be shown to elevate the quality of the Maple Run Unified School District program.
- Certification must have a time constraint during which all requirements must be met.
- Program prior approval is required:
 - The program must be pre-approved by the Maple Run Unified School District Administration.
 - The teacher must request prior approval to participate.
 - Notice of prior approval will be sent to the Maple Run Unified School District Administration.
 - Once approved, a program shall remain on an approval list, barring any significant decrease in certification criteria.
- F. Effective July 1, 2017, the maximum number of steps on the salary schedule will be as follows: BA is step 9; BA+15 is step 12; BA+30 is step 17; MA is step 20; MA+15 is step 20; MA+30 is step 20.

7.3 Wages for School Year 2028-2029

- A. For the 2028-2029 school year, beginning August 2028, the salary schedule (Appendix C) for MRUSD teachers covered by the agreement shall be as follows:

1. The base salary will be \$57,300.
 2. With a step advancement for eligible employees.
 3. The dollar differential between the steps will be \$2,025 and the differential between columns will be \$2,050.
- B. Effective July 1, 2017, any employee on the salary schedule as of July 1, 2017, will not be allowed to go off schedule, except staff that are “grandfathered” as specifically listed.
- C. All 1.0 FTE staff not on schedule: “grandfathered” staff as specifically listed in Appendix D, will receive prior year salary plus \$2,025; associate nurses will receive prior year salary plus \$2,025.
- D. A teacher with a doctoral degree will receive \$1,500.00 annual stipend, distributed on a bi-weekly basis.
- E. A teacher at Northwest Career & Technical Center with an industry-recognized credential will receive \$2,025 annual stipend, distributed on a bi-weekly basis.

Industry certification within the teacher’s field will be considered as follows:

- Testing required by the program may be oral and/or written and must be content based.
 - Practicum/lab work must be required by the program.
 - Minimum passing grade of 70% must be required by the program.
 - Completion hours of at least two hundred (200) hours must be required by the program.
 - Participation in the program must be voluntary and not required to be licensed to teach in the field.
 - Attainment of certification may not be a requirement to be licensed to teach in the field.
 - Program must be shown to elevate the quality of the Maple Run Unified School District program.
 - Certification must have a time constraint during which all requirements must be met.
 - Program prior approval is required:
 - The program must be pre-approved by the Maple Run Unified School District Administration.
 - The teacher must request prior approval to participate.
 - Notice of prior approval will be sent to the Maple Run Unified School District Administration.
 - Once approved, a program shall remain on an approval list, barring any significant decrease in certification criteria.
- F. Effective July 1, 2017, the maximum number of steps on the salary schedule will be as follows: BA is step 9; BA+15 is step 12; BA+30 is step 17; MA is step 20; MA+15 is step 20; MA+30 is step 20.

7.4 Miscellaneous Wage Provisions

A. Automatic Step Increase

It is agreed that at the expiration of this Agreement, there will be an automatic increase in salary step for eligible employees, unless or until the Association and Board have agreed to a subsequent contract, which includes provisions for when changes in salary (base or step) shall be effective.

B. Biweekly Payroll, Pay on Holiday, June Lump Sum

Teachers will be paid in bi-weekly installments. Teachers shall receive their first paycheck of each school year on the first bi-weekly pay date (Thursday) on the payroll schedule following the first teacher workday. When a payday falls on a bank holiday, pay will be issued on the last business day before the holiday. Teachers shall receive one (1) final pay installment on or before June 30 of each fiscal year which will include the balance of any salary due for the contract year.

C. Initial Placement on Salary Schedule

For initial placement on the salary schedule, contracted teaching experience elsewhere in a recognized educational institution, as determined by the Superintendent at the time of employment, shall determine placement in accordance with the following:

0-4 years of experience determination	Step equal to years of experience plus one
5-10 years of experience determination	Initial placement on Step 5
11-15 years of experience determination	Initial placement on Step 10 (or last step if BA or BA+15)
16-20 years of experience determination	Initial Placement on Step 15 (or last step if BA or BA+15)

New intended teachers who have yet to receive, in their possession, a valid Vermont Teaching License or Letter of Eligibility for that license from the Vermont Agency of Education, will not be paid at their contracted amount. If HR does not receive the appropriate document by the first day of school, such staff with pending licensure will be paid at a rate of \$16.50 per hour. If HR does not receive the appropriate document within 30 calendar days of the first day of school, then said intended teacher will no longer be an employee of MRUSD. If intended teacher is hired after the first day of school, they are required to submit a valid Vermont Teaching License or Letter of Eligibility for that license from the Vermont Agency of Education, within 30 calendar days of employment, whichever is greater.

This salary placement serves as a guide only. An individual teacher and the Superintendent may agree to a different placement on the salary schedule. Movement on the salary schedule in subsequent years shall be as per the provisions of this Agreement.

Recognizing the need to hire qualified industry professionals for technical education teacher positions, the Board may recognize and may give credit for specific qualifications and experience in the fields other than education. Teachers

appointed to positions in these areas may be given credit for one year teaching experience for each year of qualified relevant experience.

D. Procedure for Payment upon Termination

A teacher who terminates employment with the Board shall receive their remaining salary, minus taxes and adjustments, in alignment with state and federal statute of termination of service.

E. National Board Certification

Teachers who obtain certification from the National Board for Professional Teaching Standards shall receive a one-time payment of one thousand dollars (\$1,000) in the next contract year after the teacher obtains such certification, provided the teacher serves as a teacher in the school district for the entire contract year in which the teacher would receive such payment. This will be retroactive to the members of the teaching staff already having achieved this.

School nurses who obtain certification from the National Board of School Nurses shall receive a one-time payment of one thousand dollars (\$1,000) in the next contract year after the nurse obtains such certification, provided that the nurse serves as a nurse in the school district for the entire contract year in which the nurse would receive such payment. This will be retroactive to the members already having achieved this.

F. Mileage Payments

Any teacher who uses a personal vehicle for the benefit of the District will be reimbursed for mileage at the IRS rate; carpooling is encouraged.

7.5 Deductions from Salary

A. Association Dues

The Board agrees to deduct from the salaries of its teachers' dues for the National Education Association, the Vermont NEA, and the Local Education Association. Said monies shall be transmitted to the treasurer of the Local Education Association on a regular basis. Teacher authorization shall be in writing and continuous from year to year as long as the teacher remains in the District unless the teacher notifies the Board in writing prior to July 1st of any year that they wishes to withdraw their authorization of dues deduction. Teachers who commence their employment after the beginning of the school year shall have fifteen (15) school days in which to submit an authorization to the Superintendent.

B. Insurance Deductions

The Board agrees to deduct from teachers' salaries for the duration of the contract the teachers' health insurance premium share and optional plan premium payments covered by this Agreement in substantially equal installments.

C. Other Deductions

The Board agrees to deduct from a teacher's salary any pre-tax annuities, or other Board-approved automatic payments as the teacher authorizes in writing. All payroll deductions are subject to payroll systems capacity.

D. Authorization for Deductions

Other than legally mandated tax and wage garnishments, teacher authorization for biweekly payroll deductions shall be in writing. Deductions from the individual's pay shall commence within thirty (30) calendar days.

E. Payroll Direct Deposit

All employees shall sign and deliver to the central office business department, upon hiring or before August 1, 2017, for current employees, the MRUSD form authorizing the direct deposit of all paychecks to a specified bank of each individual employee's choice. Such form shall hold the District harmless from any damages resulting from actions or inactions of any party subsequent to the School District having completed its obligations affecting the direct deposit.

F. Continuation of Deductions

The same deductions shall continue from year to year as long as the teacher remains in the District unless the central office business department is notified of changes by the teacher in writing.

ARTICLE 8: WORKING CONDITIONS

8.1 Workday

The teacher's workday shall consist of seven and one-half (7½) consecutive hours. Nothing shall preclude an individual teacher and the Administration from agreeing upon a separate starting or ending time for that teacher; provided, however, that the Association will be notified of any such change.

The workday for High School teachers will be shifted to include evening hours to accommodate the two (2) Parent/Student Orientations at the beginning of the school year.

8.2 Work Year Length

For the duration of this contract (July 1, 2026-June 30, 2029) the work year for teachers shall be one hundred eighty-six (186) days, including 177 student days and 9 in-service days.

The Superintendent/Designee will share the school calendar for the upcoming school year with the Association President while in draft form. The Association President will have the opportunity to provide feedback to the Superintendent prior to its finalization.

8.3 In-Service Days

A. All Teachers In-Service Days

For each school year, nine (9) in-service days will be scheduled at the discretion of the Superintendent/designee. No in-service days shall be scheduled earlier than one (1) week before the start of classes or later than one (1) day after graduation or the last day of classes, whichever is later. At least one (1) of the in-service days scheduled at the start of the year will be used for classroom/workspace set up for students. End of the year in-service days may be adjusted, as mutually agreed upon, in order to accommodate rescheduled school cancellation days.

B. New Professional Staff In-Service

During the first year of employment, the work year for teachers new to the District may have up to five (5) additional non-students day for orientation and other District designated work or professional learning. Licensed teachers will receive a two hundred forty-dollar (\$240) stipend per day.

New teachers who have yet to receive, in their possession, a valid Vermont Teaching License or Letter of Eligibility for that license from the Vermont Agency of Education, will not be paid at their contracted amount. Such staff with pending licensure will be paid at a rate of \$30.00 per hour, until such time as HR receives the appropriate document.

Should the new intended teacher receive their provisional license prior to in-service at the start of the school year, employee will receive the balance of the two hundred forty-dollar (\$240) per day stipend retroactively.

8.4 School Closing

Any school days lost due to inclement weather or emergencies as called by the Superintendent/designee will be made up. Make-up school days will be selected at the discretion of the Administration from scheduled in-service days, or days added at the end of the year, or on other days mutually agreed upon by the Association and the Board. In the event that a single building of the Maple Run Unified School District must be closed due to staffing or a building issue, the type of day that is missed (Student Day or In-Service Day), is the type of day that will be made up in that specific building.

8.5 Daily School Schedule

The Superintendent/designee or Principal shall establish the daily school schedule to best meet the needs of students and staff.

If/when school master schedule changes are being considered, Administration will form a collaborative committee, which will be inclusive of teachers (and program leaders at the high school) to consider the instructional and workday considerations. At the high school level, changes to the master schedule will remain proportional within 5% of the 2026/2027 teaching assignment of 5 out of 7 courses being taught per semester. This article will not create scheduling restrictions but will ensure optimal teaching and learning opportunities and provide equitable and manageable workload expectations for professional staff.

8.6 Preparation, Meeting, and Collaboration Time

Each teacher shall have a minimum of 200 minutes per week for individual preparation, meetings, and collaboration with colleagues. All teachers will receive a minimum of one (1) prep period per day. In addition, high school teachers will be assigned a daily advisory group for the entire school year. During collaborative periods, teachers will be engaged in professional collaboration within, between, and among content areas and student services. During the enrichment period, high school

teachers will be assigned instruction and/or supervision of students and provide student support.

8.7 Adjusted Assignments

A teacher and the Administration may mutually agree to adjust assignments. Additional pay for extra instructional assignment(s) shall be made. A minimum rate of 1/14 of the teacher's annual salary for each extra assignment per semester will be paid. This salary will be pro-rated for assignments of less than one semester.

8.8 NCTC and ECP (Pre-School) Teacher Schedule

In recognition of the need to meet State and Federal Regulations and program requirements, staff members of the NCTC and the Early Childhood Program may have an adjusted schedule.

8.9 High School Department and Program Leadership

- A. The Administration, with agreement from the Board, shall determine the number of Department and Program Leaders. Appointments shall be announced by the Administration by April 1 prior to the new school year. Appointments covered by this Article are one-year only and may be terminated or extended at the end of the school year.
- B. Department and Program Leaders will be scheduled for no more than eight (8) teaching assignments per school year. Compensation will be \$5,000, prorated for Departments with fewer than 10 staff members.
- C. The Administration, with agreement from the Board, during the term of this Agreement, may add new Department and Program Leaders, as the Board deems necessary.
- D. No Department or Program Leader shall be removed from their position during the school year without just cause. However, the decision not to reappoint the person to fill the position for a subsequent school year shall be at the Administration's discretion with agreement from the Board and not subject to the grievance and arbitration procedures of the Master Agreement. A Department or Program Leader who will not be reappointed for a subsequent school year will be notified in person at a meeting with their supervisor or Administrator and in writing no later than April their 1st.

8.10 Professional Responsibilities & Expectations

A. Professionalism

Being a professional educator at MRUSD means fulfilling instructional, legal, and collegial responsibilities that support students, families, and the school community. These responsibilities extend beyond classroom instruction and include participation in required meetings, events, and professional activities.

Both the Association and the Board recognize the importance of these professional obligations.

B. Required Meetings and Events

Faculty Meetings

- Teachers are expected to attend faculty meetings twice per month.
- Meetings will typically occur after school and last no more than 60 minutes.
- Attendance will be documented using sign-in sheets.
- Staff are expected to schedule personal appointments outside of required building meetings whenever possible. If there is a conflict, prior conversation with administration is required and apply for the appropriate leave.

Parent/Teacher Conferences

- Parent/teacher conferences are a required professional responsibility and conference obligations may occur in the regular school day or be swapped out for the next in-service day.
- BFA parent/teacher conferences may be scheduled once in the fall and once in the spring, the Wednesday and Thursday on a common week. There will be two (2) four-hour sessions with at least a 30-minute dinner break each night.
- In team teaching situations (e.g. two+ teacher teams), staff may need to adjust how conferences are structured to ensure coverage for all students.
- In addition to an Open House event, professional staff are expected to participate in three (3) two-hour additional grade-level appropriate school or district events throughout the school year, by mutual agreement with building admin.
- These may include, but are not limited to, community engagement activities such as curriculum nights, etc.
 - Special Educators will be exempt from these type of community engagement evening activities as they are expected to participate in up to an additional 8 hours annually, dedicated to monthly Special Ed meetings.
- Staff must sign up for required events no later than October 1st. Any staff who have not selected events by that date will be assigned by Administration.
- For high school and NCTC staff, these 8 hours can be used for PLCs and school initiatives.
- Teachers are welcomed and encouraged to attend additional events in support of the students and their families.

Legally Required Meetings

- Meetings required by law (e.g. IEP and 504 meetings) are considered separate from the requirements listed above and remain as part of the expectation of being a professional staff member. It is the expectation that case managers will inform their colleagues at least 10 days prior to any meeting.

Attendance Expectations and Accountability

- Attendance at required meetings and events is expected.
- Missing two (2) required meetings or events may result in a conversation with administration, with an Association representative present.

- Continued failure to meet professional responsibilities may result in progressive discipline, consistent with district policy and the collective bargaining agreement.

8.11 Duty-Free Lunch

All professional staff will have a daily, duty-free lunch period of 30 minutes unless a lesser time is mutually agreed upon by School Administration and the Association.

ARTICLE 9: MEDICAL EXAMINATION

9.1 The Exam

Medical examinations may be required of any teacher at the discretion of the Board/designee.

9.2 Reimbursement

Reimbursement for the full cost of such examination shall be made by the Board, provided that both the cost and the extent of the medical services to be performed are approved by the Board in advance.

ARTICLE 10: FAMILY MEDICAL LEAVE ACT (FMLA)/VERMONT PARENTAL AND FAMILY LEAVE LAW (VPFLL)

10.1 Compliance

To the extent that statutory provisions are applicable and the employee is eligible, the Board shall comply with the requirements of the federal Family and Medical Leave Act (FMLA) and the Vermont Parental and Family Leave Law ("VPFLL"), and the District's Family and Medical Leave Policies and procedures.

10.2 Requirements for Leave

Pursuant to federal and state regulations, leave under these acts shall be measured from when an employee first utilizes leave under this Article. All leave time granted under this Article will run concurrently with any other paid or unpaid leave, including but not limited to sick leave and Workers' Compensation leave. In order to return to work, a teacher may be required to provide adequate notification to the Superintendent/designee from a healthcare provider to ensure their "fit for duty" status.

10.3 Notification

Any teacher who may be out more than 3 consecutive days shall notify Human Resources so the FMLA/VPFLL can be applied appropriately.

10.4 MRUSD Policies

All other matters regarding the administration of leave provided pursuant to the FMLA and the VPFLL shall be as provided by the MRUSD policies and practices.

ARTICLE 11: LEAVES

11.1 Professional Days

At the Principal's discretion, a teacher shall be allowed three (3) professional leave

days each year, for the purposes of visiting other schools or attending meetings or conferences of an educational nature, or for improving their effectiveness or performance in their classroom assignment.

Requests for professional days shall be made to the Principal in advance of the time desired.

Professional days may be granted with shorter notice than one (1) week only if a substitute (when required) may be obtained and if otherwise approved by the Principal.

Professional days shall not be cumulative from year to year. If a teacher is directed to participate in Professional development days by the Superintendent/designee, these days shall not count toward the three (3) day teacher benefit described in this Article.

Employees may participate in state or national professional educational conferences, which may be scheduled during a school day with Principal approval. However, travel funds for these conferences may only be granted if such funds are planned for in the regular budget for the year and if the teacher submits a reimbursement request.

11.2 Leave from a Contract

A leave of absence for up to one (1) year, without pay, may be granted to teachers at the discretion of the Board. The Superintendent may, at their discretion, grant to teachers up to ten (10) days unpaid leave.

The teacher must submit a written request to the Board with all details regarding their request. Requests for leaves of absence will be acted upon by the Board, normally within one (1) month.

All benefits to which a teacher was entitled at the time that such leave of absence commenced shall be restored to them upon return from said leave and they shall be assigned to the same position, if available, that they held at the time the leave commenced, or if not, to a substantially equivalent position.

A teacher on an unpaid leave of absence where the guidance of the FMLA or VPFL or subsection 11.4A does not apply may continue to have health insurance coverage in the plan if they pay the full premium in monthly installments as they become due, subject to carrier conditions. The Board will not contribute to an H.S.A. or H.R.A. while a teacher is on unpaid leave.

Where the position of a teacher on leave has been abolished, the RIF Article shall govern their employment status.

Grievance under this Article may not be brought to arbitration.

11.3 Personal Leave

Personal leave shall be granted for up to four (4) days to MRUSD teachers for personal, legal, business, household, or family matters that cannot be conducted outside the normal workday, as defined in this Agreement

A. Personal days must be approved in advance by the Administration. The Administration must be given at least forty-eight (48) hours' notice by the teacher for personal days, except in cases of emergency, as shared by the employee.

- B. Personal days may not be used to extend a holiday or vacation period except for extraordinary circumstances as determined by the Administration.
- C. When making the initial request, the teacher will notify administration of the type of personal business being conducted, using the options listed above. Teachers will not be required to share additional information regarding the use of their personal time to conduct personal business
- D. If an employee is found to have used personal time for reasons other than those options listed above, the employee may be subject to discipline.
- E. If more than (10%) of the building staff will be out of the building for any reason, Administration may deny personal leave requests or staff may be asked details about the need for leave for the purpose of adequately staffing the building. Exceptions in the event of emergency should be requested of Administration. Leave requests that have already been approved will not later be denied once this threshold has been met.
- F. Unused personal days may not be carried forward to the next year and are not paid out upon termination of employment. Professional staff using no more than five (5) days of sick leave by the end of the school year may trade in unused personal days, up to four (4), for the amount of \$125.00 per day.
 - 1. Employees must be full-time to enjoy the full benefit. A prorated adjustment for days and payout amount for part-time employees will be based on their scheduled FTE.
 - 2. Employees must make the request for reimbursement by the end of the school year, and the request is subject to verification of payroll records and supervisor approval.
 - 3. The employee may utilize this benefit for each of the years covered by this agreement, provided they have met all requirements.
 - 4. Payment will be made through payroll by the end of June for the appropriate school year, with all appropriate payroll tax withholdings deducted.

11.4 Child Rearing Leave

- A. **Pregnancy Leave**
A teacher who is pregnant shall notify their building Principal/Director and Human Resources as soon as possible. Disability due to pregnancy is subject to medical certification, and time away from work may be covered under sick leave provisions.
- B. **Child Care Leave**
A teacher shall be entitled to childcare leave (the birth or initial adoption/fostering of a child) up to the sum of any available personal and sick leave, up to 60 days. This leave will run concurrently with any rights eligible employees have under FMLA/VPFLL.
 - 1. A teacher may be entitled to an unpaid childcare leave for the balance of the school year. Written notification of the teacher's intention to request such leave

must be given to the Board via the Superintendent as soon as possible, and, except in extenuating circumstances, no later than thirty (30) days prior to the commencement of said leave.

2. An exception to this deadline or extension of the leave beyond the school year may be granted at the Board's discretion. Such leave will run concurrently with FMLA and VPFL for eligible employees.
3. A teacher on childcare leave shall maintain their right to the same position held at the time the leave commenced, if available, or to a substantially equivalent position. At the discretion of the Administration, a replacement teacher may be placed in the position during the granted leave.
4. Subject to FMLA/VPFL rules, a covered employee on childcare leave shall continue to have their health insurance benefits provided as usual and customary for a period of up to twelve (12) weeks. After that time, the employee on childcare leave may have health insurance coverage in the plan if they pay the full premium in monthly installments as they are due, subject to carrier conditions. The Board will not contribute to an H.S.A. or H.R.A. while a teacher is on unpaid leave for more than 30 days.

11.5 Sick Leave

All teachers shall be entitled to the following schedule of sick leave days with full pay and benefits each school year as of the first official day of said year whether or not they report for duty on that day.

- A. Each teacher shall accrue sick leave at the rate of fifteen (15) days per year, but not to exceed ninety-five (95) days of total sick leave accrued, including the current year.
- B. The Board may require medical verification of illness after three (3) consecutive days of absence, or whenever the Superintendent/designee requires additional information. If certification by a physician is required, the Board agrees to pay the cost to the employee of such required certification which is not paid by health insurance or otherwise reimbursed.
- C. Family Sick Leave: Teachers shall be permitted to use fifteen (15) days per year of their accumulated sick leave credit for illness of member(s) of the teacher's immediate family as defined in the Bereavement Article.

11.6 Sick Leave Bank

The purpose of the sick leave bank is to provide potential additional sick time for members who, because of serious prolonged illness/injury or unexpected necessary medical care, are rendered unable to work. The intent of the sick leave bank is not for use for common illness, minor injury, or elective surgery. Similarly, sick leave bank days will not be used for maternity leave barring extenuating medical complications.

- A. Number of Days: A sick leave bank shall be provided for utilization by members of the MRUSD. Contributions to the sick bank are capped at 450 days. However, the bank can exceed the maximum accrual in order to accommodate each newly qualified employee that wants to be a member of the sick leave bank.

- B. Participation: The days shall be established from sick days voluntarily set aside by teachers wishing to participate in this benefit.
 - 1. In the first year of participation in the sick leave bank, full-time teachers must contribute two (2) days of their sick leave benefit; part-time teachers will contribute a prorated amount of the two (2) days based on their FTE. Enrollment must be completed by October 1st of the first school year they wish to be a part of this benefit
 - 2. The bank shall be replenished annually or whenever the balance falls below the cap, by adding additional days that are needed to serve the eligible and approved members. If the bank must be replenished, members who wish to continue to participate will be asked to contribute up to one (1) day per full-time member a prorated amount based on FTE.
- C. Utilization: Participating members shall have a maximum cumulative withdrawal of 75 days per year, subject to Sick Bank Committee approval. Participants may only utilize the sick leave bank benefit when they have exhausted (or will as a result of their medical condition) all other accumulated sick leave days. The sick bank committee may ask the Superintendent/Designee for verification of a medical condition.
- D. Long-Term Insurance Provision: Participants may not utilize the sick leave bank once they have met the sixty (60) calendar day eligibility requirements for long-term disability insurance.
- E. The participant may be approved for withdrawal of up to an additional thirty (30) days in a contract year for the occurrence of a different qualifying illness or disability. The sick leave bank committee will approve all withdrawals.
 - 1. Sick Bank Committee: The sick leave bank shall be administered by a district committee comprised of four (4) Association representatives (one from each school building), and the Superintendent/designee.
 - 2. All recordkeeping involved in administering the sick leave bank shall be the responsibility of the Association, but the Superintendent's office shall receive copies of all such records by October 15. The Association will make the best efforts to promptly respond to any subsequent requests by the Superintendent. In any given case of a member of the bargaining unit applying for days under the sick leave bank, the district committee shall consider the merits of each application submitted by participating members and reach a decision on whether or not the application shall be approved. The decision of the district committee is final, and not subject to grievance or arbitration under this agreement.
 - 3. The sick bank committee will consider each request made.

11.7 Jury Duty

A teacher who is called to jury duty, as deemed necessary by the court, shall notify the Administration in accordance with the District leave procedures and as far in advance as possible regarding duty obligations which might occur during the school year.

Compensation for each day of jury duty shall be at the staff member's regular wage less usual and customary deductions. Any compensation received by the court, excluding reimbursed expenses, must be reimbursed to the District.

Teachers shall not incur any loss of benefits for jury duty services while performing these duties.

11.8 Military Leave

A teacher who is called to military duty shall notify the Administration as far in advance as possible regarding any duty obligations (military reserve, National Guard, etc.) which might occur during the school year. Whenever possible, an employee shall make an attempt to schedule such duty at times outside of regularly scheduled working hours. Time away from work will be considered unpaid time.

Employees called to active duty will be subject to the District's Military policy and procedures, consistent with applicable laws.

11.9 Bereavement Leave

Upon request, a teacher shall be granted up to five (5) paid days of bereavement leave for each death of a member of the teacher's immediate family. Members of the immediate family for the purpose of this contract shall be a father, mother, brother, sister, son, daughter, stepchild, step-parent, husband, wife, civil union partner, grandparent, in-laws, or resident member of the teacher's household. Said leave time may be extended or may be approved for the death of another person relevant to the employee at the discretion of the Principal and will not be deducted from any other leave.

11.10 Coverage of a Teacher on Leave

When a teacher needs coverage while on leave, the following process will be used:

- A. The administration will maintain a list of qualified substitute teachers from which substitutes will be selected.
- B. In the case of an emergency and/or if a qualified substitute is unavailable, short-term absences will be covered by members of the same department when:
 1. The substitute assignment is not during the first preparation period of two non-consecutive preparation periods.
- C. In the event that a qualified substitute is not available for an absence longer than three (3) days, vacancies may be filled by faculty members on a rotational basis, at the Principal's discretion.
- D. Under the conditions noted herein, faculty in our schools who voluntarily elect to serve in this capacity will be paid \$50 per hour, pro-rated based on the period. For staff in PreK-8 schools, this payment will only occur when a staff member gives up their prep or lunch benefit.

11.11 Union Related Absences

The Association will pay for substitutes for union-related absences.

ARTICLE 12: INSURANCE

12.1 Health Insurance

Health Insurance July 1, 2027 – December 31, 2028

- A. Health Insurance:
- B. Pursuant to 16 V.S.A. Chapter 61 (Commission on Public School Employee Health Benefits) health care benefits and coverage, excluding stand-alone vision and dental benefits, but including health reimbursement arrangements and health savings accounts, shall be governed by the written agreement incorporating the terms of the statewide health insurance bargaining found in Appendix E as applicable.
- C. Effective January 1, 2023, grievances involving the application of the terms of the statewide health insurance shall be processed according to the statewide health care grievance procedure.
- D. Employees will authorize a payroll deduction for premiums per the payroll procedures.
- E. Teachers may change their membership in the health insurance plan as provided by the health carrier regulations or during open enrollment (January 1).
- F. For a teacher who has a spouse/civil union partner working in the district, only one person may carry the insurance for the family.
- G. Cash-in-Lieu Option: A teacher who qualifies for health coverage may have the choice of accepting said plan or accepting a taxable cash benefit of twenty percent (20%) of the district premium share for the Gold CDHP family plan in lieu of coverage.
 - 1. A teacher must provide written certification annually, by January 1, or within thirty (30) days of hire, that the employee and their “tax family” * are covered under other permissible health plan coverage. *a tax family includes the employee and dependents who would be eligible for enrollment in the employer plan and who the employee reasonably expects to claim as a tax dependent for the calendar year.
 - 2. The cash-in-lieu option must be selected annually by January 1st or within 30 days of hire.
 - 3. This cash-in-lieu option shall not apply to the dental or life insurance benefits.
 - 4. If the teacher accepts cash-in-lieu of health coverage, then they shall forego health coverage for the school year, unless they becomes eligible for enrollment under a qualifying event, as determined by health carrier regulations or during the open enrollment period.
 - 5. Payments for the cash-in-lieu option will be made in each payroll based on the payroll schedule for the district.

Health Insurance January 1, 2029 – June 30, 2029

New successor agreement will be negotiated on a statewide basis and will follow the settlement per 16 V.S.A. Chapter 61.

12.2 Dental Insurance

The MRUSD Board shall select and maintain a dental insurance plan for full-time employees and shall contribute one hundred percent (100%) of the cost for single or family coverage.

12.3 Long-Term Disability (LTD) Insurance

The Board shall provide a long-term disability insurance benefit according to carrier regulations. The employee shall pay tax on the premium that the district pays per paycheck.

12.4 Life Insurance

The Board shall provide full-time employees a term life insurance benefit in the amount of \$30,000 throughout employment.

12.5 Cafeteria Plans

The Board shall maintain, administer, and cover administrative fees applicable to a cafeteria plan.

ARTICLE 13: REDUCTION IN FORCE

13.1 Notification to the Association

The Association shall be notified of any contemplated reduction in force as early as possible, but not later than March 15, for any reduction scheduled to take effect in the following school year. Contemplated reduction in force, or any reduction, may include a reduction of a full-time position to a part-time position.

Notification shall state the number of MRUSD staff reductions scheduled to take effect the following year.

Written notice (including email) to the Association of any contemplated reduction in force shall precede any other formal notice to any of the staff. No formal notice shall be released to the media until the Association's challenge hearing.

The provisions of this Article shall not apply to any reduction in force that may occur as a result of vacancies occasioned by teacher resignations, dismissals, or deaths where the Board chooses not to fill the vacated position.

If the Board chooses to fill the vacated position by involuntary transfer, the provisions of the Vacancies and Transfers Article shall also apply.

13.2 Meeting with the Superintendent

At the request of the Association, the Superintendent will provide an opportunity for the Association to challenge the need for a reduction in force. This meeting shall occur within five (5) days of the Association's receipt of the notice of staff reduction. Said meeting shall be held in a timely fashion prior to a formal board decision regarding a staff reduction.

13.3 Meeting with the Board

Upon receipt of the Superintendent's decision, if the Association wishes to meet with the Board, such request will be submitted in writing and within five (5) workdays. The Board will respond to the Association's request within five (5) workdays. This meeting will take place at a mutually agreeable time and prior to a formal board decision regarding a staff reduction.

13.4 Notification to the Teacher

The layoff of a teacher or any reduction in a teacher's full-time equivalency (FTE) shall be made only after the Association has the opportunity to meet with the Superintendent/designee as established in Article 13.2. The teacher will be notified in writing of the reason(s) therefore no later than April 15. Notification to a teacher of a layoff or reduction in salaried time shall be conducted personally and privately. The teacher may, at their option, have a representative of the Association present at such meeting.

13.5 Staff Reduction

Within the MRUSD where a reduction in force is to take effect, teachers shall be laid off in reverse order of seniority.

- A. Seniority: For purposes of this Article, seniority, as defined in Appendix D, or, those not listed in Appendix D, will be calculated from the beginning of a teacher's most recent period of continuous employment as a teacher in the MRUSD and will begin to accrue as of the date the teacher signed their contract, commencing that period of employment.
- B. Part-time Employees under Contract: For the purposes of this Article, part-time teachers will accrue seniority on a pro rata basis, based on their scheduled hours.
- C. Seniority will be established annually at the end of the fiscal year. A seniority list prepared by the Administration will be provided to the Associations no later than December 1 of the following school year.
- D. Leaves of Absence: Seniority will continue to accrue during all paid leaves of absence. Seniority will not be broken by an unpaid leave of absence, by employment by the Board in a position outside the negotiating unit, or for a period of two (2) years from the effective date of layoff during the recall period, but such time will not be counted in computing seniority.
- E. When seniority is equal, ability to perform the work in question, as determined by the Principal/Administration, will be the deciding factor, and such determination shall not be subject to grievance or court appeal.

13.6 Recall

If there is a vacancy to be filled in a bargaining unit position, RIF'd teachers who are certified and qualified to perform the work in question will be recalled within the MRUSD in seniority order.

- A. Teachers shall retain the right to recall for a period of two (2) years from the effective date of layoff.

- B. Notice of recall will be given by registered mail to the last address given to the Board by the teacher. A copy of the notice of recall will be given to the Association.
- C. If a teacher fails to accept the position within twenty (20) calendar days of postal service confirmation of receipt, they will be deemed to have refused the position offered and waived recall rights under this Agreement.
- D. The recall provisions of this Article shall not be construed to deny a senior, part-time teacher who is under contract from requesting and being granted full-time employment during the period when teachers are on recall.
- E. Any teacher on layoff status shall have the right of first refusal for any part-time position within the MRUSD that becomes open for which they are certified and qualified. In the event that a full-time position becomes open, any teacher who has accepted a part-time position within the district shall retain their rights for a full-time position.

13.7 Displacement Rights

A teacher who is notified that they are to be laid off will have the right to displace the least senior teacher whose work they are certified to perform within the MRUSD provided, however, that they have evidence of this certification on file with the Central Office or presents such evidence to the Superintendent within ten (10) school days of receipt of notice of layoff.

Written notice of intent to exercise this displacement right must be given to the Superintendent and Principal/Director, with a copy to the Association, within ten (10) school days after a teacher is notified that they are to be laid off.

Within the MRUSD, five (5) school days after they receive such notification, the Superintendent will notify the least senior teacher that they are to be displaced. A teacher who displaces another teacher will not suffer a loss of salary or benefits.

A teacher who is to be displaced pursuant to this section will have the same displacement rights as compared to a less senior teacher as a teacher who is to be laid off pursuant to Article 13.8 below.

13.8 Transfer

If an opening exists within the MRUSD and if the teacher affected by the reduction in force is certified for that position within the MRUSD and qualified, they will be transferred to that position.

13.9 Insurance

In the event that the laid-off teacher is unable to obtain other employment, the District shall permit them to buy the current medical insurance coverage for a length of time and cost determined by COBRA laws and will be consistent with insurance carrier's regulations. The Board will not contribute to an H.S.A. or H.R.A. once an employee leaves its employ for any reason.

ARTICLE 14: VACANCIES AND TRANSFERS

14.1 Vacancies

Open positions in the MRUSD will be made available through the job posting process to all teachers eligible for recall or in receipt of a staff reduction notice and who have not been reassigned.

14.2 Voluntary Transfers

Should a vacancy occur within the bargaining unit, either through creation of a new position or a vacancy in an existing position and should there be no teachers on full or partial layoff status eligible to be recalled to said position under the terms of the RIF Article, then the Association President shall be notified in writing and said vacancy shall be posted in each school's Main Office and/or near teachers' mailboxes for a minimum of seven (7) calendar days, during which time currently employed teachers shall be given the opportunity to apply to the Superintendent, in writing, for a voluntary transfer to such position. An employee who is certified and qualified will be reviewed for the position prior to the Superintendent/designee reviewing candidates from outside the School District.

14.3 Involuntary Transfer

In the event that it becomes necessary to involuntarily transfer a teacher, it shall be done through consultation with the MRUSD and Building Administration and any teacher directly affected.

- A. An involuntary transfer shall not be used as a form of discipline.
- B. The least senior teacher in the certification area affected by the involuntary transfer will be considered for transfer.
- C. Every effort will be made to notify a teacher as early as possible.
- D. No transfer will be made outside a teacher's area of licensure.

ARTICLE 15: PROFESSIONAL DEVELOPMENT

15.1 Professional Development Benefit

- A. Approved professional development may include coursework, workshops, and/or conferences.
- B. Professional development activities must be in the teacher's current subject area or anticipated area of assignment, or for licensure related to the teacher's area of responsibility. Reasonable requests shall be approved, provided staffing resources allow.
- C. Course work shall be at the graduate level and approved in advance by the Superintendent/designee. Other coursework, not at the graduate level, must be approved in writing and in advance at the Superintendent's discretion. Coursework in a Proficiency-based graduate system may be eligible for reimbursement and may be considered for salary column movement. Coursework with Pass/Fail grading shall not be eligible for reimbursement or for consideration in salary column movement.

- D. Conferences and workshops must be approved in advance by the building Principal.
- E. The professional development allowance shall not exceed the cost of the current graduate course rate at UVM for three (3) credits plus \$500.00 per person placed on the Masters, Masters +15, or Masters +30 salary columns, or the cost of the current graduate course rate at UVM for six (6) credits plus \$500.00 per person placed on the BA, BA+15 or BA+30 salary columns. The total professional development allowance may be utilized by an employee for courses, workshops, or conferences.
- F. The professional development allowance shall be pro-rated for employees working less than 1.0 FTE.
- G. If the Superintendent/designee directs a teacher to take a course or attend a professional workshop or seminar, the Board shall pay the costs associated with such professional activity, and such payment shall be over and above the reimbursement amount available to teachers under this section.
- H. If an employee enrolls in an approved graduate course or workshop/conference in one fiscal year (July 1- June 30) and the course is not completed until the following fiscal year (after July 1), the cost of the course or workshop, whether prepaid or reimbursed, shall be counted against the employee's professional development allowance for the fiscal year in which the course or workshop began.

15.2 Eligibility for Payment

Payment for tuition or for professional activity costs are subject to the following provisions:

- A. All professional development activities (graduate courses, workshops, conferences, or seminars) must be approved in advance by the appropriate administrator(s) as provided in the provisions of this Article.
- B. Course completion: satisfactory completion of coursework is required, including documentation of a grade of B or above within 60 calendar days. In consideration of meeting time deadlines, proof of "course completion" means any reasonable written proof (e.g., a letter from the course instructor, grade report) that the course has been completed with a grade of B or above. If not so completed, the teacher shall reimburse the Board the amount of money advanced. An official transcript shall be submitted to the Superintendent upon completion of any college course within 60 calendar days.
- C. Professional Activity completion: Documentation of attendance/completion will be submitted for professional activities.
- D. Attendance for workshops and conferences may be approved at the discretion of the building administrator. Cost for workshops and conferences will include registration, fees associated with required program materials, mileage, and meals, up to the cost that is within the individual's Professional Development allotment.
- E. Grant-funded professional courses and activities are only eligible for reimbursement, not pre-payment.

15.3 Pre-payment Procedures

At the option of the teacher, pre-payment shall be made for approved professional development courses and activities that meet the following provisions:

- A. The teacher must sign an authorization form at the time they receive pre-payment monies providing for automatic deduction from their pay of the pre-payment in the event they does not satisfactorily complete the course or activity.
- B. Pre-payment for summer or fall courses, workshops, or seminars of the upcoming school year shall be made only if the teacher has signed a contract, or letter of intent in the event of an unsettled successor contract, to return for said upcoming school year.
- C. A purchase order for the purpose of registering teachers for summer or fall courses (that begin after July 1) will be submitted to the educational institution before July 1 if the teacher has signed a contract or letter of intent to return for said upcoming school year. A teacher who fails to return shall be obligated to pay back the district the full value of the pre-payment.
- D. Pre-payment for activities that begin after July 1st shall not be available until July 1st of the appropriate fiscal year. Grant-funded activities are not eligible for pre-payment.
- E. Approved pre-payment requests shall be processed for payment within thirty (30) workdays.
- F. All paperwork required for proof of satisfactory completion of the course/activity must be submitted within sixty (60) calendar days of the last day that the course/activity meets. If the teacher does not completely submit the required documents, the total cost of the course/activity will be deducted at a rate of twenty-five percent (25%) for the next four pay periods.

15.4 Reimbursement Procedures

Upon successful completion of a course or activity, a teacher shall receive reimbursement for documented costs that meet the following provisions:

- A. If requesting reimbursement for course or activity costs, the teacher must submit proof of attendance and completion plus all invoices, receipts, or other appropriate evidence of payments within 60 days of the final day of the course or activity.
- B. Reimbursement requests that meet the provisions of this Article shall be processed for payment within thirty (30) workdays after final approval.

15.5 Salary Schedule Advancement

- A. Earned graduate credits may be considered for salary advancement if the credits have been approved by the Superintendent/designee prior to beginning the credited coursework. Graduate credit related to the individual teacher's subject area, certification endorsements, area of responsibility, or as otherwise approved by the Superintendent/designee and granted by an accredited college, university, or other post-secondary institution will be considered for salary movement. The

Superintendent/designee reserves the right to award credit for other coursework experience. It is the teacher's responsibility to provide documentation directly from the university indicating courses are approved at the graduate level when requested.

- B. It shall be the responsibility of the teacher to provide the Superintendent/designee with the appropriate documentation as proof of completion of the credits prior to the beginning of the school year or first pay period. In all cases, the teacher shall provide an official transcript to the Superintendent. In the event of a late ending course, within 30 days of the first pay period, a letter from the instructor will be accepted until an official transcript is received.
- C. For column movement beyond a Bachelor's degree, graduate coursework with a minimum grade of B must occur after the degree is conferred and within ten (10) years of the request for each column movement. For column movement beyond a Master's degree, graduate coursework with a minimum grade of B must occur within ten (10) years of the due date for the application request for each column movement.
- D. For movement on the salary schedule for the following year, teachers shall notify the Superintendent on or before December 1st that the teacher expects to move horizontally across the salary schedule for the succeeding year. The Superintendent must be notified by hand delivery, by email with notification of received mail, or by certified mail, postmarked on or before December 1st if the teacher expects to be eligible for a higher salary schedule the succeeding year. A teacher may move only one column on the salary schedule each year.

When moving from one column to the next adjacent column (righthand movement), an employee will remain on the same step unless a step was granted to all eligible employees for that contract year.

Once a salary level has been agreed to, both MRUSD Administration and MREA agree to abide by this action.

ARTICLE 16: TEACHER EVALUATION

16.1 Conducting Evaluations

Evaluations shall be conducted in accordance with established District protocols.

- A. New Teachers: Teachers new to the District/on probation shall be evaluated at least twice by April 15th, except teachers who begin employment after January 1st; these teachers shall be evaluated at least twice by the end of the calendar year. New teachers shall be apprised of the nature of the evaluation procedures upon hiring.
- B. Continuing teachers: Continuing teachers shall participate in the District evaluation system and timeline, and the Administration shall maintain evidence of their instructional practices.
- C. Performance Improvement Plans: If an administrator/evaluator finds a teacher to be deficient, the teacher shall participate in a performance improvement plan.

Deficiencies shall be set forth in writing and expected improvements shall be identified. The teacher will provide evidence of consistent and specific progress in addressing any deficiencies cited within a specific timeframe. The teacher may request a mentor, peer coach, or other professional supports. The evaluator/administrator shall have discretion in approving any such supports. Professional development and other supports approved by an evaluator/administrator shall be provided at no cost to the teacher.

- D. Use of Video: This Article is intended to protect both students and professional staff. The use of video or audio recordings in school settings involves important privacy and confidentiality considerations. These include protections under the Family Educational Rights and Privacy Act (FERPA) and applicable laws protecting the privacy rights of staff members. If video or audio recordings are to be used in connection with an evaluation, the teacher must provide prior written consent; it is agreed that the recording device will be portable. Any such use must comply with all applicable laws and District policies. For the purposes of an investigation, cameras in the building can be used to support or disprove any allegation to either students or staff. Nothing in this Article prevents the District from taking appropriate action if there are concerns involving the physical or mental safety of a student.

16.2 Changes to Evaluation System

Administrators who evaluate and observe teachers shall conduct a group conference with the faculty by June 1st to describe any changes in the nature of the teacher evaluation program which shall be utilized.

16.3 Personnel Files

- A. A teacher shall have the right, upon request and at reasonable times, to review the entire contents of their personnel file. A teacher shall be entitled to have a representative of the Association accompany them during such review.
- B. If the teacher believes that any material contained in their personnel file is obsolete or otherwise inappropriate, they may petition the Superintendent for its removal, but the decision of the Superintendent shall be final.

No material derogatory to a teacher's conduct, service, character, or personality shall be placed in their personnel file unless the staff member has had an opportunity to review such material. The teacher shall acknowledge that they have had the opportunity to review such material by affixing their signature to the copy filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written response to such material and their answer shall be reviewed by the Superintendent and attached to the file copy.

- C. All records will be retained according to MRUSD Record Retention Procedures.
- D. The Board will not establish, or use "confidential" files separate from the teacher's personnel files that can be used in any way in any personnel decision regarding a teacher.

16.4 Complaints

- A. Any complaint concerning a teacher that is brought to the Administration by a parent or other person(s) will be investigated in a timely manner. The administrator shall notify the staff member promptly, not to exceed five (5) days, of any such complaints, accusations, or allegations. The staff member shall be given an opportunity to answer any complaints, accusations, or allegations.
- B. If an investigation is conducted by the administration, the teacher will be kept apprised of the investigation from its outset. A teacher shall be entitled to bring their Association representative to any meeting in which they are asked or required to attend as part of the investigation.

ARTICLE 17: GRIEVANCE

17.1 Definition

- A. A grievance shall occur whenever there is any written claim by the Association or a teacher that there has been one of the following: a violation, misinterpretation, or misapplication of the terms of any negotiated agreement; or violation of any established policy or practice. Under no circumstance shall any matter which is not a part of this contract be considered a valid cause of grievance.
- B. A grievant is the Teachers' Association or any aggrieved person(s) who institute(s) a grievance at its initial stage or continues the grievance at any step under this contract.
- C. No grievance shall be processed under this Agreement if the grievant has filed or permits to be filed on their behalf, any claim, complaint, charge, or suit complaining of the action grieved with any state or federal agency or court having jurisdiction over such matters.
- D. No grievance will be given formal consideration unless it is filed at Step 1 within twenty (20) workdays after the grievant had knowledge of, or could reasonably be presumed to have knowledge of, the occurrence which gave rise to the grievance. If a grievance is not filed within the time limit set forth in this section, the right to file a grievance has ended.
- E. Time Limits: All time limits contained in this grievance procedure shall consist of workdays. Workdays for purposes of this grievance shall mean teacher employment days. For any grievance filed on or after June 1st and prior to the start of the next school year, time limits shall consist of all weekdays (Mon.- Fri.), exclusive of holidays, so that the matter may be resolved as soon as possible.

17.2 Association Representation

At least one Association representative chosen by the Association shall be present for any meetings, hearings, appeals, or other proceedings relating to a grievance which has been formally presented.

17.3 Informal Discussion

Nothing contained within this grievance procedure shall be construed as limiting the right of any teacher having a potential grievance to discuss the matter informally with

their Administrator before filing the matter as a formal grievance and having the dispute adjusted without intervention of the Association, provided that such adjustment is not inconsistent with the terms of this contract.

17.4 Procedural Requirement

No grievance shall be entertained except in accordance with the procedures specified in this contract. Failure by the grievant to adhere to these procedures within the specified time period shall render the grievance null and void. Failure of the appropriate administrative body to render a decision within the specified time period shall be construed to be a decision against the grievant and the grievance will advance to the next step.

17.5 Presentation and Witnesses

At each step of the grievance procedure, each party shall have the right to include presentation, such witnesses and evidence, as it deems necessary to develop facts pertinent to the grievance. The Association and the Board shall have the right to have its legal counsel(s) present at any stage of the grievance or arbitration process. If either party anticipates using a student as a witness, the student may only participate if the parent has provided written consent and the other party has been provided a three (3) day advance notice in writing. At no time shall the grievant be represented by an administrative official of the District.

17.6 Procedural Steps

The parties acknowledge that it is usually most desirable for an employee and their immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, the Association representative will intervene to assist in the resolution. However, should such informal processes fail to satisfy the employee or the Association, then a grievance may be processed as follows:

Step 1: The employee or the Association may present the grievance in writing, setting forth the facts describing the problem(s) (who, what, where, when, and how) being grieved and cite the alleged contract violation(s), and stating the redress sought, to their respective school principal, or immediate administrative supervisor, who will, within five (5) workdays after receipt of the grievance, arrange and confirm a mutually agreeable date for a meeting with the parties. The Association's representative, the aggrieved teacher, and the Administrator shall be present for the meeting. The Administrator must provide the aggrieved teacher and the Association with a written answer on the grievance within ten (10) workdays after the meeting. Such answer shall include the reasons upon which the decision was based. Unless the Association and Superintendent agree to bypass Step 1 and go to Step 2:

Provided the Association and the Superintendent agree, Step 1 may be bypassed, and the grievance brought directly to the next step. Class grievances involving an Administrator above the School Principal level may be filed by the Association at Step 2.

Step 2: If the grievance is not resolved at Step 1, then the Association and/or the grievant(s) shall refer the grievance, in writing, stating the specific problems and redress sought, to the Superintendent within ten (10) workdays after the Step 1 answer is received. Within ten (10) workdays of the receipt of the appeal, the Superintendent shall arrange for a meeting with the representative(s) of the Association and the grievant(s) to hear the substance of the grievance. Upon conclusion of the hearing, the Superintendent will have ten (10) days in which to provide a written decision to the Association and the grievant(s). Such answer shall include the reason(s) upon which the decision was based.

Step 3: If the grievance is not resolved at Step 2, then the Association and/or the grievant(s) shall refer the grievance, in writing, stating the specific problems and redress sought, to the Chairperson of the Board (c/o the Superintendent) within ten (10) days after the Step 2 answer is received. Within ten (10) days of the receipt of the appeal, this Board shall arrange for a meeting with the representative(s) of the Association and the grievant(s). The Superintendent and Board shall set a meeting not later than thirty (30) workdays after the appeal. The Superintendent and the Board shall meet to hear the substance of the grievance. Upon conclusion of the hearing, the Board will have ten (10) days to provide its written decision to the Association and the grievant(s). Such answer shall include the reason(s) upon which the decision was based.

Step 4: If the grievance is not resolved at Step 3 and arbitration is desired, the Association shall, within twenty-five (25) days of receipt of the Board's Step 3 decision, request binding arbitration upon the matter. Such request shall be made in writing and shall be delivered in person or by registered or certified mail to the Superintendent and to the President(s) of the Association.

- A. If a demand for arbitration is not filed with the Superintendent within twenty-five (25) workdays of the date for the Board's Step 3 reply, or if either an arbitrator has not been selected or the grievance has not been filed with the American Arbitration Association (hereinafter "AAA") within twenty (20) workdays of the demand for arbitration, then the grievance will be deemed to be resolved on the basis of the Board's decision.
- B. The arbitrator shall be determined by mutual agreement between the Association and the Board, or its designated representatives. Should the parties be unable to agree upon an arbitrator within ten (10) days, then arbitration shall be requested from the AAA.
- C. Decisions of the arbitrator in matters of a grievance shall be final and shall not be subject to appeal by either party except to the extent authorized by Vermont's Uniform Arbitration Act which the parties herein specifically incorporated into this Agreement.
- D. The arbitrator is empowered to award only compensatory damages and shall have no authority to award either interest on such damages or attorney fees. The decision of the arbitrator shall be final and binding upon the parties. The arbitrator shall have no authority to add to, delete from, amend, ignore, or in any manner alter the terms of any negotiated agreement.

- E. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and the AAA will be divided equally between the parties. Should any party desire a transcript of the proceedings in arbitration, that party shall bear the full costs of such transcript. Should both parties order a transcript, then the cost of the two will be equally divided between the parties.
- F. At the arbitration hearing, the Association cannot allege that any other articles of the contract were violated that were not previously specified in writing at the filing or hearing of Step 2 of the grievance procedure.
- G. Questions of arbitrability will be submitted to the arbitrator as threshold issues and the arbitrator shall decide these questions first. However, should the arbitrator choose to rule after the hearing on the questions of arbitrability, they shall hear the entire case at this hearing to avoid the cost and inconvenience of a second hearing.

17.7 Cooperation in Sharing Information

The Board, Administration, and Association agree to cooperate with one another in their investigation of any grievance and further agrees to furnish one another with any information requested which is established to be pertinent to the processing of a dispute presently being grieved, in a timely manner.

17.8 Other Procedures

No grievance shall be processed during assigned working hours unless mutually agreed upon. No reprisals of any kind will be taken by the Board or the Association against any teacher because of their participation in this grievance procedure. The Board acknowledges the right of the Association's representative(s) to participate in the processing of a grievance at any level, and no teacher shall be required to discuss any grievance if their Association's representative(s) is not present. Should Step 1, 2, or 3 meetings of any grievance require that a teacher(s) or an Association representative(s) be released from their regular assignment, they shall be released without loss of pay or benefits.

17.9 Filing of Grievance Documents

All documents, communications, and records dealing with the processing of a grievance will be filed separately from the personnel file of the grievant.

17.10 Withdrawn Grievance

If a grievance is formally withdrawn (in writing) in a timely manner or settled at any level, it shall not establish precedent.

17.11 Mutual Agreement on Time Limits

Time limits and/or procedures may be changed in the above Article if both sides mutually agree.

ARTICLE 18: GENERAL INFORMATION/NOTIFICATION

18.1 Distribution of Master Agreement

The District shall publish to the website the Master Agreement within thirty (30) days of the date of ratification by both the teachers and the Board. If the Master Agreement

is professionally printed, the cost shall be shared equally by the parties. All newly hired teachers will be given a copy of the contract.

18.2 Adherence to Law

If any provision of this Agreement or any application thereof to any teacher or group of teachers is held to be contrary to law, then such provision or application will not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions of the Agreement in its entirety or applications will continue in full force and effect. The parties will meet not later than fifteen (15) days after such holding for the purpose of renegotiating the provision(s) affected.

18.3 Notification

- A. Where this Agreement requires an act by either party on a specific date, if the date falls on a weekend, a school holiday, or non-school day, then the date shall be the next day school is in session. The exception to this rule is if the specific date is June 29th or 30th. In that case, the date shall be the last business day of the fiscal year.
- B. Any formal notice required to be given by one party to the other under the terms of this contract may be delivered in person, by registered mail, or certified mail, if conditions so warrant.

ARTICLE 19: TERMS OF AGREEMENT

This Agreement will become effective on July 1, 2026 and will terminate on June 30, 2029. If either party wishes to modify the terms of this Agreement upon its expiration, such party will give the other notice no later than October 16, 2028, of its desire to negotiate changes.

This Agreement is hereby entered into between the Maple Run Unified School District Board of Directors of St. Albans, Vermont (herein referred to as the "Board" and the Maple Run Education Association, affiliate of the Vermont NEA and National Education Association (herein to be known as "Association"), which Agreement shall become effective on the 1st day of July 2026 and shall continue in effect through the 30th day of June 2029.

The term of this Agreement shall be three years, expiring on June 30, 2029 except if the Maple Run Unified School District is no longer a separate and distinct municipal entity. In the event that the District is scheduled at any time to terminate, merge, consolidate with other districts or otherwise cease to exist, this Agreement shall terminate on June 30, 2028.

Dated at St. Albans, Vermont this 1 day of April 2026.

MRUSD Board of Directors:


Nilda Gonnella-French MRUSD Board Chair

Dated at St. Albans, Vermont this 2 day of April 2026.

Maple Run Education Association:


Michael Campbell MREA, Lead Negotiator

APPENDIX A: MRUSD TEACHER SALARY SCHEDULE 2026-2027

MRUSD Professional Staff Schedule for FY27											
BA		BA+15		BA+30		MA		MA+15		MA+30	
Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	54,700	1	56,530	1	58,360	1	60,190	1	62,020	1	63,850
2	56,600	2	58,430	2	60,260	2	62,090	2	63,920	2	65,750
3	58,500	3	60,330	3	62,160	3	63,990	3	65,820	3	67,650
4	60,400	4	62,230	4	64,060	4	65,890	4	67,720	4	69,550
5	62,300	5	64,130	5	65,960	5	67,790	5	69,620	5	71,450
6	64,200	6	66,030	6	67,860	6	69,690	6	71,520	6	73,350
7	66,100	7	67,930	7	69,760	7	71,590	7	73,420	7	75,250
8	68,000	8	69,830	8	71,660	8	73,490	8	75,320	8	77,150
9	69,900	9	71,730	9	73,560	9	75,390	9	77,220	9	79,050
		10	73,630	10	75,460	10	77,290	10	79,120	10	80,950
		11	75,530	11	77,360	11	79,190	11	81,020	11	82,850
		12	77,430	12	79,260	12	81,090	12	82,920	12	84,750
				13	81,160	13	82,990	13	84,820	13	86,650
				14	83,060	14	84,890	14	86,720	14	88,550
				15	84,960	15	86,790	15	88,620	15	90,450
				16	86,860	16	88,690	16	90,520	16	92,350
				17	88,760	17	90,590	17	92,420	17	94,250
						18	92,490	18	94,320	18	96,150
						19	94,390	19	96,220	19	98,050
						20	96,290	20	98,120	20	99,950

Associate Nurses	46,312
Associate Nurses	49,578

Grandfathered			
BA		BA+15	
G/F	0	G/F (.9FTE)	83,613
G/F	0	G/F	85,087

APPENDIX B: MRUSD TEACHER SALARY SCHEDULE 2027-2028

MRUSD Professional Staff Schedule for FY28											
BA		BA+15		BA+30		MA		MA+15		MA+30	
Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	55,700	1	57,550	1	59,400	1	61,250	1	63,100	1	64,950
2	57,650	2	59,500	2	61,350	2	63,200	2	65,050	2	66,900
3	59,600	3	61,450	3	63,300	3	65,150	3	67,000	3	68,850
4	61,550	4	63,400	4	65,250	4	67,100	4	68,950	4	70,800
5	63,500	5	65,350	5	67,200	5	69,050	5	70,900	5	72,750
6	65,450	6	67,300	6	69,150	6	71,000	6	72,850	6	74,700
7	67,400	7	69,250	7	71,100	7	72,950	7	74,800	7	76,650
8	69,350	8	71,200	8	73,050	8	74,900	8	76,750	8	78,600
9	71,300	9	73,150	9	75,000	9	76,850	9	78,700	9	80,550
		10	75,100	10	76,950	10	78,800	10	80,650	10	82,500
		11	77,050	11	78,900	11	80,750	11	82,600	11	84,450
		12	79,000	12	80,850	12	82,700	12	84,550	12	86,400
				13	82,800	13	84,650	13	86,500	13	88,350
				14	84,750	14	86,600	14	88,450	14	90,300
				15	86,700	15	88,550	15	90,400	15	92,250
				16	88,650	16	90,500	16	92,350	16	94,200
				17	90,600	17	92,450	17	94,300	17	96,150
						18	94,400	18	96,250	18	98,100
						19	96,350	19	98,200	19	100,050
						20	98,300	20	100,150	20	102,000

Associate Nurses	48,262
Associate Nurses	51,528

Grandfathered			
BA		BA+15	
G/F	0	G/F (.9FTE)	85,563
G/F	70,385	G/F	87,037

APPENDIX C: MRUSD TEACHER SALARY SCHEDULE 2028-2029

MRUSD Professional Staff Schedule for FY29											
BA		BA+15		BA+30		MA		MA+15		MA+30	
Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	57,300	1	59,350	1	61,400	1	63,450	1	65,500	1	67,550
2	59,325	2	61,375	2	63,425	2	65,475	2	67,525	2	69,575
3	61,350	3	63,400	3	65,450	3	67,500	3	69,550	3	71,600
4	63,375	4	65,425	4	67,475	4	69,525	4	71,575	4	73,625
5	65,400	5	67,450	5	69,500	5	71,550	5	73,600	5	75,650
6	67,425	6	69,475	6	71,525	6	73,575	6	75,625	6	77,675
7	69,450	7	71,500	7	73,550	7	75,600	7	77,650	7	79,700
8	71,475	8	73,525	8	75,575	8	77,625	8	79,675	8	81,725
9	73,500	9	75,550	9	77,600	9	79,650	9	81,700	9	83,750
		10	77,575	10	79,625	10	81,675	10	83,725	10	85,775
		11	79,600	11	81,650	11	83,700	11	85,750	11	87,800
		12	81,625	12	83,675	12	85,725	12	87,775	12	89,825
				13	85,700	13	87,750	13	89,800	13	91,850
				14	87,725	14	89,775	14	91,825	14	93,875
				15	89,750	15	91,800	15	93,850	15	95,900
				16	91,775	16	93,825	16	95,875	16	97,925
				17	93,800	17	95,850	17	97,900	17	99,950
						18	97,875	18	99,925	18	101,975
						19	99,900	19	101,950	19	104,000
						20	101,925	20	103,975	20	106,025

Associate Nurses	50,212
Associate Nurses	53,478

Grandfathered			
BA		BA+15	
G/F	0	G/F (.9FTE)	87,588
G/F	70,385	G/F	89,062

APPENDIX D: GRANDFATHERED STAFF

Grandfathered Staff FY26 & FY27								
	FY26 Info				FY27 Info			
Name	FTE	Step	Column	Amount	FTE	Step	Column	Amount
Dion, Melissa P	0.90	G/F	[BA+15]	73,542	0.90	G/F	[BA+15]	75,252
Murray, Geoffrey M	1.00	G/F	[BA+15]	83,187	1.00	G/F	[BA+15]	85,087

Grandfathered Staff FY28 & FY29								
	FY28 Info				FY29 Info			
Name	FTE	Step	Column	Amount	FTE	Step	Column	Amount
Dion, Melissa P	0.90	G/F	[BA+15]	77,007	0.90	G/F	[BA+15]	78,830
Murray, Geoffrey M	1.00	G/F	[BA+15]	87,037	1.00	G/F	[BA+15]	89,062

APPENDIX E: HEALTH INSURANCE

Terms and Conditions as Required by the Arbitration Award and Resolution of Negotiations Between the Commission of Public-School Employee Health Benefits Pursuant to the Provisions of 16 V.S.A. Chapter 61 For The Period of January 1, 2026 through December 31, 2028. This agreement will need a successive contract following December 31, 2029 to be negotiated by the same parties.

Article I. Recognition:

1.1 In accordance with 16 V.S.A. Chapter 61 the five (5) representatives of participating employees on the Commission on Public School Employee Health Benefits (Employee Commissioners) are recognized as the exclusive bargaining representative of eligible employees for all aspects of representation within the jurisdiction created by law. The five commissioners appointed by the Vermont State School Boards' Association (Employer Commissioners) are recognized as representing the interests of the employing and governing school districts and supervisory unions throughout the State of Vermont within the jurisdiction created by law. Together, the Employee Commissioners and the Employer Commissioners constitute the Commission as above referenced.

Article II. Definitions:

2.1 The term School Employee is hereby defined to mean:

- a) Licensed Teachers: Employees of Vermont school districts and supervisory districts providing employment services requiring a professional teaching license from the Vermont Agency of Education (AOE).
- b) Licensed Administrators: Employees of Vermont school districts and supervisory districts (District Employees), excluding superintendents, who provide educational services requiring a professional administrator's license from AOE.
- c) All Other School Employees as defined in 21 V.S.A. Section 1502, including:
 - 1. Support Staff: A municipal employee as defined in 21 V.S.A. Section 1722;
 - 2. An individual employed as a supervisor as defined in 21 V.S.A. Section 1502;
 - 3. A confidential employee as defined in 21 V.S.A. Section 1722;
 - 4. A certified employee of a school employer and

5. Any other permanent employee of a school employer not covered by subdivisions 1-4 of this subsection (c).

Article III. Scope of Bargaining:

- 3.1 The Commissioner's scope of bargaining shall include:
 - a) Determining eligibility for health benefit plans and tiers of coverage for school employees;
 - b) Standardizing the duration of health insurance coverage during a term of employment;
 - c) Negotiating per the standards set forth in 21 V.S.A. Section 2103 as the same may be amended from time to time;
 - d) Researching, vetting and establishing a system of third-party administration that is efficient and competent, technologically sophisticated and manageable, and accountable to employers and employees as per the Tentative Agreement (TA) executed by the employer and employee commissioners on July 17, 2019, in the first round of statewide health care bargaining.

Article IV. Limited Jurisdiction:

- 4.1 The parties agree that nothing herein is intended to preempt or regulate an aspect of educational system employment that is outside of the statutory jurisdiction conferred upon the Commission.

Article V. Plan Offerings:

- 5.1 All participating employees who are eligible for coverage will be able to select one of the four plans offered by the Vermont Education Health Initiative (VEHI): Platinum, Gold, Gold Consumer-Driven Health Plan (CDHP) or Silver CDHP.

Article VI. Eligibility Standards:

- 6.1 Public-school employees who work on average a minimum of 17.5 hours per week during the school year or calendar year shall have the right to enroll in a health benefit plan with

an employer subsidy to pay for a portion of applicable premium and out-of-pocket (OOP) costs. Employees may elect coverage for themselves, their spouses, domestic partners and other qualified dependents from any of the four (4) tiers (e.g., single, two-person, parent/child[ren] and family) in any of the four (4) plans offered by VEHI as delineated above. Spouses of employees shall include those by marriage, domestic partnerships, or civil unions.

6.2 Full-time status: Full time status for determining the amount of employer-subsidized coverage for premium costs will be based on full time or full time equivalent (FTE) definitions as locally negotiated or determined.

6.3 Part-Time status: Employees who work less than full time but a minimum of 17.5 hours per week during the school year or calendar year shall be entitled to pro-rata health benefit contributions for premiums. Employer contributions to a health reimbursement arrangement (HRA) or health savings account (HSA) will be made available in full regardless of the number of hours worked between 17.5 and full time, and not pro-rated.

6.4 Probationary Periods: Employees will not be subject to a probationary period before being permitted access to health insurance coverage for which they are eligible.

6.5 New Employees: Health insurance coverage for new employees or employees newly eligible for health insurance coverage will start at the earliest possible date consistent with current VEHI/Blue Cross Blue Shield of Vermont (BCBSVT) enrollment rules.

6.6 Domestic Partner Benefits: An employee seeking to obtain benefit coverage for the employee's domestic partner and the child(ren) of that domestic partner must satisfy all of VEHI's current eligibility criteria and submit an affidavit in the format required by VEHI, all as posted on VEHI's website, to the district business office.

6.7 Duration of Insurance Availability: The health insurance offered under this Agreement shall be co-terminus with a covered employee's status as an eligible educational employee and will terminate when such status terminates. Nothing herein, however, is intended to affect a former employee's rights under COBRA or to adversely affect the district or the applicable bargaining unit from negotiating continuing responsibility for COBRA payments in connection with any separation from employment.

Article VII. Premium Cost-sharing: Employers and Employees:

7.1 For Teachers and Licensed School Administrators as defined in sections 2.1a and 2.1b: Each employer will contribute eighty (80%) percent of Gold CDHP or Silver CDHP for any tier of coverage. The amount of money available for Gold CDHP can be credited at the employee's discretion toward the premium costs for a tier of coverage in the Platinum or Gold (non- CDHP) VEHI plans.

7.2 For all Other School Employees as defined in section 2.1c: Beginning on January 1, 2027, and on each January 1 for the duration of this Agreement, all employees covered by this section 7.2 who are not at the 20% premium contribution level will increase the employee contribution by one (1%) percent but not to exceed twenty (20%) of Gold CDHP or Silver CDHP for any tier of coverage. The amount of money available for Gold CDHP can be credited at the employee's discretion toward the premium costs for a tier of coverage in the Platinum or Gold (non-CDHP) VEHI plans.

Article VIII. Out-of-Pocket Cost-Sharing: Employers and Employees:

8.1 For employees and their dependents enrolled in the VEHI Gold CDHP, employers will pay medical and pharmacy out-of-pocket (OOP) costs with first dollar contributions through an HRA in the following amounts: for licensed administrators and teachers as defined in section 2.1a and 2.1b, \$1900 for single-tier coverage and \$4000 for all other tiers of coverage; for support staff as defined in section 2.1c, \$2200 for single-tier coverage and \$4400 for all other tiers of coverage. This amount of money can be credited at the employee's discretion toward the OOP for any other VEHI plan. For employees enrolled in the VEHI Silver CDHP, employers will pay medical and

pharmacy OOP costs with first dollar contributions through an HRA or HSA, at the individual employee's discretion, in the following amounts: For licensed teachers and administrators, \$1900 for a single tier and \$4000 for all other tiers; for support staff, \$2200 for a single tier and \$4400 for all other tiers.

Article IX. Employees Under Part-time Contract in Two or More Districts/Supervisory Unions:

9.1 Cost Sharing: Employees who have part-time contracts with multiple school district employers, but who meet the minimum eligibility standards hereof on the basis of all such contracted for work, shall be eligible for Health Insurance coverage according to this Agreement ("Eligible Employee with Multiple Employers") as follows: Each district will bear a proportionate premium, OOP and administrative fees sharing responsibility equal to the part time percentage of the employee's contract. For example, if district "A" has a 60% employment contract/relationship with the school employee, District "A" will be responsible for 60% of the total employer costs set forth herein.

9.2 Plan Administration for Multiple District Employee: For an Eligible Employee with Multiple Employers, administration of the employee's health insurance benefits will be the primary responsibility of the district with the largest contractual relationship. In the event two or more districts have identical contractual relationships with the employee, the district that first employed the employee will have responsibility of administering the employee's insurance benefits.

9.3 Transfers Between Educational Employers: If an Eligible Employee with Multiple Employers transfers between two employers bound by this Agreement during the course of any one calendar year, the employee's coverage under the plan shall remain unchanged. However, the employer obligations under this Agreement shall be appropriately pro-rated between the two employers and the new employer shall take on applicable administrative responsibilities.

Article X. Third Party Administrator Services:

10.1 Employers shall pay the administrative expenses charged by the Third Party Administrator (TPA).

10.2 Autopayment to providers will be the default payment method unless requested otherwise by the bargaining unit.

10.3 The TPA chosen shall be able to provide debit cards to facilitate payments when auto-payment is not an option. Debit cards are expected to be provided to employees prior to January 1 of each year of this Agreement or, in the case of new employees, as soon after their commencement of employment as practicable. In the event of the failure of the TPA to deliver a debit card when due, such card shall be provided as promptly thereafter as possible.

Article XI. Grievance Procedure

11.1 Either a local public school district or a union representing public school employees may file a grievance with the Commission concerning the interpretation or application of the statewide agreement concerning health care benefits for Vermont public school employees. The grievance must be filed with the Commission within thirty (30) days after the grievant knows or should have known of the events giving rise to the grievance. If a majority of the Commission is unable to resolve the issue within thirty (30) days, the matter shall be referred to final and binding arbitration. If the Commission is unable to agree on an arbitrator, the matter shall proceed to arbitration pursuant to the rules of the American Arbitration Association.

Article XII. Incorporation by Reference:

12.1 All terms and conditions of this Agreement will be incorporated by reference in all collective bargaining agreements for applicable school employees in accordance with applicable laws and shall be posted and available for access on the Vermont-NEA, the Vermont School Boards' Association, and the American Federation of State, County, and Municipal Employees (AFSCME) websites. If agreed to by a school employer and the union(s) representing its eligible

employees, this Agreement shall be included as an appendix in said collective bargaining agreements.

12.2 All terms and conditions of this Agreement will also be incorporated by reference into school policies or individual employment contracts that govern health benefits for school employees not in recognized bargaining units in accordance with applicable laws.

Article XIII. Disclaimer:

13.1 Nothing in this Agreement shall be construed to deny, restrict, or add in any way the right to health insurance coverage through an employer's health care plan that employees and their dependents are entitled to under federal COBRA rules, the federal Family Medical and Leave Act (FMLA), Vermont's Parental and Family Leave Act (PFLA) and related laws, or under other state and federal statutes.

Article XIV Duration:

14.1 The provisions of this Agreement, as supplemented by any binding arbitration award(s) issued by the LBO Panel, shall take effect on January 1, 2027 and continue in full force and effect until December 31, 2029 unless amended or extended by mutual written agreement between the parties hereto.

APPENDIX F: SENIORITY LIST

Last Name	First Name	Seniority Date	Seniority Rank as of 9/1/24	Actual FY25 FTE	Seniority Rank as of 9/1/25	Loc
Marlow	Dan	04/02/87	37.00	1.00	38.00	BFA
Kane	Karla	03/14/89	35.20	1.00	36.20	BFA
Ely	Laurie G	08/22/91	32.90	1.00	33.90	SATEC
Cioffi	Luke	06/19/92	32.00	1.00	33.00	BFA
Branon	Edward F	11/16/92	32.00	1.00	33.00	BFA
Montagne	Janet L	08/12/92	31.91	1.00	32.91	SATEC
Callahan	Jennifer A	08/31/93	30.80	1.00	31.80	SATEC
Boudreau	Lisa	08/24/93	30.05	1.00	31.05	SACS
Cioffi	John	09/29/94	30.00	1.00	31.00	SACS
Branon	Cathryn E	10/12/94	29.50	1.00	30.50	SATEC
Yandow	Karen	07/24/95	29.00	1.00	30.00	BFA
Bruley	Diane M	11/07/95	28.40	1.00	29.40	SATEC
Plante	Laura M	11/20/95	28.40	1.00	29.40	BFA
Bushey	Eric	05/20/96	28.00	1.00	29.00	BFA
Dunigan	Heather	07/09/96	28.00	1.00	29.00	BFA
Patterson	Nicole L	09/15/97	27.00	1.00	28.00	SATEC
Chisholm	Veronica	07/28/97	26.49	1.00	27.49	SACS
Dulude	Daphne	08/19/96	26.30	1.00	27.30	SATEC
Bell	Douglass	06/20/98	26.00	1.00	27.00	NCTC
Campbell	Catherine C	07/08/98	26.00	1.00	27.00	SATEC
Curry	Lisa G	07/09/98	26.00	1.00	27.00	SATEC
Moulton	Jeffrey	08/06/98	26.00	1.00	27.00	BFA
Konrad	Michael E	07/02/98	25.24	1.00	26.24	BFA
Biggie-Ward	Amy M	06/05/98	25.20	1.00	26.20	SATEC
Symula	Peter	05/27/99	25.00	1.00	26.00	BFA
Campbell	Michael	06/03/99	25.00	1.00	26.00	BFA
Rouleau	Jeffrey	06/14/99	25.00	1.00	26.00	SACS
Murray	Geoffrey	08/12/99	25.00	1.00	26.00	BFA
Stoner	Gerald	08/23/99	25.00	1.00	26.00	BFA
McAdoo	Carrie A	05/20/99	24.87	1.00	25.87	SATEC
Lamson	Heather R	05/20/99	24.63	1.00	25.63	SATEC
Tully	Stacey M	06/16/99	24.50	1.00	25.50	FCS
Dion	Melissa P	07/09/98	24.20	0.90	25.10	FCS
Carlton	Keith	07/11/00	24.00	1.00	25.00	BFA
Messier	Armand	07/21/00	24.00	1.00	25.00	BFA
Cooledge	Scott	05/24/00	23.96	1.00	24.96	BFA
Peyrat	Sherry L	05/30/00	23.91	1.00	24.91	FCS
Maskell	Gretchen V	08/21/00	23.40	1.00	24.40	SATEC
Jarvis	Meghan	06/30/98	23.35	1.00	24.35	SACS
Bedell	Justin	05/17/01	23.00	1.00	24.00	BFA
Bristol	Jamie	08/22/01	23.00	1.00	24.00	BFA
Conley	Danielle L	08/02/02	22.50	1.00	23.50	SATEC
Thompson	Lisa L	07/12/02	22.00	1.00	23.00	SATEC
Flanagan	Michael E	07/19/02	22.00	1.00	23.00	SATEC
Bosland	Susan	01/02/03	21.50	1.00	22.50	NCTC
Guillmette	Thyra LK	06/21/03	21.00	1.00	22.00	SATEC

Last Name	First Name	Seniority Date	Seniority Rank as of 9/1/24	Actual FY25 FTE	Seniority Rank as of 9/1/25	Loc
Jones	Peter	07/23/03	21.00	1.00	22.00	BFA
Turner	Amy	06/12/03	20.85	1.00	21.85	BFA
Eldred	Emily	06/06/03	20.84	1.00	21.84	BFA
Lefebvre	Shawn	12/22/03	20.43	1.00	21.43	BFA
Howard	Sara	05/24/04	20.00	1.00	21.00	BFA
Jackson	Keith	05/27/04	20.00	1.00	21.00	BFA
Pizarro	Patricia L	08/24/04	20.00	1.00	21.00	SACS
Leahy	Kevin E	05/18/05	19.00	1.00	20.00	SATEC
Trombley	Christine	06/10/05	19.00	1.00	20.00	BFA
Parent	Jennifer	07/08/05	19.00	1.00	20.00	BFA
Godin-Biggie	Sarah	07/26/05	19.00	1.00	20.00	SATEC
Elbaum	Mary A	07/26/05	19.00	1.00	20.00	SATEC
Smullen	Amanda	08/19/05	19.00	1.00	20.00	SACS
Brown	Andrea E	09/08/05	19.00	1.00	20.00	MRUSD
Tenney	Barbara A	12/26/01	18.94	1.00	19.94	MRUSD
Pilkington	Heather L	06/24/05	18.93	1.00	19.93	FCS
Goodland	Taylor A	04/27/06	18.00	1.00	19.00	SATEC
Archambault	Nathan	05/19/06	18.00	1.00	19.00	BFA
Konrad	Jennifer	06/12/06	18.00	1.00	19.00	NCTC
Mills	Elizabeth	06/14/06	18.00	1.00	19.00	MRUSD
Wilson	Jessica L	06/23/06	18.00	1.00	19.00	BFA
Draper	Claire	06/23/06	18.00	1.00	19.00	SACS
Bernardini	Sage A	06/30/06	18.00	1.00	19.00	BFA
Fitzgerald	Dina L	09/18/06	18.00	1.00	19.00	SATEC
Magnan	Margaret	06/23/06	17.94	1.00	18.94	BFA
Zettler	Laura D	04/29/06	17.32	0.99	18.31	SATEC
Hungerford	Christopher	04/23/07	17.20	1.00	18.20	BFA
Bilodeau	Kasia	04/30/07	17.20	1.00	18.20	BFA
Mernicky	Katarina	07/10/02	17.07	1.00	18.07	SATEC
Phillips (Dussault)	Tammi (Sam)	05/26/04	17.00	1.00	18.00	SACS
Eldridge	Leah K	04/17/07	17.00	1.00	18.00	SATEC
Sturgeon	Mead	05/18/07	17.00	1.00	18.00	BFA
McCabe	Glenn	05/24/07	17.00	1.00	18.00	BFA
Berry	Jauna	06/28/07	17.00	1.00	18.00	SATEC
Szewko	Michael A	08/13/07	17.00	1.00	18.00	BFA
Cox	Melissa	08/23/07	16.97	1.00	17.97	SACS
Kane	Morgan	06/08/07	16.83	1.00	17.83	SACS
Dow	Noranne C	06/04/07	16.82	1.00	17.82	SACS
Bates	Amanda H	04/30/07	16.79	1.00	17.79	SATEC
Hoben	Mark	05/19/08	16.00	1.00	17.00	SACS
Moore	Christopher	06/19/08	16.00	1.00	17.00	BFA
Telfer	Eric T	07/10/08	16.00	1.00	17.00	BFA
Raleigh	Kathleen Ryan	07/17/08	16.00	1.00	17.00	SACS
Kane	Hilarie	07/27/07	15.93	1.00	16.93	FCS
Champagne	Jennifer M	08/20/08	15.77	1.00	16.77	NCTC
Sargent	Kelly A	08/20/08	15.57	1.00	16.57	FCS

Last Name	First Name	Seniority Date	Seniority Rank as of 9/1/24	Actual FY25 FTE	Seniority Rank as of 9/1/25	Loc
DeBellis	Erica	05/28/04	15.22	1.00	16.22	SATEC
Clark	Randall J	05/12/09	15.00	1.00	16.00	BFA
Murphy	Kristen	06/16/09	15.00	1.00	16.00	SACS
Brown	Briana B	06/24/09	15.00	1.00	16.00	MRUSD
Bucknell (Faas)	Julie	06/30/09	15.00	1.00	16.00	NCTC
Lucas	Lisa	06/28/10	14.00	1.00	15.00	SACS
Kivlehan	Kieran	07/06/10	14.00	1.00	15.00	BFA (tc)
Deslauriers	Danny	08/16/10	14.00	1.00	15.00	SACS
MacAndrews	Daniel R	08/19/10	14.00	1.00	15.00	BFA
Lanfear	Abigail D	05/13/11	14.00	1.00	15.00	SATEC
Stinnett	Michelle	06/22/09	14.14	0.80	14.94	BFA
Tourville	MaryEllen	05/04/11	13.00	1.00	14.00	BFA
Bashaw	Stephanie M	07/13/11	13.00	1.00	14.00	SACS
Stone	Amy L	05/13/11	12.99	1.00	13.99	SATEC
Rheaume	Hailee L	05/31/11	12.91	1.00	13.91	MRUSD
Halvorsen	Diana	05/24/11	12.62	1.00	13.62	SACS
Sweet	Corrie R	04/12/12	12.00	1.00	13.00	NCTC
Smith	Meghan M	05/22/12	12.00	1.00	13.00	SACS
Borst	Grace	06/20/12	12.00	1.00	13.00	SACS
Taylor	Emily	07/17/12	12.00	1.00	13.00	FCS
Wells	Shannon K	04/18/12	11.86	1.00	12.86	SATEC
Stetz	Catherine M R	06/06/12	11.53	1.00	12.53	SATEC
Andrews	Heidi	07/30/10	11.23	1.00	12.23	SACS
Laroche	Luke A	04/16/13	11.00	1.00	12.00	FCS
Lobdell (Alessi)	Sharon M	04/22/13	11.00	1.00	12.00	MRUSD
Brown	Kirsten	04/23/13	11.00	1.00	12.00	SATEC
Waite	Kristi	05/10/13	11.00	1.00	12.00	BFA
Lovejoy	Melissa S	05/16/13	11.00	1.00	12.00	SATEC
Cook	Tyler B	06/24/13	11.00	1.00	12.00	FCS
Murphy	George H	06/28/13	11.00	1.00	12.00	SATEC
Koldys	Ashley M	07/03/13	11.00	1.00	12.00	SACS
Thurber	James	07/04/13	11.00	1.00	12.00	BFA
Thompson	Bethany A	09/09/13	10.95	0.97	11.92	MRUSD
Corrigan	Kristin	05/22/12	10.76	1.00	11.76	BFA
Lipka	Valarie	02/06/14	10.53	1.00	11.53	BFA
Nadeau	Shelley F	01/13/14	10.52	1.00	11.52	SACS
Hersey	Kristen E	07/23/12	10.40	1.00	11.40	SACS
Lewis	Anthony W	05/16/14	10.00	1.00	11.00	SACS
Trombley	Victoria J	05/19/14	10.00	1.00	11.00	SACS
Pepin	Christopher	06/09/14	10.00	1.00	11.00	BFA
Sargent	Roy C	06/23/14	10.00	1.00	11.00	BFA
Hodgeman	Stephanie	03/18/15	9.00	1.00	10.00	BFA
Pigeon	Emily M	04/02/15	9.00	1.00	10.00	FCS
Corrigan	Josh	05/13/15	9.00	1.00	10.00	BFA
Martinson	Megan E	05/18/15	9.00	1.00	10.00	SACS
Shaffner	Julie S	05/21/15	9.00	1.00	10.00	BFA

Last Name	First Name	Seniority Date	Seniority Rank as of 9/1/24	Actual FY25 FTE	Seniority Rank as of 9/1/25	Loc
Levine	Ashley E	06/10/15	9.00	1.00	10.00	SACS
Parker	Catharine M	06/12/15	9.00	1.00	10.00	FCS
Rouleau	Kelsey M	06/25/15	9.00	1.00	10.00	SATEC
Fagnant	Donald J	07/30/15	9.00	1.00	10.00	SATEC
Bachand	Kaeley E	07/13/15	8.74	1.00	9.74	SACS
Hathaway	Jessica	04/13/16	8.00	1.00	9.00	FCS
Dupont	Macy	04/15/16	8.00	1.00	9.00	SACS
Hale	Morgan	04/22/16	8.00	1.00	9.00	FCS
Gagne	Samantha	04/29/16	8.00	1.00	9.00	SATEC
Franchetti	Keith	06/15/16	8.00	1.00	9.00	MRUSD
Howrigan	Will	04/07/16	7.92	1.00	8.92	SATEC
Coutts	Jessica M	04/01/16	7.76	1.00	8.76	SACS
Ashton	Kyle M	04/07/17	7.00	1.00	8.00	SACS
Painter	Casey M	04/12/17	7.00	1.00	8.00	BFA
Hurteau	Timothy J	05/17/17	7.00	1.00	8.00	NCTC
Barsumian	Aram G	05/17/17	7.00	1.00	8.00	SATEC
Koski	Sarah N	6/1/2017	7.00	1.00	8.00	SACS
Richey	Beth A	06/07/17	7.00	1.00	8.00	NCTC
Pollard	Bruce G	06/22/17	7.00	1.00	8.00	BFA
Galle	Anthony R	06/27/17	7.00	1.00	8.00	SATEC
Duncan	Ashley M	7/1/2017	7.00	1.00	8.00	NCTC
Perrault	Kristen M	07/10/17	7.00	1.00	8.00	BFA
Palmer	Susan	10/13/17	7.00	1.00	8.00	BFA
Marino	Marcie E	06/26/17	6.98	1.00	7.98	FCS
Raymond	Benjamin T	07/20/17	6.80	1.00	7.80	BFA
Fenton	Carisa M	05/23/17	6.68	1.00	7.68	SACS
Howrigan	Kathleen E	6/8/2017	6.65	1.00	7.65	FCS
Edmunds	Margaret	05/19/17	6.62	1.00	7.62	SATEC
Sato	Elizabeth G	04/02/18	6.00	1.00	7.00	SACS
Garceau	Keeli C	04/06/18	6.00	1.00	7.00	FCS
Sanders	Debra	04/20/18	6.00	1.00	7.00	SATEC
Clavelle	Stephanie J	05/03/18	6.00	1.00	7.00	SACS
Emmons	Tara L	05/04/18	6.00	1.00	7.00	SACS
Phillips	Anna B	05/04/18	6.00	1.00	7.00	SATEC
Kelly	Zachary RH	05/21/18	6.00	1.00	7.00	SACS
Charpentier	Alex R	05/21/18	6.00	1.00	7.00	SATEC
Salemno	Kathlyn R	06/18/18	6.00	1.00	7.00	BFA
Thayer	Robert H	07/10/18	6.00	1.00	7.00	NCTC
Sanguinetti	Madison P	08/02/18	6.00	1.00	7.00	FCS
Watts	Alicia J	08/22/18	6.00	1.00	7.00	SATEC
Van Guilder	Bobbi-Jo Bowen	05/10/19	6.00	1.00	7.00	SACS
Bortz	Casey B	04/13/18	5.99	1.00	6.99	SATEC
Parent	Erika L	05/31/18	5.89	1.00	6.89	SATEC
Rocheftort	Leah J	06/14/18	5.82	1.00	6.82	FCS
Dezotelle	Darrin L	06/08/18	5.58	1.00	6.58	BFA
Oppenheimer	Paige B	05/29/18	5.50	1.00	6.50	SACS

Last Name	First Name	Seniority Date	Seniority Rank as of 9/1/24	Actual FY25 FTE	Seniority Rank as of 9/1/25	Loc
LeBlanc	Gina	04/05/19	5.00	1.00	6.00	SACS
Giroux	Amanda	04/05/19	5.00	1.00	6.00	SATEC
Howrigan	Meghan	04/12/19	5.00	1.00	6.00	FCS
Aylward	Alisa	04/26/19	5.00	1.00	6.00	BFA
Caforia	Cameron	05/15/19	5.00	1.00	6.00	BFA
Dyke	Corinne	05/16/19	5.00	1.00	6.00	SATEC
LeBlanc	Isabelle	05/29/19	5.00	1.00	6.00	SACS
Bushey	Jeremy	07/18/19	5.00	1.00	6.00	SACS
Chaput	Sorel	08/12/19	5.00	1.00	6.00	BFA
Costantino	Alexander	04/04/19	5.00	0.98	5.98	SACS
Gibbs	Natasha	04/05/19	5.00	0.98	5.98	SATEC
Mahabir	Liam	04/28/20	4.97	1.00	5.97	BFA
Brown	Gabrielle	05/23/19	5.00	0.90	5.90	FCS
Fitzgerald	Angela	04/30/20	4.00	1.00	5.00	SACS
Gunderson	Lisa	04/30/20	4.00	1.00	5.00	BFA
Grudev (Albrecht)	Autumn	05/01/20	4.00	1.00	5.00	SACS
Berry	Jessica	05/01/20	4.00	1.00	5.00	SACS
Allen	Nicolas	05/04/20	4.00	1.00	5.00	SATEC
Mangham	Hannah	05/04/20	4.00	1.00	5.00	BFA
Liberatore	Lauren	05/05/20	4.00	1.00	5.00	BFA
Lovelette	Benjamin	05/15/20	4.00	1.00	5.00	SACS
Patnaude	Rian	05/27/20	4.00	1.00	5.00	FCS
Archambault	Elaine	06/01/20	4.00	1.00	5.00	BFA
Muir	David	06/02/20	4.00	1.00	5.00	SACS
Schubert	Nicole	06/02/20	4.00	1.00	5.00	BFA
Murakami	Kevin	06/26/20	4.00	1.00	5.00	BFA
Davis	Steven	06/27/20	4.00	1.00	5.00	NCTC
Fitzgerald	Emma	06/30/20	4.00	1.00	5.00	SACS
Coon (Reilly)	Kaitlin	06/24/20	3.90	1.00	4.90	SATEC
Kurmin (Madeiros)	Caitlin	04/15/21	3.00	1.00	4.00	BFA
Voerman	Angela	4/15/2021	3.00	1.00	4.00	SATEC
Chambers	Tammy	04/16/21	3.00	1.00	4.00	SATEC
Leclerc	Katie	04/16/21	3.00	1.00	4.00	BFA
Atwood	Michael	04/27/21	3.00	1.00	4.00	BFA
Blindow	Sarah	06/16/21	3.00	1.00	4.00	FCS
O'Neal-Kegler	Shelly	06/22/21	3.00	1.00	4.00	BFA
Stark	Hunter	06/17/21	2.91	1.00	3.91	SACS
Langevin	Hannah	04/20/21	3.00	0.85	3.85	SATEC
Maher	Katelyn	01/12/22	2.35	1.00	3.35	SACS
Charron-Johnson	Crystal	04/07/22	2.00	1.00	3.00	FCS
Harris	Daniel	04/07/22	2.00	1.00	3.00	SATEC
McNulty	Sarah	04/07/22	2.00	1.00	3.00	ECP
Hubbard	Maria	4/7/2022	2.00	1.00	3.00	SATEC
Ellis	Brendan	04/08/22	2.00	1.00	3.00	SACS
Carswell	Melanie	04/08/22	2.00	1.00	3.00	ECP
Plog	Thomas	04/08/22	2.00	1.00	3.00	BFA

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Senesac	Andrea	04/11/22	2.00	1.00	3.00	BFA
Dufresne	Savannah	04/11/22	2.00	1.00	3.00	SACS
Deal	Janessa	04/12/22	2.00	1.00	3.00	BFA
King	Nohea	04/15/22	2.00	1.00	3.00	BFA
Bloom	Matthew	04/15/22	2.00	1.00	3.00	BFA
Cain	Kyra	04/26/22	2.00	1.00	3.00	ECP
Farrar	Caitlin	04/26/22	2.00	1.00	3.00	SATEC
Cusson	Erin	04/28/22	2.00	1.00	3.00	BFA
Enos	Coretta (Cori)	04/29/22	2.00	1.00	3.00	BFA
Steele	Luke	05/04/22	2.00	1.00	3.00	SATEC
Furst	Alexander	05/09/22	2.00	1.00	3.00	BFA
Springfield	Diana	05/10/22	2.00	1.00	3.00	SACS
Quarles	Phyllis	05/13/22	2.00	1.00	3.00	SACS
Carter	Chad	05/23/22	2.00	1.00	3.00	SATEC
Szymanski	Richard	05/26/22	2.00	1.00	3.00	BFA
Allard	Stephen	7/6/2022	2.00	1.00	3.00	NCTC
Gold	Tiffany	04/18/22	1.99	1.00	2.99	SACS
Nelson (Bolton)	Taylor	05/17/22	2.00	0.97	2.97	SACS
Koch	Kristine	09/20/22	2.00	0.95	2.95	NCTC
Forsyth	Chelsea	04/18/22	1.93	1.00	2.93	SACS
Shepard (Tully)	Erin	05/02/22	2.00	0.81	2.81	SATEC
Blaisdell	Ella	04/26/22	1.84	0.94	2.78	SACS
Burnod (Leach)	Stella	04/08/22	1.73	1.00	2.73	BFA
Bellavance	Meghan	5/25/2022	2.00	0.60	2.60	FCS
Pettorini	Melanie	4/7/2023	1.00	1.00	2.00	SATEC
Sweet	Andrew	4/10/2023	1.00	1.00	2.00	BFA
Schlutius	Caroline	04/11/23	1.00	1.00	2.00	BFA
Fletcher	Samantha	4/13/2023	1.00	1.00	2.00	FCS
Fleming	Cooper	4/14/2023	1.00	1.00	2.00	SACS
Davis	Dana	4/17/2023	1.00	1.00	2.00	SACS
Behrsing	Kyle	4/18/2023	1.00	1.00	2.00	BFA
Weisse	Liana	4/20/2023	1.00	1.00	2.00	SATEC
McSweeney	Lindsay	4/20/2023	1.00	1.00	2.00	SACS
Smith	Phillip	4/28/2023	1.00	1.00	2.00	SACS
Wilkins	Matthew	5/3/2023	1.00	1.00	2.00	SATEC
Dukas	Sharon	6/7/2023	1.00	1.00	2.00	FCS
McCarthy	Matthew	6/7/2023	1.00	1.00	2.00	SATEC
Bouffard	Katelyn	6/8/2023	1.00	1.00	2.00	BFA
Gain	Lisa	6/8/2023	1.00	1.00	2.00	SACS
Rath	Mikaela	6/9/2023	1.00	1.00	2.00	SACS
Spear	Derek	6/9/2023	1.00	1.00	2.00	SACS
Lynch	Randi	6/10/2023	1.00	1.00	2.00	BFA
Bissaillon	Paige	6/12/2023	1.00	1.00	2.00	SACS
Trackim	Rachel	6/13/2023	1.00	1.00	2.00	SACS
Bloom	Amanda	6/14/2023	1.00	1.00	2.00	SACS

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McLaughlin	Danielle	6/15/2023	1.00	1.00	2.00	SATEC
McHugh	Colleen	6/21/2023	1.00	1.00	2.00	BFA
Blow	Bailey	7/27/2023	1.00	1.00	2.00	ECP
Chadwick	Kiah	4/13/2023	1.00	0.97	1.97	SACS
Biddle	Leandra	11/17/2023	0.69	1.00	1.69	MRUSD
Underwood	Samantha	3/27/2024	0.00	1.00	1.00	SACS
Delucia	Cora	3/28/2024	0.00	1.00	1.00	BFA
Parizo	Emma	4/1/2024	0.00	1.00	1.00	SACS
Moore	Andrew	4/2/2024	0.00	1.00	1.00	NCTC
Metayer	Lance	4/5/2024	0.00	1.00	1.00	BFA
Bolduc	Kristina	4/18/2024	0.00	1.00	1.00	BFA
Trimm	Kyra	4/25/2024	0.00	1.00	1.00	BFA
Morin	Andre	5/1/2024	0.00	1.00	1.00	BFA
Rocheleau	Margaret	5/9/2024	0.00	1.00	1.00	BFA
King	Juliet	5/20/2024	0.00	1.00	1.00	SATEC
Kolk	Evelyn	5/20/2024	0.00	1.00	1.00	SACS
Nelson	Douglas	5/20/2024	0.00	1.00	1.00	NCTC
Ham	Katherine	5/24/2024	0.00	1.00	1.00	BFA
Van Leuven	Bobbi	6/6/2024	0.00	1.00	1.00	MRUSD
Poutree	Sarah	6/9/2024	0.00	1.00	1.00	SACS
Spector	Kendra	6/10/2024	0.00	1.00	1.00	SATEC
Buckwalter	Robert	6/28/2024	0.00	1.00	1.00	SATEC
Haughey	Faith	4/22/2024	0.00	0.80	0.80	SACS
Boulet	Alaina	7/25/2024	0.00	0.00	0.00	SACS
Tallman (Morgan)	Sarah	8/1/2024	0.00	0.00	0.00	SACS
Clark	Kayleigh	8/21/2024	0.00	0.00	0.00	MRUSD
Barry	Samantha	8/27/2024	0.00	0.00	0.00	MRUSD
Robtoy	Joshua	9/11/2024	0.00	0.00	0.00	NCTC
Fitzsimmons	Rachel	2/13/2025	0.00	0.00	0.00	SACS