

APPENDIX A

TANTASQUA TEACHER SALARY

FY22 increase 1.5% plus steps

FY23 increase 2.0% plus steps

FY24 increase 2.0 % plus steps, (1% additional on day 183)

2021-2022.1.5%					
	BA Voc Cert	BA +30 / MA Voc Cert +30/Assoc	Voc Cert + BA	MA +30 Voc Cert + MA	PHD
LEVEL I 1-3 YEARS	49648	52521	53960	55400	58391
LEVEL II 4-9 YEARS	68125	71161	73153	75147	79353
LEVEL III 10+ YEARS	82151	85601	88110	90620	95937
LEVEL IV 20+ YEARS	88293	91742	94252	96763	102078

2022-2023 2%					
	BA Voc Cert	BA +30 / MA Voc Cert +30/Assoc	Voc Cert + BA	MA +30 Voc Cert + MA	PHD
LEVEL I 1-3 YEARS	50641	53572	55040	56508	59559
LEVEL II 4-9 YEARS	69487	72584	74616	76649	80940
LEVEL III 10+ YEARS	83794	87313	89872	92433	97856
LEVEL IV 20+ YEARS	90059	93577	96137	98698	104119

2023-2024 2%					
	BA Voc Cert	BA +30 / MA Voc Cert +30/Assoc	Voc Cert + BA	MA +30 Voc Cert + MA	PHD
LEVEL I 1-3 YEARS	51653	54643	56140	57638	60750
LEVEL II 4-9 YEARS	70877	74036	76108	78182	82559
LEVEL III 10+ YEARS	85470	89059	91670	94281	99813
LEVEL IV 20+ YEARS	91860	95448	98060	100672	106201
2023-2024 (Day 183 +1%)					
	BA Voc Cert	BA +30 / MA Voc Cert +30/Assoc	Voc Cert + BA	MA +30 Voc Cert + MA	PHD
LEVEL I 1-3 YEARS	52170	55189	56702	58214	61357
LEVEL II 4-9 YEARS	71586	74776	76870	78964	83384
LEVEL III 10+ YEARS	86325	89950	92586	95224	100811
LEVEL IV 20+ YEARS	92778	96403	99040	101679	107263

Level Description

I	Years 1 through 3
II	Years 4 through 9
III	Years 10 and over
IV	20+ Years of Service at Tantasqua (if all 20 years not at Tantasqua, employee stays at level III)

Notes:

- a. No level increase shall be automatic, but shall be granted upon recommendation of the Superintendent for satisfactory service.
- b. An increase in level may be granted early upon recommendation of the Superintendent.
- c. After ten (10) years of continuous service at Tantasqua Regional Junior High or Senior High School, a professional employee shall receive one hundred dollars (\$100) per year for years eleven (11) through nineteen (19). This pay will be added to his or her maximum or base salary and will be accumulative.
- d. Once Level IV is reached, all longevity payments noted in c above are eliminated.
- e. New vocational teachers will be placed in column based on the degree held, regardless of the requirements for certification.
- f. Any vocational employee whose start date is prior to July 1, 2018 shall remain in their current column until further education warrants a column change.

TANTASQUA REGIONAL SCHOOL DISTRICT

APPENDIX B
ACADEMIC AND CO-CURRICULAR
POSITIONS AND STIPENDS

- a. Student interest or school need will lead the School Principal to seek a volunteer advisor for a new club or activity.
- b. With Superintendent approval, the program/position will run with provisional status for three years in order to evaluate continuity and sustainability. During these three years, the Principal will gather data to report on at the end of the provisional period.

Data to be considered to make recommendation for continuation include:

- 1. Educational benefit to students
 - 2. Frequency of meetings
 - 3. Numbers of students involved
 - 4. The principal's professional judgement
 - 5. Activity details provided to the principal by a staff members and students, along with observation over the three years.
 - 6. Any other factor the principal deems important to consider
- c. After three years, the Principal will provide a report and recommendation to a standing committee made of representatives from the Union and administration to review the proposed club/activity. That Committee will make a report to the Superintendent of Schools. If club/activity is agreed up, the request will be brought forward to the School Committee, along with a recommended stipend category based on the recommendation of the standing committee.
 - d. Once School Committee votes approval, the stipend will be added during the budget cycle for the following school year. The position will be considered a Housekeeping item to add to the contract during the next Unit negotiation process.
 - e. Once a club or activity experiences three years of inactivity, it shall be eliminated from the stipends list, meaning it will not be budgeted for and will not be run in subsequent years. Due to the pandemic, the 2020-2021 school year shall not count towards removal.
 - f. The Committee reserves the right not to fund or fill any of these stipend positions.

Athletics

Athletic Director \$11,930.29

Category 1 \$5600

Varsity Football	Asst. Athletic Director
Varsity Basketball	Strength/Conditioning

Category 2 \$4000

Varsity Field Hockey	Varsity Soccer
Varsity Volleyball	Varsity Baseball/Softball
Varsity Lacrosse	Varsity Indoor Track
Varsity Swimming	Varsity Track & Field

Category 3 \$3300

Varsity Golf	Varsity Tennis
Varsity Cross Country	Varsity Cheerleading
JV Basketball	JV Lacrosse
Swim/Dive Assistant	Assistant Football (4)
Freshman Football	Pool Coordinator

Category 4 \$2600

JV Field Hockey/Soccer	JV Volleyball
JV Baseball/Softball	JV Cheerleading
Freshman Basketball	Track Assistants (indoor and out)
Asst Baseball	Asst Softball
Asst Freshman Football	Freshman Volleyball
JV Golf	
JH Soccer, Basketball, Baseball, Softball and Cross Country	

Clubs/Activities

Category A \$500

JH SAGE

SH Humanities Scholars

SH Book Club

SH Tri-M

Category B (per event/sessions) \$650

JH Theater Club

JH Synergy

JH Snowshoe/Hiking Club (per yr)

JH/SH Quabbin Festival

JH/SH All Region Events (music and art)

JH/SH Mountain Biking Club

SH Anime Club

SH Class Advisors (Fr and Soph)

SH History Club

SH Science Fair

Category C \$1250

JH Animal Sanctuary Club

JH Art Club

JH Chess Club

JH Chestnut Club

JH NHS

JH Newspaper (min 3 pubs)

JH Science Club

JH Sewing Club

JH Tennis Club

JH/SH Gaming Club

SH Brain Bee

SH Be Good to People

SH Dungeons and Dragons

SH Feels Like Monday

SH Gay/Straight Alliance - Diversity Club

SH Passages

SH Project Purple

SH Recycling Club

SH Tantasqua Buddies

SH Wellness Warriors

Category D \$1500

JH Ski Club

JH Outing Club

JH/SH Special Ed Teachers

SH Math Team

SH Mock Trial

SH Model UN Club

SH Newspaper (min 4 publications)

SH Relay for Life

Category E \$2000

JH Yearbook

Category F \$2500

JH Sub Procurer

SH Skills USA

Category G \$3000

JH Fall/Winter/Spring Intramurals (Note: This is a per-season stipend split between two people being assigned to the position. If only one person is assigned to the position, then the stipend is \$1500 per season. The Principal will decide each season, based on student participation, whether to assign one or two people. Each person receiving the stipend will be responsible for 2 days per week of intramural coverage.

SH Auditorium Lights/Sound Tech

SH Sub Procurer

JH Student Council

SH Senior Class Advisor

SH NHS

Performing Arts

Category H \$750

Central Mass District Music JH and SH, vocal and instrumental

All-State Music SH only, vocal and instrumental

Category I \$1000

JH Maestros Pit Band

SH Color Guard

SH Drum Line

SH Encore Pit Band

SH Musical Choreography

SH Musical Orchestra

SH Musical Set Construction

SH Radiance Pit Band

SH Front Percussion Pit Instructor

Category J \$1500

JH Theater Asst. Production

SH Drama/Theatrical Play

SH Musical Producer

Category K \$2000

JH Theater Director

JH Maestros Assistant Director

JH Jazz Band

JH Tantascapellas

SH Choraleers

SH Encore Assistant Director

SH Jazz Band

SH Musical Acting Director

SH Musical Choral Director

SH Radiance Assistant Director

SH Radiance Director

Category L \$3500

JH Maestros Director

SH Encore Director

SH Marching Band Director

Others:

SH Student Council \$4000

SH Connections Peer Leadership \$4000*(grant funded in FY22, rate and funding TBD thereafter)

SH Yearbook \$2850

SH Ski Club \$1750

SH Jr. Class Advisor \$1800

JH/SH Mentors \$1,227

Saturday School 4 hrs per day \$125/day certified \$90/day non-certified

Tutoring \$30

Ticket Taker/Event Security \$41

Adult Ed. \$30

Drivers Ed – Road Instruct.

\$25.55/hr

Drivers Ed – Class & Admin

\$28.06/hr

All stipends listed are for the full amount to be allocated per activity. At the principal's discretion, the full amounts for any of these activities/clubs may be divided among 2 or more advisors.

Academic Appointments

Guidance Counselors may be required to work up to 5 extra days at their per diem rate. The days will be mutually agreed upon between the Guidance Counselor and the Principal.

SH Curriculum Supervisors – Base \$2,450, \$260 per member, \$520 multiple buildings, \$260 per dept

English

Math

Social Studies

Science

PE/Health

Foreign Lang (Jr and Sr High)

Music (Jr and Sr High)

Art (Jr and Sr High) Half Base (\$1,225)

Technical Division

Curriculum Supervisors (CS):

1. Will be scheduled one “class-equivalent” Curriculum Supervisor Duty Period per year, to perform CS duties.
When determined to be necessary and possible, in agreement between the building principal and CS, one additional Curriculum Supervisor Duty Period per year will be given to English, Math, Social Studies and Science supervisors. In any given year all, some, or none of these additional periods may be scheduled.
2. Shall not be assigned to other duties except for morning and afternoon supervisory duties.
3. Will not be responsible for evaluating any teacher who has not attained professional status or is on an improvement plan.
4. Will meet with Building principals to determine which staff members will be evaluated by the curriculum supervisor. The number of staff members required to be evaluated by the curriculum supervisor shall not exceed three (3) per year, unless unusual and extenuating circumstances exist.
5. Will be offered annual training. Training shall be open to all staff members.
6. Will work an additional 8 hours at times mutually agreed upon with the Principal. Work may be done in hourly increments but must be completed during days when school is not in session. Curriculum Supervisors will schedule their own time.
7. All Curriculum Supervisors will designate a second “late night” weekly (Tuesday, Wednesday or Thursday) where they will be available to offer extra help to students.
8. Music Curriculum Coordinator JH/SH: Full base due to oversight for all performances,

plus per member and added building stipend. Same responsibilities as other curriculum coordinators except for only one (1) help session per week and only four (4) hours of additional time as outlined in #6 (duties of the Curriculum Supervisors).

Up to three (3) evaluations per year will be completed on department members, as determined jointly by JH and SH principals.

When determined to be necessary and possible, by building administration, the Music CS will be scheduled one "class equivalent" Curriculum Supervisor Duty Period per year, to perform CS duties.

9. Art Curriculum coordinator JH/SH: One half the base, plus per member and added building stipend. Same responsibilities as other curriculum coordinators except for only one (1) help session per week and only four (4) hours of additional time as outlined in #6 (duties of the Curriculum Supervisors).

One (1) evaluation per year will be completed on a department member, as determined jointly by JH and SH principals.

When determined to be necessary and possible, by building administration, the Art CS will be scheduled one "class equivalent" Curriculum Supervisor Duty Period per year, to perform CS duties.

JH Lead Teachers - \$4,200 each

Math

ELA/Reading

Social Studies

Science/Technology

Special Education

Note: All Athletic, Activity, Performing Arts, Other and Academic stipends listed above will be paid at listed amounts for the duration of this contract.

APPENDIX C
TANTASQUA REGIONAL SCHOOL DISTRICT
PROFESSIONAL GROWTH APPLICATION

NAME _____ DATE _____
DATE OF HIRE _____

Application must be in accordance with ARTICLE IV of the Teacher Contract.

Check type of activity submitted:

☐ COLLEGE COURSE *

Please check one of the following: ☐ Course is to be counted towards column
change

☐ Course is for increment salary only

☐ INSTITUTE*

☐ WORKSHOP*

☐ TRAVEL *

☐ PROFESSIONAL GROWTH ACTIVITY * Publication/Presentation

*Defined on reverse side

Did the school district provide compensation or professional leave time for this course or
activity? ☐ Yes ☐ No

COURSE OR ACTIVITY	LOCATION	CREDIT HOURS
_____	_____	_____
_____	_____	_____
_____	_____	_____

APPROVED PROFESSIONAL GROWTH
COMMITTEE SIGNATURES

NOT APPROVED _____

DATE OF COMMITTEE
ACTION _____

Workshop/Institute/Travel _____ hours

Prior to filling out your Professional Growth application, please read the following:

- Application due dates are October 1 and March 1.
- All forms and official transcripts should be submitted in triplicate. The Professional Growth Committee may approve applications pending receipt of official transcript.
- Teachers are responsible for retaining their own copies of approved professional growth activities. Additional salary benefits are effective by the first pay in January and June. Workshop/institute hours used for credit should not exceed 90 hours for each five-year certification cycle.
- Professional growth activities, including online coursework, take place outside of the school day, and at the expense of the applicant.
- Professional days do not qualify as professional growth activities.
- Activities and course work for which the individual has received direct compensation from the District may be used to satisfy contractual obligations, but may not be used for additional salary benefit unless the teacher has reimbursed the District in full.
- Only graduate level college courses taken from accredited, non-profit institutions for credit, and for which the applicant provides official transcripts, may be used for a salary column change. With the exception of teachers enrolled in on line degree or MA certification programs offered by accredited non profit universities/institutions, teachers may submit only **five** online graduate college courses within a five year recertification cycle. Online education and content area graduate courses must be taken directly from accredited, non profit universities/institutions **and the teacher must earn a grade of B or better**. Without official transcripts, these courses may count for salary increment, but may not be used toward a column change.
- Undergraduate courses: Technical Division teachers may take undergraduate courses for salary increments; academic teachers assigned to teach courses for which they have no formal academic background, may take undergraduate courses for salary increment, but may not use undergraduate courses to advance to the Ma +30 column.

Definitions:

College course: Any graduate level course. With the exception of Technical Division teachers, it is suggested that undergraduate courses receive prior approval. Applications for prior approval should include a brief description of course applicability to the applicant's current teaching assignment. Effective FY2001, full credits from one, two, and four credit courses may be carried over and combined with other course credits and/or professional growth activities for increment payment, if the course or activities are in the same field, on the same topic, or are strongly related.

Workshop/Institute: Thematically related intensive study related to teaching assignment for salary increment only. When workshop/institute hours reach 45 a professional growth application may be submitted. Prior approval is recommended when possible. Unlike graduate level course credits, workshop/institute hours do not carry over from one application to another.

Travel: No more than 3 credits will be given for a trip of at least 14 consecutive days. Travel directly related to one's field or teaching assignment must be thoroughly explained and curriculum connections delineated in a narrative to be submitted with application. Prior approval is recommended when possible.

Professional Growth Activity: Teachers may petition the Professional Growth Committee for consideration of activities not listed in the above categories. Prior approval is recommended. Please submit a copy of the prior approved form with your completed application.

- Publication:** Teachers whose articles or other writings are published in recognized professional journals may receive a salary increment. Copies of publications should be submitted with the application.

- Presentation:** Teachers who conduct workshops/ seminars or present at regional or national conferences, and for which the District has not compensated the individual, may receive a salary increment with official documentation from the professional organization. Compensation for presenting on the same topic will be awarded once during a five-year licensing period.