

RESS UNION CONTRACT
PROPOSED CHANGES

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RAYMOND SCHOOL DISTRICT
RAYMOND EDUCATIONAL SUPPORT STAFF
~~2005-2008~~ 2008-2009 CONTRACT

ARTICLE I RECOGNITION CLAUSE

- A. The School Board (also referred to as the "District") hereby recognizes the Raymond Educational Support Staff (R.E.S.S.), NHFT, AFT Local #4823, AFL-CIO (hereinafter referred to as the "Union") as the exclusive representatives of the bargaining unit described below for the purpose of Collective Bargaining with respect to wages, hours and other conditions of employment other than managerial policy within the exclusive prerogative of the Board, or confided exclusively in the Board by statute or regulations adopted pursuant to statute.
- B. The District recognizes the Union as exclusive bargaining agent for all its permanent full and part-time employees in the classifications listed below:
 - 1. Secretaries/Receptionist
 - 2. Financial Assistant
 - 3. Paraprofessional
 - 4. Custodians, Head Custodian
 - 5. Cafeteria Worker/Cafeteria Manager
 - 6. Maintenance Personnel
- C. This agreement does not apply to newly hired personnel until they have completed a probationary period as set forth herein, or to temporary employees.
- D. All members of the bargaining unit will be provided all the wages and benefits provided under this Agreement and shall retain all rights guaranteed to them under the provisions of N.H. RSA 273-A.

ARTICLE II JURISDICTION AND AUTHORITY OF SCHOOL BOARD

- A. The Board, subject only to the language of the Agreement reserves itself full jurisdiction and authority over matters of policy and retains the right in accordance with applicable laws and regulations to direct and manage all activities of the School District. This agreement shall not be construed so as to limit or impair the respective statutory powers, discretion and authorities of the School Board and Superintendent.

ARTICLE III DEFINITIONS

- A. Employee - The term Employee as used in this Agreement means any member of the bargaining unit who has successfully completed the probationary period.
- B. Full Year, Full-time employee - means an employee who works at least 35 hours a week, 52 weeks a year.
- C. Full Year, Part-time employee - means an employee who works 52 weeks a year but less than 35 hours a week.

ARTICLE XVII SALARY

A. Years (~~2005-2008~~) (2008-2009)

1. All employees ~~hired before July 1, 2005~~ shall receive a 3% pay increase ~~each year of the contracted years.~~ **for the 2008-2009 contract.**
- ~~2. All new hires shall be paid according to the attached pay schedules A, B, C & D. All employees hired July 1, 2005 or after shall advance a step from the previous year.~~

B. Stipends

1. Any employee who has completed a degree or holds current certification related to the employee's classification shall receive the following stipends at the end of the school year. This will be prorated based on days employed. Employees will submit documentation by May 1st to the SAU.

Certification	\$200
Advanced Paraprofessional Certification	\$250
Associates	\$300
Bachelors	\$500

C. Longevity

Employees who have had the continuous years of service as an employee in the Raymond School District shall receive the following longevity benefits annually to be paid in a separate check on or before June 15th of each year.

- 11-15 years of service \$250.00 (Clarification: After completing 10 years of service.)
- 16 or more years of service \$500.00 (Clarification: After completing 15 years of service.)

ARTICLE XVIII NO STRIKE

The Union acknowledges that strikes and other forms of job action by public employees are unlawful and promises not to engage in the same.

ARTICLE XIX SAVINGS CLAUSE

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

ARTICLE XX DURATION CLAUSE

- A. This agreement shall be effective July 1, ~~2005~~ **2008** and shall continue in full force and effect until June 30, ~~2008-2009~~.
- B. Either party may request negotiations over a successor Agreement provided they notify the other party of their intent no later than July 15, ~~2007~~ **2008**

SCHEDULE A PARAPROFESSIONALS 2005-2008 2008-2009			
STEP	PARA	CERT. PARA	ASSOC/ BA
1	\$8.50	\$9.50	\$10.00
2	\$8.76	\$9.79	\$10.30
3	\$9.02	\$10.08	\$10.61
4	\$9.29	\$10.38	\$10.93
5	\$9.57	\$10.69	\$11.26
6	\$9.85	\$11.01	\$11.59
7	\$10.15	\$11.34	\$11.94
8	\$10.45	\$11.68	\$12.30
9	\$10.77	\$12.03	\$12.67
10	\$11.09	\$12.40	\$13.05

SCHEDULE B SECRETARIES 2005-2008 2008-2009	
STEP	RATE
1	\$10.00
2	\$10.30
3	\$10.61
4	\$10.93
5	\$11.26
6	\$11.59
7	\$11.94
8	\$12.30
9	\$12.67
10	\$13.05

SCHEDULE C FOOD SERVICE 2005-2008 2008-2009	
STEP	RATE
1	\$8.50
2	\$8.76
3	\$9.02
4	\$9.29
5	\$9.57
6	\$9.85
7	\$10.15
8	\$10.35
9	\$10.66
10	\$10.98

SCHEDULE D CUSTODIANS 2005-2008 2008-2009	
STEP	RATE
1	\$10.00
2	\$10.30
3	\$10.61
4	\$10.93
5	\$11.28
6	\$11.54
7	\$11.88
8	\$12.24
9	\$12.61
10	\$12.98

SIGNATURE PAGE

In Witness Whereof, the parties hereto have caused this Agreement to be signed by their duly authorized officers and representatives, or either, this ___ day of _____, ~~2005~~. **2008**

Raymond School Board

Raymond Educational Support Staff

By:

By:

By:

By:

By:

By:

By:

By:

By:

By:

By:

By:
