

NOTE – REVISIONS MADE TO ARTICLE VII

**Proposal for Changes to the Collective Bargaining Agreement
between the
Dover Teachers' Union, NEA-NH
and the Dover School District**

**~~September 1, 2023 – August 31, 2026~~
September 1, 2026 – August 31, 2027**

Additions are generally noted by **bold and underlined typeface**. Deletions are generally noted by ~~striking through~~.

ARTICLE III: GRIEVANCE PROCEDURE

B. GRIEVANCE PROCEDURE

1. Level One (Informal)

A grievant will first discuss the grievance with the building principal or immediate ~~superior~~ **supervisor**, either directly or through the Union's Representative, with the objective of resolving the matter informally. Failure to reach a mutually satisfactory resolution may be cause for the teacher to refer the grievance to Level Two.

ARTICLE IV: WORKING CONDITIONS

A. IN-SCHOOL WORK YEAR

4. Teacher attendance shall not be required whenever student attendance is not required due to inclement weather, ~~except as is otherwise provided by this Agreement.~~

K. INSTRUCTIONAL MATERIALS

2. Teachers shall have access to available ~~duplicators~~ **photocopiers**, computers, audio and video equipment, and other such materials for their use in preparing and using instructional materials for their classroom.

ARTICLE V: COMPENSATION

G. ~~ACADEMIC COORDINATORS~~ DEPARTMENT FACILITATORS AND GUIDING COALITION TEAM LEADERS

All ~~Academic Coordinators~~ **Department Facilitators** and **Guiding Coalition** Team Leaders shall be paid an annual stipend as follows:

Department ~~Academic Coordinator~~ <u>Facilitators</u>	7.1% of BA Step 1 +\$75/teacher
<u>Guiding Coalition</u> Team Leader (Grades K-8)	3.9% of BA Step 1

Feedback by ~~Academic Coordinators~~ Department Facilitators and Guiding Coalition Team Leaders shall be limited to curriculum and/or curriculum implementation.

These positions shall be open to all members on a 2 (two) year rotating basis. (See Article IX:E)

Consideration for the vacancies shall be indicated by submitting a letter of intent to apply to the building Principal.

By October 15th, the District shall inform the DTU President of the names of employees receiving stipends under this section and the amounts of the stipends. Any changes or additions to stipends under this section shall be communicated to the DTU President within ten (10) business days of the change taking effect. The parties will establish a task force to make recommendations for job descriptions under this section.

ARTICLE VI: FRINGE BENEFITS

A. HEALTH INSURANCE

8. **The School Board agrees to offer a voluntary Vision Service Plan to employees via payroll deduction.**

ARTICLE VII: LEAVES

B. PERSONAL LEAVE

1. Subject to the limitations herein and upon written notification received at the Superintendent's office at least forty-eight (48) hours prior to the commencement of such leave, a teacher may receive with full pay, ~~two (2)~~ **three (3)** days personal leave each school year to attend to the teacher's personal, family or business affairs. Personal days may not be used to extend vacation periods. Vacation periods are defined as (1) Thanksgiving, (2) Christmas Break, (3) Winter Break, and (4) Spring Break.
2. No more than two (2) teachers in each elementary school and four (4) teachers in each of the middle school and high school may be authorized to use personal leave on any given day unless the Superintendent authorizes additional personal leave usage. These limits shall be dropped following completion of the last student day. Teachers remain obligated to complete year-end responsibilities. A list of all available personal days will be kept at the building level and made available to bargaining unit members upon request.
3. Subject to the limitations in section B.2. above, the first teachers in each building to submit to the Superintendent's office a written request to use personal leave for any school day shall be granted such leave.

C. EMERGENCY LEAVE

1. Teachers may receive, with full pay, ~~three (3)~~ **two (2)** days emergency leave each school year to attend to such cases as home exigencies, quarantine by the Health Department, serious illness

of a member of the employee's immediate family or permanent household requiring the personal care of that member by the employee, or any other reasonable category approved by the Superintendent.

2. Emergency leave shall require the prior approval of the Superintendent. In cases where the reasons are of a highly personal nature, prior notification shall be given, indicating that the reasons are private with only such justification as is necessary to provide the Superintendent with adequate cause for granting the leave.
3. All leave requests shall be made in writing. Non-scheduled emergency leave shall be supported in writing as soon after the fact as possible. The Superintendent or the Superintendent's designee is obligated to respond in writing, identifying support or denial upon receipt of request.

O. SABBATICALS

A teacher with more than seven (7) years' teaching experience in the Dover School District may qualify for a year-long unpaid sabbatical. Application for sabbatical leave must be submitted to the Superintendent by November 15th **for general purposes and programs with fall deadlines, and April 15th for programs with spring deadlines** of the school year prior to the year in which the teacher intends to take the sabbatical. The application must contain a statement of what the teacher intends to do with his/her sabbatical leave and how that leave benefits the District. All sabbatical leaves are subject to approval by the Superintendent, with consideration given to the following conditions:

1. No more than two (2) sabbatical leaves will be granted in any given school year.
2. No more than one (1) sabbatical per year will be granted to personnel in a single department.
3. Seniority, as well as benefit to the District, will be considered in determining which sabbatical requests will be granted.

The teacher shall not seek employment in another School District or School Administrative Unit in the State of New Hampshire during the sabbatical. If a teacher engages in such employment during the sabbatical, the District is under no obligation to return that teacher to his or her position.

The Superintendent's decision shall be final. Article III.C. of this Agreement shall not apply to this Section.

Following completion of a sabbatical leave, the teacher will return to the same or equivalent position for which he/she is certified. The teacher will receive credit for one year of service to the District. The teacher shall notify the District by March 15th of the year in which he or she takes the sabbatical of his/her intention to return the following school year.

ARTICLE VIII: EXCLUSIVE UNION RIGHTS AND RESPONSIBILITIES

A. PAYROLL DUES DEDUCTION

2. The Dover Teachers' Union shall certify to the School Board in writing the current rate of its membership dues. If there is any change in the rate of its membership dues, the Union shall give the School Board written notice prior to the effective date of such change. Dues deductions shall be made on each pay week in an amount equal to $\frac{1}{21}$ ~~or $\frac{1}{26}$~~ of the annual dues as defined in this paragraph.

F. INFORMATION

3. A copy of the minutes of all public-school board meetings shall be emailed to the President of the Union ~~at the President's home or school address.~~

J. UNION'S RIGHT TO SPEAK

A Union representative may speak to the teachers following the completion of a ~~principal's~~ faculty meeting.

ARTICLE IX: ASSIGNMENTS, TRANSFERS, VACANCIES, PROMOTIONS, AND JOB-SHARING

B. INVOLUNTARY TRANSFERS AND REASSIGNMENTS

3. The Superintendent will meet with a teacher who is to be transferred or reassigned and advise the teacher of the transfer or reassignment upon request. Said meeting will take place only after the current Principal has first discussed the transfer or reassignment with the teacher.

D. VACANCIES

1. A list of known vacancies in teaching positions and stipend positions for the following school year will be posted online, e-mailed to all employees ~~except those who opt out of receiving such notices~~, and posted conspicuously in each school building within five (5) school days of the District's decision to fill the vacancy, or five (5) business days if the decision is made during the summer vacation. The listing will remain open to applications for at least ten (10) school days and will include school, grade, subject(s) and other relevant information, to the extent known, of new positions and/or openings occasioned by the retirement/resignation of personnel.

E. PROMOTIONS

2. ~~Academic coordinators and team leaders~~ Such positions will be selected every two years prior to the start of the school year. During the months of July and August, if a vacancy occurs, written notices of any such vacancy will be posted in each school building and also ~~sent to the Union President's home email address~~ emailed to the DTU President. No promotional vacancy will be filled except in an emergency within fifteen (15) days from the date the notice is posted in the schools or the giving of notification to the Union President.

ARTICLE X: LAYOFFS AND RECALL

A. LAYOFFS

5. All specialists shall be laid off within their specialty area. Specialists as defined in this section shall mean:

Art
 Music
 Physical Education
 Special Education
 Speech and Language Therapists
 Learning Disabilities Professionals
 Physical Therapists
 Occupational Therapists
 Guidance **School Counselors**
 Social Workers
 Librarians/Media Specialists
 Nurses
 Reading Specialists
 STEM

Specialists for the purpose of this section shall be eligible for layoff and recall throughout grades pre-K through 12 based on their specialty certification. School counselors and social workers can only fill positions for which they are certified.

ARTICLE V: COMPENSATION (APPENDIX A: SALARY SCHEDULES)

2025-2026

EXP.	Step	BA	BA+15	BA+30	MA	MA+15	MA+30	CAGS	DOC
0	1	\$ 45,150	\$ 46,219	\$ 47,314	\$ 48,437	\$ 49,588	\$ 50,767	\$ 51,592	\$ 52,418
1	2	\$ 46,734	\$ 47,842	\$ 48,978	\$ 50,142	\$ 51,335	\$ 52,559	\$ 53,384	\$ 54,210
2	3	\$ 48,375	\$ 49,525	\$ 50,703	\$ 51,910	\$ 53,148	\$ 54,416	\$ 55,241	\$ 56,067
3	4	\$ 50,078	\$ 51,270	\$ 52,491	\$ 53,744	\$ 55,027	\$ 56,343	\$ 57,168	\$ 57,994
4	5	\$ 51,845	\$ 53,080	\$ 54,348	\$ 55,646	\$ 56,977	\$ 58,341	\$ 59,166	\$ 59,992
5	6	\$ 53,676	\$ 54,958	\$ 56,271	\$ 57,619	\$ 58,998	\$ 60,413	\$ 61,238	\$ 62,064
6	7	\$ 55,576	\$ 56,905	\$ 58,267	\$ 59,663	\$ 61,095	\$ 62,562	\$ 63,387	\$ 64,213
7	8	\$ 57,545	\$ 58,924	\$ 60,336	\$ 61,784	\$ 63,270	\$ 64,790	\$ 65,615	\$ 66,441
8	9	\$ 59,587	\$ 61,017	\$ 62,482	\$ 63,985	\$ 65,524	\$ 67,102	\$ 67,927	\$ 68,753
9	10	\$ 61,706	\$ 63,189	\$ 64,708	\$ 66,265	\$ 67,862	\$ 69,499	\$ 70,324	\$ 71,150
10	11	\$ 63,902	\$ 65,440	\$ 67,016	\$ 68,631	\$ 70,286	\$ 71,984	\$ 72,809	\$ 73,635
11,12	12	\$ 66,181	\$ 67,775	\$ 69,409	\$ 71,085	\$ 72,802	\$ 74,561	\$ 75,386	\$ 76,212
13	13	\$ 68,543	\$ 70,197	\$ 71,892	\$ 73,629	\$ 75,409	\$ 77,235	\$ 78,060	\$ 78,886
14	14	\$ 70,994	\$ 72,708	\$ 74,466	\$ 76,268	\$ 78,114	\$ 80,007	\$ 80,832	\$ 81,658
15	15	\$ 73,534	\$ 75,312	\$ 77,135	\$ 79,003	\$ 80,918	\$ 82,881	\$ 83,706	\$ 84,532
16	16	\$ 76,169	\$ 78,013	\$ 79,903	\$ 81,841	\$ 83,827	\$ 85,863	\$ 86,688	\$ 87,514
17+	17	\$ 78,902	\$ 80,814	\$ 82,775	\$ 84,784	\$ 86,843	\$ 88,954	\$ 89,779	\$ 90,605

District will add \$2,200 per cell to the base scale of Appendix A:

2026-2027

EXP.	Step	BA	BA+15	BA+30	MA	MA+15	MA+30	CAGS	DOC
0	1	\$ 47,350	\$ 48,419	\$ 49,514	\$ 50,637	\$ 51,788	\$ 52,967	\$ 53,792	\$ 54,618
1	2	\$ 48,934	\$ 50,042	\$ 51,178	\$ 52,342	\$ 53,535	\$ 54,759	\$ 55,584	\$ 56,410
2	3	\$ 50,575	\$ 51,725	\$ 52,903	\$ 54,110	\$ 55,348	\$ 56,616	\$ 57,441	\$ 58,267
3	4	\$ 52,278	\$ 53,470	\$ 54,691	\$ 55,944	\$ 57,227	\$ 58,543	\$ 59,368	\$ 60,194
4	5	\$ 54,045	\$ 55,280	\$ 56,548	\$ 57,846	\$ 59,177	\$ 60,541	\$ 61,366	\$ 62,192
5	6	\$ 55,876	\$ 57,158	\$ 58,471	\$ 59,819	\$ 61,198	\$ 62,613	\$ 63,438	\$ 64,264
6	7	\$ 57,776	\$ 59,105	\$ 60,467	\$ 61,863	\$ 63,295	\$ 64,762	\$ 65,587	\$ 66,413
7	8	\$ 59,745	\$ 61,124	\$ 62,536	\$ 63,984	\$ 65,470	\$ 66,990	\$ 67,815	\$ 68,641
8	9	\$ 61,787	\$ 63,217	\$ 64,682	\$ 66,185	\$ 67,724	\$ 69,302	\$ 70,127	\$ 70,953
9	10	\$ 63,906	\$ 65,389	\$ 66,908	\$ 68,465	\$ 70,062	\$ 71,699	\$ 72,524	\$ 73,350
10	11	\$ 66,102	\$ 67,640	\$ 69,216	\$ 70,831	\$ 72,486	\$ 74,184	\$ 75,009	\$ 75,835
11, ~~12~~	12	\$ 68,381	\$ 69,975	\$ 71,609	\$ 73,285	\$ 75,002	\$ 76,761	\$ 77,586	\$ 78,412
<u>12</u> , 13	13	\$ 70,743	\$ 72,397	\$ 74,092	\$ 75,829	\$ 77,609	\$ 79,435	\$ 80,260	\$ 81,086
14	14	\$ 73,194	\$ 74,908	\$ 76,666	\$ 78,468	\$ 80,314	\$ 82,207	\$ 83,032	\$ 83,858
15	15	\$ 75,734	\$ 77,512	\$ 79,335	\$ 81,203	\$ 83,118	\$ 85,081	\$ 85,906	\$ 86,732
16	16	\$ 78,369	\$ 80,213	\$ 82,103	\$ 84,041	\$ 86,027	\$ 88,063	\$ 88,888	\$ 89,714
17+ (remove +)	17	\$ 81,102	\$ 83,014	\$ 84,975	\$ 86,984	\$ 89,043	\$ 91,154	\$ 91,979	\$ 92,805