

AGREEMENT
BETWEEN
THE
**SOUTHWICK-TOLLAND-GRANVILLE
REGIONAL SCHOOL COMMITTEE**
AND THE
**SOUTHWICK-TOLLAND-GRANVILLE
EDUCATION ASSOCIATION, INC.**
AFFILIATED WITH THE
M.T.A. AND THE N.E.A.

AUGUST 25, 2019 TO AUGUST 24, 2022

Appendix B Revision By Subcommittee

December 1, 2020

APPENDIX B

SALARY DIFFERENTIALS

1. Separate salary agreements shall be initiated for all teacher salary differentials and athletic salary differential positions.
2. Method of payment for services referenced in Appendix B shall be made in accordance with established procedure unless a lump sum payment at the end of the contract period is requested by the employee. Clubs and activity advisors will be paid at the conclusion of the “season” with documentation to the principal of the meetings held and a summary of club activities. Seasonal athletic coaches will be paid at the end of the a athletic season.

In the event an individual does not complete the applicable time period/season associated with the particular stipend, the individual shall only be compensated for the prorated amount of time that was actually completed. If an individual has been paid more than said prorated amount, the individual shall reimburse the District in an amount equal to the overpayment.

3. If a new position is established, the Committee will negotiate with the Association over the appropriate salary for such position.
 - A. If there are any substantial changes in the duties of any existing position, the School Committee shall notify the Association of the intended changes. The Association must notify the School Committee within thirty (30) days of such notification its intent to negotiate possible modifications in the salary differentials and/or duties.
4. The Committee and the Association agree that the performance of the duties as provided below shall be voluntary and subject to the compensation as provided below. All positions shall be posted annually and all assignments for the performance of duties shall be for a period of one school year.
 - A. In the event a position is not filled or a teacher is not rehired for the following school year said teacher or the Association may appeal to the School Committee. Such appeal to be made fourteen (14) days from the date of notification that said position is not filled or the said teacher is not rehired. The School Committee’s decision shall be considered final and binding and shall not be subject to the arbitration procedure as outlined in this agreement.
5. The parties agree to create a Joint Labor Management Committee (JLMC) to review and/or modify the current schedules. Said JLMC shall consist of up to three (3) members chosen by the Association and up to the three (3) members chosen by the Committee and/or administration. The JLMC will provide its recommendations to the respective bargaining teams

APPENDIX B

The Nurse Leader stipend shall be \$2,500. The Nurse Leader stipend includes nurse sub-calling as a responsibility. Effective August 25, 2020 the Nurse Leader will be part of the Appendix B table.

The 504 Coordinators shall be removed from the bargaining unit effective August 25, 2020.

Athletic Director shall be removed from the bargaining unit effective August 25, 2020.

School	Position	2020/2021 Rate & 2021/2022 Rate
District	Emergency Management Planning	\$3,000.00
District	Mentor Coordinator	\$1,248.00
District	Mentor New Teacher	\$712.00
District	Nurse Leader	\$5,000.00
District	Special Ed Coordinator PreK	\$1,138.00
District	Special Ed Coordinator: Gr. 7-12	\$3,385.00
District	Special Ed. Coordinator: Gr. K-6	\$3,385.00
District	Title I Coordinator	\$3,000.00
District	Transition Coordinator (post secondary plans): Special Education	\$3,385.00
Woodland School	Activity Coordinator	\$724.00
Woodland School	Activity various (20 @ \$113)	\$118.00
Woodland School	Coordinator: Reading - ELA	\$1,552.00
Woodland School	Diversity Club	\$1,500.00
Woodland School	Drama Club Fall	\$672.00
Woodland School	Drama Club Spring	\$672.00
Woodland School	Student Assistance Team - Coordinator	\$1,138.00
Woodland School	Team Leader: Gr. 1	\$2,368.00
Woodland School	Team Leader: Gr. 2	\$2,368.00
Woodland School	Team Leader: Gr. K	\$2,368.00
Woodland School	Team Leader: Pre-K	\$2,368.00
Woodland School	Team Leader: Specials	\$2,368.00
Woodland School	Yearbook (filled only if PTO stops coordination)	\$TBD
Powder Mill	_Activity: Coordinator	\$724.00
Powder Mill	_Activity: various (20 @\$118)	\$118.00
Powder Mill	_Intramural: Coordinator	\$724.00
Powder Mill	_Intramural: various (12 @\$118)	\$118.00
Powder Mill	Band PM Director	\$417.00
Powder Mill	Band PM Summer	\$460.00
Powder Mill	Coordinator: Reading	\$1,552.00
Powder Mill	Diversity Council Advisor	\$1,500.00
Powder Mill	Drama Club Fall	\$672.00
Powder Mill	Drama Club Spring	\$672.00
Powder Mill	Glee Club	\$392.00
Powder Mill	Student Council Advisor	\$336.00
Powder Mill	Team Leader: Gr. 3	\$2,368.00
Powder Mill	Team Leader: Gr. 4	\$2,368.00
Powder Mill	Team Leader: Gr. 5	\$2,368.00
Powder Mill	Team Leader: Gr. 6	\$2,368.00
Powder Mill	Team Leader: Specials	\$2,368.00
Powder Mill	Yearbook (filled only if PTO stops coordination)	\$TBD
Southwick Regional School	“As Schools Match Wits” Advisor	\$1,373.00
Southwick Regional School	Art/Graphics Club	\$460.00
Southwick Regional School	AV Coordinator: SRS	\$3,188.00

School	Position	2020/2021 Rate & 2021/2022 Rate
Southwick Regional School	Band: HS Director	\$1,343.00
Southwick Regional School	Band: HS Stage/Jazz	\$1,175.00
Southwick Regional School	Band: HS Summer	\$560.00
Southwick Regional School	Chess Club	\$460.00
Southwick Regional School	Choreographer: Spring Musical	\$1,122.00
Southwick Regional School	Class Advisor: (9) Freshman	\$460.00
Southwick Regional School	Class Advisor: (9) Freshman	\$460.00
Southwick Regional School	Class Advisor: (10) Sophomore	\$541.00
Southwick Regional School	Class Advisor: (10) Sophomore	\$541.00
Southwick Regional School	Class Advisor: (11) Junior	\$806.00
Southwick Regional School	Class Advisor: (11) Junior	\$806.00
Southwick Regional School	Class Advisor: (12) Senior	\$917.00
Southwick Regional School	Class Advisor: (12) Senior	\$917.00
Southwick Regional School	Conservation Club	\$1,543.00
Southwick Regional School	Debate Team Advisor	\$1,322.00
Southwick Regional School	Debate Team Judge	\$527.00
Southwick Regional School	Department Chair: ELA	\$4,625.00
Southwick Regional School	Department Chair: Fine and Applied Arts	\$4,625.00
Southwick Regional School	Department Chair: Guidance Director	\$4,625.00
Southwick Regional School	Department Chair: Math	\$4,625.00
Southwick Regional School	Department Chair: PE/Health/Foods	\$3,694.00
Southwick Regional School	Department Chair: Science	\$4,625.00
Southwick Regional School	Department Chair: Social Studies	\$4,625.00
Southwick Regional School	Department Chair: Special Education	\$3,694.00
Southwick Regional School	Department Chair: World Language	\$3,694.00
Southwick Regional School	Diversity Club	\$1,500.00
Southwick Regional School	Drama Club Advisor	\$963.00
Southwick Regional School	E-Sports Team Fall Season	\$460.00
Southwick Regional School	E-Sports Team Spring Season	\$460.00
Southwick Regional School	Future Problem Solving Club	\$460.00
Southwick Regional School	Gender Sexuality Alliance Club (formerly Gay Straight Alliance Club)	\$460.00
Southwick Regional School	Girls Who Code (Coding Club): Fall	\$460.00
Southwick Regional School	Girls Who Code (Coding Club): Spring	\$460.00
Southwick Regional School	Health Careers	\$963.00
Southwick Regional School	Historical Game Club	\$690.00
Southwick Regional School	Homework Help Advisor (7-8)	\$919.00
Southwick Regional School	Interact Club (service focus Rotary Club link)	\$460.00
Southwick Regional School	Magic- The Gathering Club (similar games)	\$690.00
Southwick Regional School	Math Team	\$230.00
Southwick Regional School	Math Team	\$230.00
Southwick Regional School	Mock Trial Advisor	\$1,373.00
Southwick Regional School	Model Congress Advisor	\$963.00
Southwick Regional School	Music Director: Spring Musical	\$2,238.00
Southwick Regional School	Musical Director: Spring Musical	\$2,238.00
Southwick Regional School	National Honor Society Advisor	\$963.00
Southwick Regional School	NEASC Coordinator HS (filled only during review cycle)	\$TBD\$
Southwick Regional School	New Horizons	\$460.00
Southwick Regional School	Renaissance Club	\$1,543.00
Southwick Regional School	Robotics Advisor	\$1,551.00
Southwick Regional School	SADD Club	\$963.00
Southwick Regional School	School Woodworking Club	\$460.00
Southwick Regional School	SRS Student Ambassador Advisor	\$460.00
Southwick Regional School	Stage Craft Director: Full Year	\$963.00

School	Position	2020/2021 Rate & 2021/2022 Rate
Southwick Regional School	Stage Director for Fall Play	\$1,679.00
Southwick Regional School	Student Council Advisor (7-8)	\$460.00
Southwick Regional School	Student Council Advisor (9-12)	\$1,343.00
Southwick Regional School	Table Tennis Club	\$460.00
Southwick Regional School	Talent Show Coordinator	\$1,229.00
Southwick Regional School	Team Leader: (7-8) Atlantis	\$2,368.00
Southwick Regional School	Team Leader: (7-8) Avalon	\$2,368.00
Southwick Regional School	Team Leader: (7-8) Olympus	\$2,368.00
Southwick Regional School	VHS Coordinator	\$3,111.00
Southwick Regional School	World Language Club 1 - replace French&Spanish Clubs	\$309.00
Southwick Regional School	World Language Club 2 - replace French&Spanish Clubs	\$309.00
Southwick Regional School	Year Book Advisor	\$2,468.00

APPENDIX B

ATHLETIC SALARY DIFFERENTIALS

A. Athletic coaching salaries will be based on the following eight (8) criteria:

1. Hours and time of day involved, to include total hours necessary to prepare and conduct the activity, including number of contests.
2. Number of students included — to include the average number of students in the activity.
3. Weekend and vacation time involved — to indicate premium time necessary for supervision of the activity.
4. Crowd/spectator reaction, public interest and involvement — to indicate the degree or effect of activity performance on spectators and reflection on the coach.
5. Injury element — to indicate significance of injury responsibility for the coach.
6. Indoor and outdoor environmental factors — to indicate these factors in relation to the coach's administration, including travel to and from the activity.
7. Travel, bus supervision — to consider the amount of bus travel and supervision of students involved in the activity.
8. Equipment, including care and inventory.

B. Athletics: Assistant experience counts as one-half on varsity salary levels when advancing to a head coaching position.

C. Athletics: The School Committee may place a new coach at whatever level they deem necessary on the coaching salary schedule.

D. Athletics: Advancement from one salary level to another salary level must be with the recommendation of the Superintendent, Principal, Athletic Director and upon approval of the School Committee.

E. Powder Mill and Woodland School Activity Program

1. Programs for Grades preK-6.

Scheduling of activities can take place throughout the school year.

2. Staff for activities and intramurals will be hired for a session. A session consists of four (4) to six (6) days with daily participation to be a minimum of one (1) hour and fifteen (15) minutes.

5. Coordinator: Responsible to Principal — Overall responsibility for organization of total intramural program.

- a. Coordinate intramural schedule with interscholastic schedule.
- b. Responsible for development and organization of total intramural program
- c. The coordinator may also be an activity/intramural leader but principals approve the activity and the staffing.

ATHLETIC SALARY DIFFERENTIALS

SPORT(S)	STEPS	Rates for 2019/2020			2020/2021 Rates & 2021/2022 Rates		
		Varsity	Junior Varsity (67% varsity)	Assistant Coach Paid by District	Varsity	Junior Varsity (67% varsity)	Assistant Coach Paid by District
Basketball	L1	\$3,817.00	\$2,557.00	NO	\$3,970.00	\$2,660.00	NO
Ice Hockey	L2/3	\$4,358.00	\$2,920.00	NO	\$4,532.00	\$3,036.00	NO
	L4/5	\$4,810.00	\$3,223.00	NO	\$5,002.00	\$3,351.00	NO
	L6/7	\$5,004.00	\$3,353.00	NO	\$5,204.00	\$3,487.00	NO
	L8	\$5,509.00	\$3,691.00	NO	\$5,729.00	\$3,838.00	NO
Soccer	L1	\$2,705.00	\$1,812.00	NO	\$2,813.00	\$1,885.00	NO
Field Hockey	L2/3	\$3,242.00	\$2,172.00	NO	\$3,372.00	\$2,259.00	NO
Baseball	L4/5	\$3,488.00	\$2,337.00	NO	\$3,628.00	\$2,431.00	NO
Softball	L6/7	\$3,698.00	\$2,478.00	NO	\$3,846.00	\$2,577.00	NO
Volleyball	L8	\$4,219.00	\$2,827.00	NO	\$4,388.00	\$2,940.00	NO
Wrestling							
Track	L1	\$2,436.00	NA	\$1,632.00	\$2,533.00	NA	\$1,697.00
	L2/3	\$2,937.00	NA	\$1,968.00	\$3,054.00	NA	\$2,046.00
	L4/5	\$3,238.00	NA	\$2,169.00	\$3,368.00	NA	\$2,257.00
	L6/7	\$3,426.00	NA	\$2,295.00	\$3,563.00	NA	\$2,387.00
	L8	\$3,810.00	NA	\$2,553.00	\$3,962.00	NA	\$2,655.00
Cross Country	L1	\$1,942.00	\$1,301.00	NO	\$2,020.00	\$1,353.00	NO
Alpine Skiing	L2/3	\$2,328.00	\$1,560.00	NO	\$2,421.00	\$1,622.00	NO
Cheerleaders	L4/5	\$2,534.00	\$1,698.00	NO	\$2,635.00	\$1,765.00	NO
Strength&Conditioning	L6/7	\$2,720.00	\$1,822.00	NO	\$2,829.00	\$1,895.00	NO
	L8	\$3,029.00	\$2,029.00	NO	\$3,150.00	\$2,111.00	NO
Golf	L1	\$1,598.00	\$1,071.00	NO	\$1,662.00	\$1,114.00	NO
Unified Basketball	L2/3	\$1,919.00	\$1,286.00	NO	\$1,996.00	\$1,337.00	NO
Unified Track	L4/5	\$2,080.00	\$1,394.00	NO	\$2,163.00	\$1,449.00	NO
	L6/7	\$2,238.00	\$1,499.00	NO	\$2,328.00	\$1,560.00	NO
	L8	\$2,491.00	\$1,669.00	NO	\$2,591.00	\$1,736.00	NO

Dual Assistant Coaches: 80% of Varsity Rate
 Assistant Coaches: 67% of Varsity Rate
 Freshman Coaches: 60% of Varsity Rate
 Powder Mill Coaches: 50% of Varsity Rate

SOUTHWICK-TOLLAND-GRANVILLE REGIONAL SCHOOL DISTRICT

JOB DESCRIPTION

TITLE: DEPARTMENT CHAIRPERSON

QUALIFICATIONS: 1. Certification and experience teaching in subject area.
2. Such alternative to the above qualifications as the School Committee may find appropriate and acceptable.

REPORTS TO: Building Principal

JOB GOAL: To promote effective use of departmental personnel and resources.

PERFORMANCE

- RESPONSIBILITIES:**
1. Plan, schedule, and conduct department meetings.
 2. Submit a copy of agenda and minutes of meetings.
 3. Supervise, investigate and recommend the selection of new textbooks and supplementary materials.
 4. Maintain current textbook/supply/equipment inventories.
 5. Prepare a department budget and justifications for school committee approval.
 6. Unpack, inventory, and store new equipment, books and supplies; expedite purchase orders; prior to the start of the school year and as required throughout the year.
 7. Interview teacher candidates.
 8. Assist principal with teacher/course assignments.
 9. Handle department mail and correspondence.
 10. Collect, review and submit final examinations.
 11. Maintain department records.
 12. Oversee the selection of candidates and appropriate awards for senior award recipients.
 13. Supervise the distribution of supplies and coordinate the use of equipment within the department.
 14. Foster professional growth within the department.
 15. Advise the principal.

GENERAL INFORMATION

1. Department Chairs will not have a homeroom and will teach three (3) courses each semester.
2. The administration will make every effort to provide release time, as necessary, for mentoring new/substitute teachers or other important functions.

TERMS OF EMPLOYMENT: School year

SALARY: Per negotiated contract

EVALUATION: Annual reappointment by the Principal.