

Agreement
Between the
HANCOCK SCHOOL COMMITTEE
and the
HANCOCK TEACHER'S ASSOCIATION

SEPTEMBER 1, 2017-AUGUST 31, 2020

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HANCOCK TEACHER'S ASSOCIATION

SEPTEMBER 1, 2017- AUGUST 31, 2020

PREAMBLE

The purpose of the Hancock School Committee is to provide education of the highest quality for the children of Hancock within the financial support approved by that Town each year. To achieve that purpose, we, the parties to this agreement recognize and agree that.

- A. Under the laws of the Commonwealth of Massachusetts, the Hancock School Committee, elected by the voters of Hancock, has the sole responsibility for the control, operation and maintenance of public education in this town. To this end, the Committee establishes policies and budgetary provisions for Hancock School operations. Pertinent to Chapter 150E of the General Laws, Section 6, the School Committee and the Hancock Teacher's Association shall confer in good faith on policies with respect to wages, hours, and other conditions of employment.
- B. The Superintendent of Schools of Hancock (hereinafter referred to as the Superintendent) is responsible for carrying out all policies of the Hancock School and is the school's chief educational and administrative officer.
- C. The administrator(s) and professional teachers of Hancock School are responsible for teaching of the highest possible quality for each child in the Hancock School.

ARTICLE I RECOGNITION

The Hancock School Committee recognizes the Hancock Teachers Association for purposes of collective bargaining as the exclusive representative of a unit consisting of all professional teaching employees of the Hancock School system and excluding only the Superintendent of Schools, the Director of Special Education and any other Administrative staff of School Union #70.

ARTICLE II NEGOTIATION PROCEDURE

- A. No later than October 15 of the school year in which this agreement expires, the Association will notify the School Committee in writing that it wishes to open negotiations for a successor agreement. The Committee will agree to enter into negotiations with the Association no later than December 1st of said year. Negotiations will apply to all teachers and will be reduced to writing and signed by the Committee and the Association's representative.
- B. During negotiations, the Committee and the Association will present and exchange relevant data, and points of view and make proposals and counterproposals. Neither party will be restricted in the use of professional or lay consultants to assist in the negotiations.

- C. If the negotiations described in this Article have reached an impasse, the procedure described in Chapter 150E, Section 9 of the Acts in 1965, will be followed.
- D. The Committee agrees it will not adopt any change in policy that affects either the provisions of this agreement or Chapter 150E, Section 6 of the General Laws.
- E. The parties may modify this Agreement by mutual agreement. Any such modification will be reduced to writing, and will become an addendum to this Agreement.
- F. Subject to the provisions of this Agreement, hereinafter provided, the wages, hours and other conditions of employment in effect on the effective date of this Agreement and applicable to the employees covered by this Agreement shall continue in effect and be so applicable.

ARTICLE III GRIEVANCE PROCEDURE

- A. **Definition:** Any claim by the Association or a teacher that there has been a violation, misinterpretation, or misapplication of terms of this Agreement, a violation of its or his/her right to fair treatment, or violation of any established policy or practice shall be a grievance.
- B. **Time Limits:** All time limits herein shall consist of working days exclusive of legal holidays. The time limits indicated hereunder will be considered maximal unless extended by mutual agreement in writing. In the event a grievance is filed which cannot be resolved to the satisfaction of the Association prior to the termination of this contract using the normal time limits set herein, the Association may submit the grievance directly to arbitration in accordance with Level Four of this procedure.
- C. **Level One:** A teacher with a grievance will present it to his/her Principal either directly or through the Association within 20 working days of when the teacher knew or should have reasonably known that the grievance had occurred. In the event that the teacher is not directly responsible to an individual Principal, then he/she will present it to his/her immediate supervisor. The Principal or immediate supervisor will respond in writing within 10 working days.
- D. **Level Two:** If the grievance is not resolved to the satisfaction of the grievant or Association within at Level One, the teacher or the Association may present the grievance in writing to the Superintendent within 10 working days of receiving the written response at Level One. The Superintendent will respond in writing within 10 working days.
- E. **Level Three:** If the grievance is not resolved to the satisfaction of the Association within ten (10) working days after receiving a response at Level Two, the teacher or the Association may present the grievance in writing to the School Committee at the next meeting or at a mutually agreeable date. The School Committee will respond in writing within 10 working days.
- F. **Level Four:** If the grievance is not resolved to the satisfaction of the Association within twenty (20) working days after the response at Level Three, and if the grievance is meritorious in the opinion of the Association, , the Association may submit the grievance to arbitration in accordance with the rules of the American Arbitration Association.

General Procedures:

1. The Association shall have the right to use any representative(s) of its own choosing at any of this grievance procedure.
2. The costs for the services of the arbitrator, including per diem expenses if any, and the actual and necessary and subsistence expenses will be borne by both parties.
3. The School Committee acknowledges the right of the Association to participate in the processing of a grievance at any level.
4. Provided the parties agree, Level One of the Grievance Procedure may be passed and the grievance brought directly to Level Two.
5. No reprisals of any kind will be taken by the School Committee or the School Administration against any teacher because of his/her participation in this Grievance Procedure.
6. The School Committee and the Administration will cooperate with the Association in its investigation of any grievance, and further, will furnish the Association with such information as is requested for the processing of any grievance and the Association will furnish the School Committee the same.
7. All documents, communications and records dealing with the processing of a grievance will be filed separately than the personal files of the participants.
8. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the School Committee through the Superintendent and the processing of such grievance will be commenced at Level Three. The Association may process such a grievance through all levels of the Grievance Procedure even though the aggrieved person does not wish to do so.
9. All decisions rendered at Levels One, Two, and Three will be in writing, setting forth the decision and reasons therefore, and will be transmitted promptly to the grievant and/or the Association within ten (10) working days.
10. When it is necessary pursuant to the Grievance Procedure, for a member of the Association to investigate a grievance or attend a grievance meeting during the school day, he/she will be released without loss of pay necessary in order to permit participation in the foregoing activity.
11. The procedure outlined in this article applies to the processing of the grievances and their resolution.

**ARTICLE IV
TEACHER INPUT/CONCERNS**

Teachers will be made aware of any complaints against them in a timely manner. Teachers have the right to be present at any meetings resulting from said complaints. They also have the right to Union representation at any such meetings.

**ARTICLE V
SALARIES**

- A. The salaries of all persons covered by this Agreement are set forth in Appendix "A" which is attached hereto and is a part hereof.
- B. All persons on the Teachers' Salary Schedule will be paid in twenty-six (26) equal payments. These payments will be made at least within one week after the time has been worked.
- C. Payments are due every other Thursday.
- D. Summer Lump Sum Payments may be requested by May 1.
- E. No newly hired teacher shall be placed on the salary schedule at a step higher than a teacher presently employed by the Hancock School Committee with like experience and education.
- F. Any teacher who has attended at least fifteen (15) years of service in the Hancock School System shall be entitled to an Incremental Benefit of \$500 per year for five consecutive years to a maximum of \$2,500.

**ARTICLE VI
TEACHING HOURS**

- A. Teachers are expected to assume their regular duties as they are currently understood, at 7:45 A.M. and continue until the final bus leaves the school. The Committee agrees that under adverse conditions the bus driver will be required to remain at the school until the arrival of the first staff member. It is the responsibility of the school Principal to provide a lunch period of not less than thirty minutes for each staff member.
- B. Work Year: The work year of teachers will in no event be more than one hundred eighty-five (185) days.
- C. A staff meeting may be held once per month after school for up to one hour in duration.

**ARTICLE VII
SUBSTITUTES/PREP TIME**

The Administration will make every effort to secure qualified substitutes in the event of a teacher/specialist absence. The Administration will make every effort to provide teachers with 2 30 minutes of prep. time/week.

**ARTICLE VIII
TEACHER EVALUATION**

- A. The parties will use the State Model Evaluation for teacher evaluations.
- B. Teachers will have the right, upon a request, to review the contents of their personal file. A teacher will have the right to have a representative of the Association accompany him/her during such review.
- C. No material concerning a teacher's professional service will be placed in his/her personal file unless the teacher has an opportunity to review the material. The teacher will acknowledge that he/she has had an opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teachers will also have the right to submit a written answer to such material and his/her answer shall be reviewed and signed by the Superintendent and attached to the file copy.
- D. Serious complaints regarding a teacher made to any member of the Administration by any parent, student or other person that may require further discussion or investigation will be called to the attention of the teacher within the next working day and the identity of the complainant will be made known to said teacher.
- E. The Association recognizes the authority and responsibility of the Principal for disciplining or reprimanding a teacher for delinquency or professional performance. If a teacher is to be disciplined or reprimanded by a member of the Administration above the level of the Principal, however, he/she will be entitled to have the Principal of the school present along with union representation.
- F. No teacher will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Teachers have the right to leaves of absence as per the contract and under the Family Medical Leave Act and teachers are entitled to full protections provided by law and the collective bargaining agreement.
- G. The evaluation process is attached as Appendix B Evaluation and may be altered or amended by the parties by mutual agreement.

**ARTICLE IX
LEAVE**

SECTION I:

Full-time professional teachers shall be entitled to fifteen (15) days sick leave per year, five of which may be used to care for a relative or significant friend, and they will be credited the first (15) fifteen days at the time of their initial employment. It is understood that a teacher may not use more than five (5) days per year to care for a relative or significant friend.

Unused sick leave can accumulate up to one hundred sixty-five (165) days. Teachers who are hired during the school year shall receive sick leave on a prorated basis. Teachers who are not employed on a full-time basis will receive sick leave prorated to the percentage of their employment. The sick leave is available for cases of actual sickness and/or disability of the teacher at the discretion of the Superintendent.

SECTION II:

Employees who are covered by Workman's Compensation shall continue to receive during the period of the absence from duty because of disability resulting from personal injuries arising out of and in the course of their employment, or arising out of ordinary risks of the street while actually engaged, with the authorization of the employer, in the business affairs or undertakings of the school system; or during the period of their absence from duty because of disability resulting from sickness or illness arising out of and in the course of their employment, the difference between their regular compensation and the amount being received by them under the Workman's Compensation Act. Amounts received hereunder shall be subject to the provisions of the foregoing section governing sick leave to which he/she may be entitled under the foregoing paragraph. Payment hereunder shall be charged against the unused portion of sick leave benefits as follows. The Workman's Compensation and Family and Medical Leave provided under Federal Law shall run concurrently.

Number of days charged equals:

Per diem amount received hereunder number of days for which
_____ X compensation benefits have
been received

Per diem regular compensation

SECTION III:

Each teacher shall receive annual notice of his/her accrued sick leave no later than December 1 of each school year.

SECTION IV:

Each teacher shall be notified when his/her absences exceed his accumulated sick leave.

SECTION V:

Each full-time professional teacher shall be entitled to three (3) personal days per year non-accumulative. Whenever able, each teacher will give 24 hours written notice of absence to the building principal. Teachers who are not employed on a full-time basis will receive personal days prorated to the percentage of their employment.

SECTION VI:

All professional teachers shall be entitled to four (4) professional days per year. All requests for leave will be submitted to the building Principal for approval. Additional time may be granted by the Superintendent.

SECTION VII:

All professional teachers shall be entitled to maternal/paternal leave without pay for a time period of one (1) year. Such applications must be approved by the Superintendent and application for leave must be submitted in writing no later than two (2) months prior to the anticipated leave. Application for additional leave must be submitted in writing not less than one month before the original leave time has expired.

SECTION VIII:

Upon request of any teacher, the Superintendent may grant an extended leave for purposes that he/she deem advantageous and beneficial to the educational process of the Hancock School.

SECTION IX:

In the event of the death of an immediate relative, each teacher shall be granted up to five (5) days paid leave in each instance. In the event of the death of a close relative or live-in mate, each teacher shall be granted up to three (3) days paid leave in each instance.

SECTION X:

The Committee and the Association will establish a Sick Leave Bank to be administered under the direction of a Sick Leave Bank Committee. This Committee will be composed of one member of the teaching staff, the Superintendent and one member of the School Committee. Individual staff members may contribute, on a yearly basis, up to a maximum of (10) sick days to the Bank, to be charged against their accumulated sick leave.

The grant of sick leave from the Bank can only be for a serious medical condition. Medical documentation may be required. This information will be confidential. The initial grant of sick days may be up to 30 days and no more than 60 days within a fiscal year. Teachers in the first year of employment are not able to contribute to, or access the sick leave bank.

**ARTICLE X
PROFESSIONAL DEVELOPMENT
AND
EDUCATIONAL IMPROVEMENT**

- A. The Committee agrees it will pay the tuition cost of courses of up to \$5,000 in a fiscal year. Teachers are required to submit the intent to apply for tuition reimbursement will be submitted no later than Feb. 1 for the following school year. If the total tuition reimbursement request exceeds the \$5,000, the \$5,000 will be pro-rated among the teachers who applied for the

reimbursement in equal shares. In order to access the tuition reimbursement the teacher must have completed one year of service at the school. The provision on the cap for tuition reimbursement shall take effect September 1, 2018. The current process will continue in effect until that date.

- B. The Committee will pay the reasonable expenses (including fees, meals, lodging and/or transportation) incurred by teachers who attend workshops, seminars, conferences or other professional improvement sessions at the request of, or upon the recommendation of the Superintendent of Schools.
- C. The School Committee will pay the tuition of courses, which have the recommendation of the Superintendent and approval of the School Committee for a teacher on Sabbatical Leave.
- D. Professional development shall take place within the school day or at another time by mutual agreement between the Principal and the Association. Curriculum mapping or other curriculum related initiatives requiring work beyond the school day or school year shall be compensated at \$25.00/hour and shall be voluntary.

ARTICLE XI HEALTH INSURANCE

- A. The Committee agrees to provide for all teaching employees of Hancock School, medical health insurance coverage as outlined under Blue Cross/Blue Shield Berkshire County Public Employee Insurance Plan.
- B. The Committee agrees to abide by the provisions set forth under Chapter 32-B of the General Laws, in regard to employee insurance, and to pay no less than fifty percent (50%) of the cost of the PPO – Blue Care Elect Preferred, POS – Blue Choice New England, and HMO – Network Blue New England individual or family plans and employees may apply said dollar amounts to the other plan The remaining percentage is to be paid by the insured. Dental is included in the above package.

The District will pay 50% of the PPO or POS. If the employee chooses the HMO the District will use the 50% cost of the POS and apply that amount as the School contribution to the HMO premium cost.

- C. All coverage under the Berkshire County Public Employee Insurance Plan will be in effect.

ARTICLE XII DUES DEDUCTION

- A. The Committee agrees to deduct from the salaries of its employees, dues for the Massachusetts Teachers Association or any such association as said teachers individually and voluntarily

authorize the Committee to deduct and to transmit monies systematically to such Association or Associations. Teacher authorizations will be provided in writing.

- B. It is understood that any deductions which a teacher may authorize to the Committee to make from his/her earnings may be deducted in equal installments from each paycheck received by said teacher during the year.
- C. The Committee agrees to deduct from the salaries of its employees any deductions requested for the Pittsfield Teachers Credit Union. Monies will be deducted from payroll checks and transmitted to the Pittsfield Teachers Credit union. Withdrawal authorizations are to be provided in writing from the teachers.

ARTICLE XIII OVERNIGHT FIELD TRIPS

- A. Meals will be paid for teachers involved in overnight stays or field trip(s).
- B. Staff members involved in any overnight field trip(s) with students will be paid at the rate of one hundred dollars (\$100) per night, in addition to their regular salary.

ARTICLE XIV AFTER SCHOOL AND SUMMER PROGRAMS

Teachers employed for after school and summer programs will be compensated at a rate set forth by the Committee. This does not preclude or inhibit any member of the staff from offering voluntary professional service in exchange for PDP's.

ARTICLE XV TEACHER INPUT/NEW HIRES

Whenever any vacancy in a professional position occurs, written notice of such vacancy will be given to the Association President. The qualifications for the position, its duties, and the rate of compensation shall be clearly set forth. No such vacancy shall be filled within ten (10) days from the date such notice is presented to the Association.

Teachers currently employed at Hancock Elementary School will be given the opportunity for meaningful input prior to the selection of any new teacher or support staff for the elementary program. Such input, attendance at meetings, or other activities dealing with the selection of new hires shall be voluntary. Teachers currently employed at Hancock Elementary School, interested in job openings, will be given first consideration in filling positions, if they are certified and qualified.

ARTICLE XVI RETIREMENT SEVERANCE PAY

Any teacher upon leaving the employ of the Town of Hancock after completing 20 years of service and has notified the superintendent by February 1 of the preceding year shall receive twenty-five (\$25) per day to a maximum of 165 days of unused sick days in a lump sum in addition to their contracted amount

if they work through the last day of school.

**ARTICLE XVII
SCHOOL COMMITTEE MINUTES**

The School Committee will provide the Association President with agendas prior to School Committee meetings. The Committee will also provide the Association President minutes of meetings upon acceptance.

**ARTICLE XVIII
REDUCTION IN FORCE**

1. Whenever the District, in the exercise of its discretion, determines that it shall reduce the number of teachers employed by the District, it shall, subject to the provisions of the General Laws of the Commonwealth of Massachusetts, implement such reduction by laying off, dismissing or not renewing the employment of those teachers without professional teaching status for whose position there is a teacher with professional teaching status for whose position there is a teacher with professional teaching status qualified to fill.
2. If such education cannot be implemented and a professional status teacher is to be laid off, the Superintendent shall determine which teacher is to be terminated based on the following criteria:
 - a. Areas of Certification – means areas in which the teacher is certified to teach.

- b. Relative Competency:

No teachers with professional teacher status shall be laid off pursuant to a reduction in force or reorganization if there is a teacher without such status for whose position the covered employee is currently certified or if there is a less qualified teacher with such status holding the same or similar position for which the covered employee is currently certified. No teacher with such status shall be displaced by a more senior teacher with such status unless the more senior teacher is currently certified pursuant to section 38G and is at least as qualified for the position as the junior teacher holding the position. Primary factors include indicators of job performance, including overall ratings resulting from comprehensive evaluations conducted consistent with section 38 and the best interests of the students in the school or district and provided further, that for the purposes of this paragraph, no distinction shall be made between the overall performance ratings established by the board of elementary and secondary education finding that the teacher has met or exceeded acceptable performance standards developed under said section 38 and that are defined by the board as proficient and exemplary.

- c. Length of Service: (Seniority) means a teacher's continuous length of service in the school system from his/her initial date of appointment, plus, if the teacher has been recalled.

Seniority or length of service is only used as a tie breaker among teachers whose qualifications are no different using the criteria stated in paragraph (a) above.

3. Once a position to be eliminated is recommended by the Superintendent to the School Committee, the Superintendent will notify the Association, through its President, in writing within ten (10) days of the recommendation. Every effort will be made to start the process of RIF notification by April 15 of the school year preceding the school year in which the reduction is to become effective.
4. Teachers who have been laid off shall be entitled to recall rights for a period of one year from the effective date of their respective layoffs. During the recall period, teachers shall be notified by mail to their last address or record, and given a preference of positions for which they are qualified as they develop, in the inverse order of their respective layoffs. Said teachers shall have twenty (20) calendar days to respond in writing to be eligible for the positions. All benefits to which a teacher was entitled at the time of the layoff shall be restored in full upon re-employment within the recall period. During the recall period, teachers who have been laid off shall be given preference on the substitute list if they so desire.
5. The District will provide a seniority list of teachers, in writing, annually to the Association.
6. Teachers who have been terminated in accordance with the provisions of this article may continue their group medical insurance coverage for a period of two years by promptly remitting to the School District the total premium costs. Failure to forward premium payments to the District in accordance with a mutually agreed upon schedule shall terminate this right.
7. The layoff or dismissal of a teacher under this article shall not be considered as either discipline or reprimand.

ARTICLE XIX DURATION

This agreement constitutes Committee Policy in respect to teachers' wages, hours, and other conditions of employment, and the Committee will carry out the commitments contained herein and give them full force and effect as Committee policy. The Committee will amend its Administrative Regulation and take such other actions as may be necessary in order to give full force and effect to the provisions of this Agreement.

This Agreement will be effective September 1, 2017, and will continue in full force and effect to and including August 31, 2020.

**FOR THE
HANCOCK SCHOOL COMMITTEE**

**FOR THE
HANCOCK TEACHERS ASSOCIATION**

**Appendix A
2017-2018**

**HANCOCK EDUCATION ASSOCIATION
2017-2018 SALARY SCHEDULE @ 2% INCREASE**

<u>STEP</u>	<u>BA</u>	<u>BA+18</u>	<u>MA</u>	<u>MA+9</u>	<u>MA+18</u>	<u>MA+27</u>	<u>MA+36</u>
1	\$31,915	\$32,916	\$34,574	\$36,773	\$38,074	\$40,018	\$40,432
2	\$32,544	\$33,466	\$36,942	\$38,016	\$38,763	\$40,113	\$40,907
3	\$33,171	\$34,429	\$37,383	\$38,386	\$39,066	\$40,206	\$41,407
4	\$33,801	\$35,214	\$37,821	\$39,170	\$39,367	\$40,993	\$42,192
5	\$34,429	\$36,000	\$38,605	\$39,956	\$40,151	\$41,778	\$43,135
6	\$34,645	\$36,741	\$38,992	\$40,159	\$41,367	\$42,602	\$43,840
7	\$36,029	\$38,223	\$40,551	\$41,767	\$43,021	\$44,307	\$45,594
8	\$37,467	\$39,751	\$42,171	\$43,438	\$44,741	\$46,080	\$47,421
9	\$38,968	\$41,343	\$43,860	\$45,175	\$46,529	\$47,923	\$49,314
10	\$40,527	\$42,992	\$45,613	\$46,980	\$48,393	\$49,839	\$51,283
11	\$42,148	\$44,718	\$47,392	\$48,862	\$50,330	\$50,408	\$53,338
12	\$43,835	\$46,505	\$49,333	\$50,816	\$52,340	\$53,906	\$55,471
13	\$45,588	\$48,364	\$51,307	\$52,850	\$53,379	\$56,062	\$57,690
14	\$0	\$50,295	\$53,361	\$54,964	\$56,613	\$58,307	\$59,997
15	\$0	\$52,310	\$55,495	\$57,160	\$58,876	\$60,638	\$62,395
16	\$0	\$53,173	\$59,447	\$61,177	\$62,961	\$64,799	\$66,637
17	\$0	\$55,302	\$61,822	\$63,626	\$65,481	\$67,388	\$69,301
18	\$0	\$57,513	\$64,300	\$66,171	\$68,098	\$70,086	\$72,072
19	\$0	\$59,240	\$66,227	\$68,155	\$70,141	\$72,188	\$74,234
20	\$0	\$60,966	\$68,066	\$70,141	\$72,182	\$74,290	\$76,395
21	\$0	\$62,690	\$70,086	\$72,126	\$74,226	\$76,392	\$78,556

**HANCOCK EDUCATION ASSOCIATION
2018-2019 SALARY SCHEDULE @ 2% INCREASE**

<u>STEP</u>	<u>BA</u>	<u>BA+18</u>	<u>MA</u>	<u>MA+9</u>	<u>MA+18</u>	<u>MA+27</u>	<u>MA+36</u>
1	\$32,553	\$33,574	\$35,265	\$37,508	\$38,835	\$40,818	\$41,241
2	\$33,195	\$34,135	\$37,681	\$38,776	\$39,538	\$40,915	\$41,725
3	\$33,834	\$35,118	\$38,131	\$39,154	\$39,847	\$41,010	\$42,235
4	\$34,477	\$35,918	\$38,577	\$39,953	\$40,154	\$41,813	\$43,036
5	\$35,118	\$36,720	\$39,377	\$40,755	\$40,954	\$42,614	\$43,998
6	\$35,338	\$37,476	\$39,772	\$40,962	\$42,194	\$43,454	\$44,717
7	\$36,750	\$38,987	\$41,362	\$42,602	\$43,881	\$45,193	\$46,506
8	\$38,216	\$40,546	\$43,014	\$44,307	\$45,636	\$47,002	\$48,369
9	\$39,747	\$42,170	\$44,737	\$46,079	\$47,460	\$48,881	\$50,300
10	\$41,338	\$43,852	\$46,525	\$47,920	\$49,361	\$50,836	\$52,309
11	\$42,991	\$45,612	\$48,340	\$49,839	\$51,337	\$51,416	\$54,405
12	\$44,712	\$47,435	\$50,320	\$51,832	\$53,387	\$54,984	\$56,580
13	\$46,500	\$49,331	\$52,333	\$53,907	\$54,447	\$57,183	\$58,844
14	\$0	\$51,301	\$54,428	\$56,063	\$57,745	\$59,473	\$61,197
15	\$0	\$53,356	\$56,605	\$58,303	\$60,054	\$61,851	\$63,643
16	\$0	\$54,236	\$60,636	\$62,401	\$64,220	\$66,095	\$67,970
17	\$0	\$56,408	\$63,058	\$64,899	\$66,791	\$68,736	\$70,687
18	\$0	\$58,663	\$65,586	\$67,494	\$69,460	\$71,488	\$73,513
19	\$0	\$60,425	\$67,552	\$69,518	\$71,544	\$73,632	\$75,719
20	\$0	\$62,185	\$69,427	\$71,544	\$73,626	\$75,776	\$77,923
21	\$0	\$63,944	\$71,488	\$73,569	\$75,711	\$77,920	\$80,127

HANCOCK EDUCATION ASSOCIATION
2019-2020 SALARY SCHEDULE @ 2% INCREASE

<u>STEP</u>	<u>BA</u>	<u>BA+18</u>	<u>MA</u>	<u>MA+9</u>	<u>MA+18</u>	<u>MA+27</u>	<u>MA+36</u>
1	\$33,204	\$34,246	\$35,971	\$38,259	\$39,612	\$41,635	\$42,065
2	\$33,859	\$34,818	\$38,434	\$39,552	\$40,329	\$41,734	\$42,560
3	\$34,511	\$35,820	\$38,893	\$39,937	\$40,644	\$41,830	\$43,080
4	\$35,167	\$36,637	\$39,349	\$40,752	\$40,957	\$42,649	\$43,897
5	\$35,820	\$37,454	\$40,165	\$41,570	\$41,773	\$43,466	\$44,878
6	\$36,045	\$38,225	\$40,567	\$41,781	\$43,038	\$44,323	\$45,611
7	\$37,485	\$39,767	\$42,189	\$43,454	\$44,759	\$46,097	\$47,436
8	\$38,981	\$41,357	\$43,875	\$45,193	\$46,549	\$47,942	\$49,337
9	\$40,542	\$43,013	\$45,632	\$47,000	\$48,409	\$49,859	\$51,306
10	\$42,164	\$44,729	\$47,456	\$48,878	\$50,348	\$51,852	\$53,355
11	\$43,851	\$46,525	\$49,307	\$50,836	\$52,363	\$52,444	\$55,493
12	\$45,606	\$48,384	\$51,326	\$52,869	\$54,455	\$56,084	\$57,712
13	\$47,430	\$50,318	\$53,380	\$54,985	\$55,536	\$58,327	\$60,021
14	\$0	\$52,327	\$55,517	\$57,185	\$58,900	\$60,663	\$62,421
15	\$0	\$54,423	\$57,737	\$59,469	\$61,255	\$63,088	\$64,916
16	\$0	\$55,321	\$61,849	\$63,649	\$65,505	\$67,417	\$69,329
17	\$0	\$57,536	\$64,320	\$66,196	\$68,126	\$70,110	\$72,101
18	\$0	\$59,837	\$66,898	\$68,844	\$70,849	\$72,917	\$74,984
19	\$0	\$61,633	\$68,903	\$70,908	\$72,975	\$75,104	\$77,233
20	\$0	\$63,429	\$70,816	\$72,975	\$75,098	\$77,291	\$79,481
21	\$0	\$65,223	\$72,917	\$75,040	\$77,225	\$79,478	\$81,730