

AGREEMENT

between the

SALISBURY BOARD OF EDUCATION

and the

**SALISBURY CENTRAL SCHOOL
FACULTY ASSOCIATION**

July 1, 2021 - June 30, 2024

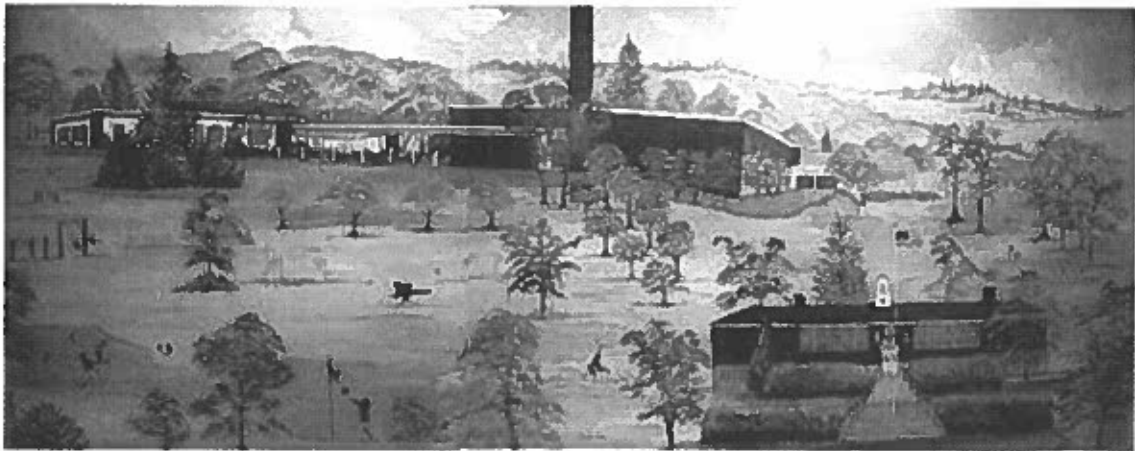


Table of Contents

ARTICLE 1 - RECOGNITION	1
ARTICLE 2 - NEGOTIATION	1
2-1 Matters Not Covered by Terms of the Agreement	1
2-2 Severability	2
ARTICLE 3 - GRIEVANCE PROCEDURE	2
3-1 Definitions	2
3-2 Purpose	2
3-3 Procedure	3
3-4 Level One - Principal or Immediate Supervisor	3
3-5 Level Two - Superintendent of Schools	3
3-6 Level Three - Board of Education	4
3-7 Level Four - Arbitration	4
3-8 Rights of Teachers to Representation	5
3-9 Miscellaneous	5
ARTICLE 4 - TERMINATION AND RECALL PROCEDURES	5
4-1 General Statement of Policy	5
4-2 Procedure	5
4-3 Recall Procedure	6
ARTICLE 5 - PROTECTION OF TEACHERS	7
ARTICLE 6 - USE OF TEACHER VEHICLES	7
6-1 Insurance on Vehicles	7
ARTICLE 7 - LEAVES	7
7-1 Personal Illness / Family Illness Days	7
7-2 Bereavement	8
7-3 Personal Leave	9
7-4 Sabbatical Leave	9
7-5 Jury Duty	10
7-6 Special Leave Requests	10
7-7 Maternity	10
7-8 Parenting Leave	10
7-9 Consultant's Leave	11
7-10 Sick Leave Bank	12
ARTICLE 8 - SCHOOL DAY AND YEAR	12
ARTICLE 9 - LUNCH PERIODS	13
ARTICLE 10 - CLASS SIZE AND TEACHER LOAD	13
ARTICLE 11 - MEETINGS	13
ARTICLE 12 - JUST CAUSE	13
ARTICLE 13 - ASSIGNMENT AND TRANSFER	13
ARTICLE 14 - PROFESSIONAL GROWTH	14

14-3	Leave for Professional Purposes	14
ARTICLE 15 - BOARD OF EDUCATION FUNCTIONS		15
ARTICLE 16 - PERFORMANCE		15
ARTICLE 17 - SEVERANCE		15
17-1	Severance Allowance	15
ARTICLE 18 - SALARY CHECKS AND DEDUCTIONS		15
18-4	Dues Deduction	16
18-4.2	Deductions	16
18-4.3	Subsequent Employment	16
18-4.4	Forwarding of Monies	16
18-4.5	Save Harmless	16
ARTICLE 19 - FORMS AND DEFINITIONS		17
ARTICLE 20 - PLACEMENT ON SALARY SCHEDULE		17
ARTICLE 21 - INSURANCE		18
21-1	Health Insurance	18
21-2	Dental Insurance	19
21-3	Life Insurance	20
21-4	Insurance Carriers	20
21-5	Section 125	20
ARTICLE 22 - SUBSTITUTES		20
ARTICLE 23 - TUITION REIMBURSEMENT		21
23-2.	Professional Learning Enrichment for Educators on the Masters Schedule or Higher	21
ARTICLE 24 - DURATION		23
APPENDIX A-1		24
SALARY SCHEDULE – 2021-2022		24
APPENDIX A-2		25
SALARY SCHEDULE – 2022-2023		25
APPENDIX A-3		26
SALARY SCHEDULE – 2023-2024		26
APPENDIX B		27
EXTRA PAY FOR EXTRA DUTY		27
APPENDIX C		28
2021-2024 - SALARY DEDUCTIONS		28
APPENDIX D		29
FORMAL GRIEVANCE PRESENTATION		29
DECISION OF PRINCIPAL		30
DECISION OF SUPERINTENDENT		31
REVIEW BY BOARD OF EDUCATION		32
DETERMINATION REGARDING ARBITRATION		33

AGREEMENT

This Agreement is between the Salisbury Board of Education (hereinafter referred to as the "Board"), and the Salisbury Faculty Association (hereinafter referred to as the "Association").

ARTICLE 1 - RECOGNITION

- 1-1 The Board recognizes the Association as the exclusive representative of all the certified professional employees of the Board, employed in positions requiring a teaching or special services certificate or durational shortage area permit, for the purpose of negotiations with respect to salaries and other conditions of employment about which either party wishes to negotiate pursuant to Connecticut General Statutes §10-153a – 10-153g. The Association recognizes the Board as the employer vested with the sole and exclusive powers and authorities to direct and administer the operation of the school district. The Board retains all rights as prescribed by law subject only to the limitations imposed by the language of this Agreement.
- 1-2 The Board reserves the right to themselves alone to establish policies and take administrative action as mandated under the statutes of the State of Connecticut.
- 1-3 The term "teacher" as used in this Agreement, except where otherwise specifically indicated, is considered to apply to all teachers described in Section 1-1 above and shall mean a person employed in a position requiring a certificate issued by the State Board of Education and included in the teachers unit as defined by §10-153(b) of the Connecticut General Statutes.
- 1-4 The term "Superintendent" as used in this agreement is considered to apply to the Superintendent, Assistant Superintendent or anyone acting in that capacity.
- 1-5 "RSSC" shall mean Regional Schools Services Center.
- 1-6 "Length of Service" shall mean continuous employment with this Board of Education from the teacher's last date of hire.
- 1-7 "The Region" shall mean the seven school districts including the Housatonic Valley Regional High School and the school districts located in the towns of Canaan, Cornwall, Kent, North Canaan, Salisbury and Sharon.

ARTICLE 2 - NEGOTIATION

- 2-1 Matters Not Covered by Terms of the Agreement
 - 2-1.1 The Board and the Association agree to abide by Connecticut General Statutes §10-153f(e).

2-2 Severability

- 2-2.1 In the event that any provision or portion of this agreement is illegal or ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and remainder of this agreement shall remain in full force and effect.
- 2-2.2 This Agreement shall not be altered, amended, or changed except in writing after mutual agreement of the parties and after ratification by duly authorized groups and signed by the Board and the Association which writing shall be appended hereto and become part hereof.

ARTICLE 3 - GRIEVANCE PROCEDURE

3-1 Definitions

- 3-1.1 A "grievance" shall mean a complaint by a teacher or group of teachers or the Association covered by this Agreement that there has been to him/her or them an injury or inconvenience because of a violation or inequitable application of the terms of this Agreement or the conditions of employment, except that the term "grievance" shall not apply to (a) any matter for which a method of review is prescribed by law; (b) any rule or regulation of the State Commissioner of Education; (c) any by-law of the Board of Education; (d) any matter which according to law is either beyond the scope of the Board authority or limited to unilateral action by the Board alone; (e) complaint of a non-tenured teacher which arises by reason of his/her not being re-employed; or (f) a complaint by any certified personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required.
- 3-1.2 "Days" shall mean days when school is in session except during the period July 1 - August 31 when "days" shall mean Monday, Tuesday, Wednesday, Thursday, Friday.
- 3-1.3 "Party in interest" shall mean the teacher or teachers making the complaint, including their designated representatives as provided herein.
- 3-1.4 "Forms" shall mean the appropriate forms as appended hereto in Appendix D.

3-2 Purpose

- 3-2.1 The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may occasionally arise affecting the welfare or working conditions of teachers. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.
- 3-2.2 Nothing herein contained shall be construed as limiting the right of any party in interest having a grievance or dispute to discuss the matter informally with any appropriate member of the administration.

3-3 Procedure

- 3-3.1 Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum and every effort shall be made to expedite the process. The time limits specified may, however, be extended by written agreement of the parties in interest.
- 3-3.2 In the event a grievance is filed on or after June 1, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.
- 3-3.3 If a teacher(s) does not file a written grievance with their immediate supervisor within thirty (30) days after the teacher(s) knows or should have known of the act or condition on which the grievance is based, then the grievance shall be waived. A grievance filed with the Professional Rights and Responsibilities Committee must reach Level One within thirty (30) days of the date of the grievance.

3-4 Level One - Principal or Immediate Supervisor

- 3-4.1 A teacher or group of teachers of the unit with a grievance or dispute shall first discuss it with his/her or their immediate supervisor or Principal, either directly or through the representative of the aggrieved, with the objective of resolving the matter informally.
- 3-4.2 If a teacher or group of teachers is not satisfied with the outcome of the informal grievance procedures as defined in the above, then the teacher or teachers shall present his/her or their claim as a written grievance to the Principal on form 1.
- 3-4.3 The Principal shall, within five (5) days after receipt of the written grievance, render his/her decision in writing to the aggrieved on form 2 in duplicate.
- 3-4.4 One copy of form 2 is to be returned to the Principal by the aggrieved within three (3) days with a response indicated.

3-5 Level Two - Superintendent of Schools

- 3-5.1 In the event that the aggrieved is not satisfied with the disposition of his/her grievance at Level One, or in the event that no written decision has been rendered by the Principal within five (5) days after presentation of the written grievance, he/she or his/her representative may file within three (3) days of the decision or within eight (8) days after the formal presentation a written grievance with the Superintendent of Schools on form 1.
- 3-5.2 The Superintendent shall represent the administration at this level of the grievance procedure. Within ten (10) days after receipt of the written grievance by the Superintendent, the Superintendent shall meet with the aggrieved and/or his/her representatives in an effort to resolve it.

3-5.3 The Superintendent shall, within seven (7) days after the hearing, render his/her decision in writing to the aggrieved on form 3 in duplicate.

3-5.4 One copy of form 3 is to be returned to the Superintendent by the aggrieved within three (3) days with a response indicated.

3-6 Level Three - Board of Education

3-6.1 In the event that the aggrieved is not satisfied with the disposition of his/her grievance at Level Two, or in the event no decision has been rendered within ten (10) days after he/she has first met with the Superintendent, he/she or his/her representative may file within three (3) days of the decision or within thirteen (13) days after the formal presentation a written grievance, indicating such dissatisfaction, with the Board on form 1.

3-6.2 A committee of the Board shall, within ten (10) days after receipt of the appeal, meet with the aggrieved and/or his/her representative for the purpose of resolving the grievance.

3-6.3 The Board shall, within thirty (30) days after such meeting, render its decision and the reasons therefore in writing to the aggrieved on form 4 in duplicate.

3-6.4 The aggrieved shall return one copy of form 4 to the chairman of the Board within three (3) days with a response indicated.

3-7 Level Four - Arbitration

3-7.1 If the aggrieved is not satisfied with the disposition of his/her grievance at Level Three, he/she may within three (3) days after the decision, or within thirty-six (36) days after the Board meeting, request, in writing on form 1 to the president of the Association that his/her grievance be submitted to arbitration.

3-7.2 The Association shall, within five (5) days after receipt of such request, render its determination to the Board and to the aggrieved on form 5 as to whether or not the grievance is meritorious and the reasons therefore.

3-7.3 If the grievance is deemed meritorious by the Association, the chairman of the Board and the president of the Association shall, within five (5) days after such written notice, jointly select a single arbitrator who is an experienced and impartial person of recognized competence and indicate such on form 5. If the parties are unable to agree upon an arbitrator within five (5) days, the American Arbitration Association shall immediately be called upon to select the single arbitrator. The Board and the Association shall be bound by the rules and procedures of the American Arbitration Association.

3-7.4 The arbitrator selected shall confer promptly with representatives of the Board and the Association, shall review the record of prior hearings, and shall hold such further hearings with the aggrieved and other parties in interest as he/she shall deem requisite.

3-7.5 The arbitrator shall limit himself/herself to the issues submitted and shall consider nothing else. He/she can neither add anything to nor subtract anything from the Agreement between the parties.

3-7.6 The arbitrator shall, within ten (10) days after the close of the hearings, render his/her decision in writing to all parties in interest, setting forth his/her findings of fact, reasoning, and conclusion on the issues submitted. The decision of the arbitrator shall be final and binding upon all parties in interest.

3-7.7 The costs for the services of the arbitrator shall be borne equally by the Board and the Association.

3-8 Rights of Teachers to Representation

3-8.1 No reprisals of any kind shall be taken by the Board or by any member of the administration or by the Association or aggrieved against anyone by reason of participation in the grievance procedure or support of any participant thereto.

3-8.2 Representation at any level of the grievance procedure shall be limited to the grievant and/or an authorized Association representative, except that only the Association may present a grievance at Arbitration.

3-9 Miscellaneous

3-9.1 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

3-9.2 Copies of the forms to be used in processing a grievance and for reporting decisions and recommendations shall be made available by the Superintendent and the chairman of the Professional Rights and Responsibilities Committee of the Association.

ARTICLE 4 - TERMINATION AND RECALL PROCEDURES

4-1 General Statement of Policy

It is recognized that under State law the Board has the responsibility to maintain good public elementary and secondary schools and to implement the educational interests of the State. However, recognizing also that it may become necessary to eliminate professional staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such eliminations become necessary.

4-2 Procedure

4-2.1 The Board may, in the first instance, exercise its right and power to reduce the number of teaching staff positions without determining which teacher contracts will be

terminated, if any, or what other staffing changes will be made to effectuate the purpose of position elimination.

- 4-2.2 Prior to commencing action to terminate teacher contracts under this policy, the Board will give due consideration of its ability to effectuate position eliminations and/or reduction in staff by:
- a. Voluntary retirements
 - b. Voluntary resignations
- 4-2.3 If the position of a teacher who has attained tenure status is eliminated by the Board, such teacher will have the right to be placed in an available position for which he or she is certified and qualified. Available positions shall include those held by non-tenured teachers.
- 4-2.4 When the Board votes to eliminate a position in a department or subject area, the following criteria shall apply in determining what teaching contracts, if any, will be subject to termination. The criteria shall be applied sequentially and are:
- a. Certification
 - b. Total continuing paid teaching experience in the school district. Unpaid leaves greater than one half of the work year will not count in the calculation of total paid teaching experience.
 - c. Performance as determined by written summary evaluation.
 - d. In the event that the application of the criteria (a) (b) (c) is not sufficient to determine which teacher's contract will be subject to termination, the date of contract signing will be the determining factor.

4-3 Recall Procedure

If the contract of employment of a teacher is terminated because of elimination of teaching positions, the name of that teacher shall be placed on a reappointment list and remain on such list for a period of two (2) years. If a position becomes open during such two (2) year period, teachers shall be recalled in the inverse order of being laid off, provided said teacher is certified and qualified for said position. The teacher will be notified in writing by certified mail, return receipt requested, sent to his/her last known address, at least thirty (30) days prior to the anticipated date of reemployment. In determining whether a teacher is qualified for reappointment, the Board shall consider criteria as set forth in 4-2.4 above. The teacher shall accept or reject the reappointment in writing within ten (10) days of receipt of notice. If the appointment is accepted, the teacher shall receive a written contract of employment within twenty (20) days of receipt of the teacher's reply by the Board. If the teacher rejects the appointment offer or does

not respond according to this procedure within ten (10) days, the name of the teacher will be removed from the recall list.

- 4-4 The provisions of Article 4-1 and 4-2.1 shall not be subject to the grievance procedure as set forth in Article 3.
- 4-5 This article shall not apply to employees holding durational shortage area permits. These individuals have no contractual right in reference to layoff and/or recall.

ARTICLE 5 - PROTECTION OF TEACHERS

- 5-1 Teachers shall report immediately in writing to their Principal or immediate supervisor and to the Superintendent all cases of assault or legal action suffered by them in connection with their employment.
- 5-2 The Board and the Association recognize the "Protection of Teachers" as provided for in Connecticut General Statutes.

ARTICLE 6 - USE OF TEACHER VEHICLES

- 6-1 **Insurance on Vehicles**
 - 6-1.1 The Board is protected, under the non-ownership clause of its transportation insurance, against judgment arising from accidents in which a school teacher, using his/her personal vehicle on school business, is involved. The first claim, however, is placed against the owner of the vehicle.
 - 6-2 Mileage reimbursement where authorized by the Board will be at the rate specified by the I.R.S. and adjusted as per date of publication by the I.R.S.

ARTICLE 7 - LEAVES

- 7-1 **Personal Illness / Family Illness Days**
 - 7-1.1 Sixteen days of personal sick leave/family illness leave per year, effective September 1 will be granted to each teacher. Family illness leave days may be used when the teacher's child, spouse, spouse's parent, parent or dependent is ill and the teacher's presence is required.

Such unused personal sick leave/family illness leave days may be accumulated to a number of days equal to that of one work year. If the accumulated sick leave is exceeded, salary deductions thereafter will be at the per diem rate of full salary until employment of the teacher is terminated.

- 7.1.2 A medical certificate is required for sick leave of any duration if a teacher's absence from duty occurs frequently or habitually and when, in the judgment of the Principal, evidence indicates reasonable cause for requiring such a certificate.
- 7-1.3 A physician's medical verification of illness/inability to work may be required of teachers for any prolonged absences of five (5) or more consecutive working days. Additional physician verification of prolonged illness and inability to work may be required periodically as determined necessary by the Superintendent. The Board also reserves the right to require a physical examination by a physician of the Board's choice at the Board's expense.
- 7-1.4 At the beginning of each school year, each faculty member will be given a written account of accumulated personal sick leave/family illness leave days.
- 7-1.5 Violation of the provisions of this Article, 7-1 through 7-1.4, Personal Illness/Family illness Days, will result in the loss of pay for those days involved.
- 7.1.6 The Board agrees that the first thirty (30) school days of any approved leave covered by Workers' Compensation will not be counted as sick leave. A teacher receiving Workers' Compensation pay shall receive a rate of pay equal to the difference between his/her earned salary and Workers' Compensation pay for the first thirty (30) days of the teacher's leave, unless greater coverage is required by law. Beyond the first thirty (30) days of the teacher's leave, except in cases covered by Connecticut General Statutes Section 10-236a, the teacher may use accumulated sick leave up to sixty (60) days on a prorated basis to supplement his/her workers' compensation temporary disability benefits so that the teacher receives full pay.
- 7-1.7 After accumulated sick leave has been exhausted, a leave of absence will be granted without pay to the end of the school year for extended illness, injury or disability (including disability arising out of pregnancy) occurring during the summer or within the school year. However, determination should be made by June 15 as to whether the teacher will be able to return to full-duty status the following September or whether a replacement should be hired. In the event of full recovery after a replacement has been hired, the teacher will be given special consideration when there is a vacancy in an equivalent position.
- a. All insurance, retirement, and other teacher benefits shall continue in force for any teacher on leave without pay, provided that the teacher pays all premiums, contributions, and other costs requisite to keep such benefits in force during such period.
- 7-2 **Bereavement**
- 7-2.1 Up to five days leave at any one time, non-cumulative, will be granted by the Principal for death in the immediate family - here defined as husband, wife, either spouse's parent

or legal guardian, grandparent, grandchild, child, sister, brother, or other relative/dependent living within the teacher's household.

7-3 Personal Leave

7-.31 When arrangements cannot be made by the teacher for a time outside of the regular school day, each teacher is entitled to four (4) days personal business leave per year, non-cumulative, with full pay. Personal business leave generally refers to business that cannot be transacted outside of school hours including, but not limited to, the following: attendance at the graduation exercise or travel to a graduation of self or an immediate family member, marriage of self or a member of the immediate family, and compulsory legal matters. Such leave shall be granted the day before or the day after a holiday or vacation period provided the teacher submits a specific statement of the reasons for the leave and the Superintendent or his/her designee approves the request. Permission for leave requests shall not be arbitrarily or unreasonably withheld.

7-3.2 In the case of religious holidays, up to three (3) days per year may be granted with no resulting loss in personal days.

7-3.3 Notification of personal or religious leave must be made in writing at least five (5) school days in advance, except in emergencies which prevent such advance notice.

7-4 Sabbatical Leave

7-4.1 Desiring to reward professional performance and encourage independent research and achievement, the Board hereby initiates the policy of sabbatical leave for teachers for approved scholarly programs whether or not carried on in an academic institution, subject to the following conditions. It is understood that the granting of sabbatical leaves is within the discretion of the Board of Education.

- a. Not more than one teacher in the Salisbury Central School shall be absent on sabbatical leave at any one time.
- b. Request for sabbatical leave must be received by the Superintendent in writing in such form as may be required by the Board no later than December 31 of the year preceding the school year for which the sabbatical leave is requested. The Board shall reply within a thirty (30) day period.
- c. The teacher has completed at least seven consecutive full school years of service in the school district.
- d. Salary paid to a teacher on sabbatical leave shall be paid at the rate of three-fourths (3/4) of his/her basic salary which would have been in effect had he/she remained in the system, proportionate with the length of the leave.
- e. The teacher shall agree to return to employment in the Salisbury Public Schools for one full year for each one-half year's leave. Upon such return the teacher shall be

placed on the appropriate step in the salary schedule as though such teacher had not been on leave.

- f. Basic salary paid teachers on sabbatical leave will be advanced upon a personal note, repayable within two years from completion of the agreed study period if the individual fails to return for the required one or two years. The note which the teacher shall execute shall include the obligation to pay the Board's reasonable attorney fees in the event the teacher fails to return from sabbatical leave or leaves the Board's employ prior to the expiration of the required one or two year period. Such note shall be reduced on a pro-rata basis and shall be automatically canceled upon completion of the agreed term of post-study employment or upon permanent disability or death of the teacher. For example, ten (10) percent of a one-year obligation or five (5) percent of a two-year obligation will be canceled upon completion of each month of return service.

7-5 Jury Duty

- 7-5.1 If the teacher called for jury duty cannot be excused from such duty on his/her own request or the request of the Principal or Superintendent of Schools, he/she shall receive leave for jury duty.
- 7-5.2 The teacher shall notify the Principal upon receipt of a summons to jury duty.
- 7-5.3 The teacher receiving leave for jury duty shall receive a rate of pay equal to the difference between his/her earned salary and jury fee.

7-6 Special Leave Requests

- 7-6.1 Leaves not covered by the preceding sections may be granted by the Board of Education, without pay and without establishing precedents for similar requests, upon timely application from the teacher.

7-7 Maternity

- 7-7.1 An employee who is pregnant shall receive a leave of absence for the reasonable period of physical disability due to childbirth. Such leave shall be treated the same as any other short-term disability, and shall be with pay to the extent of accumulated sick leave. Except in the case of medical difficulties, sick leave is not normally expected to continue for more than six (6) weeks after delivery. Upon her return the teacher shall be assigned to her former position.
- 7-7.2 Forms signed by the teacher's physician, indicating commencement and termination of temporary disability due to pregnancy, will be supplied by the Superintendent's office.

7-8 Parenting Leave

- 7-8.1 Any tenured teacher in the bargaining unit shall be eligible, upon written request to, and approval of, the Superintendent, which approval will not be unreasonably withheld, for an extended leave for the purpose of parenting. Such leave shall be without pay and fringe benefits and for a period of time of not less than one (1) semester or more than two (2) school years from the date of the beginning of said leave. Any such leave must begin within six (6) years of the birth or adoption of the child for whom the leave is taken. Any parenting leave must be followed by a term of active continuous employment of more than one half the school year before such leave can be taken again.
- 7-8.2 A teacher on parenting leave shall, if reinstated, be reinstated on the first day of school in the subsequent school year, or as otherwise determined by the Superintendent with Board approval. Teachers on such leave must notify the Superintendent of their intention to return to work on or before March 15th of the leave year or the position will be considered vacant, and will be filled in accordance with Article 14-2.
- 7-8.3 No benefits (including seniority) shall accrue while any teacher is on said leave but all benefits existing on the commencement of leave shall be restored upon reinstatement. Any such reinstated teacher whose leave exceeded one semester shall be placed on the step of the salary schedule he or she occupied during the last school year worked by the teacher. Any such reinstated teacher whose leave did not exceed one semester, shall be placed on the salary schedule one step higher than that he or she occupied during the last school year worked (unless said leave and said reinstatement occurs in the same school year). No such step movement shall occur unless it is included in Appendix A for the respective salary schedule for the subsequent school year.
- 7-8.4 At the end of such leave, the teacher shall be reinstated to a position equivalent to that held at the time the said leave began if such a position exists.
- 7-8.5 Except in emergency situations, a request for such leave shall be made at least sixty (60) days prior to its commencement unless, in the case of an adoption, a teacher receives knowledge of the effective adoption date less than sixty (60) days prior to commencement of leave, in which case such request shall be made upon receipt of such knowledge.
- 7-8.6 Where both parents are covered by this agreement, they shall not be eligible for such leave at the same time.
- 7-8.7 No teacher shall be eligible for more than one such leave per child.
- 7-8.8 Any such teacher may continue to participate in the group medical insurance plans at his or her own expense during the period of such leave.
- 7-9 Consultant's Leave
- 7-9.1 Each teacher will, with permission from his/her Principal, Director of Pupil Services, and/or Superintendent, be allowed two (2) days without loss of pay for the purpose of acting as a consultant within his/her particular area of expertise. The teacher may

choose to take these days with or without pay. If the teacher elects to take the day with pay, all consultation fees shall be signed over to the Board.

7-10 Sick Leave Bank

- 7-10.1 Each teacher shall be permitted to contribute three (3) days from his/her sick leave accumulation reserve each school year to a "Sick Leave Bank" which shall be established to aid teachers who suffer prolonged illness and whose sick leave accumulation has been exhausted. The bank shall be built up to a maximum of one hundred and fifty (150) days.
- 7-10.2 A teacher may be permitted, on written application, to draw up to twenty (20) days against the sick leave bank after his/her own accumulated sick leave has been exhausted. If additional leave is needed, the teacher may apply for a second withdrawal of ten (10) days.
- 7-10.3 The following conditions shall apply:
- a. Additions to the bank shall be made at the beginning of each school year.
 - b. A person withdrawing from membership in the bank will not be permitted to withdraw the contribution days.
 - c. Persons withdrawing sick leave days from the bank will not have to replace these days except as a regular contributing member to the bank.
 - d. Sick leave shall mean the leave the teacher has for that year plus his/her accumulation.
 - e. An Elementary School Bank will be administered by a committee of four (4), two of whom shall be appointed by the Association and two by appointment of the Superintendent.

ARTICLE 8 - SCHOOL DAY AND YEAR

- 8-1 Each teacher of an elementary school will be on duty before and/or after school for a total of thirty (30) minutes daily to plan and carry out individual professional responsibilities. Exceptions may be approved by the Principal.
- 8-2 Should the length of the teachers' work day be increased, teachers shall be compensated at the hourly rate of 1/1,295 of their annual salary.
- 8-3 The teacher work year shall consist of 186 days. Four (4) days of the teacher work year beyond the student contact days shall be used as in-service days for teachers. If a teacher's work year is extended by the Board beyond 186 days, additional compensation for any such days shall be at the rate of 1/186 of the teacher's salary. If a teacher's

work year is reduced by the Board to less than 186 days, the compensation for any affected teacher shall be reduced by 1/186th for each day that the work year is reduced.

- 8-4 The length of the teacher work day shall be seven hours and ten minutes. Notwithstanding Section 8-3 above, the teacher work year for new hires in the district shall be 187 work days. The additional orientation day shall occur in August, before the school year commences.

ARTICLE 9 - LUNCH PERIODS

- 9-1 Teachers shall have a duty-free lunch period of not less than twenty minutes.

ARTICLE 10 - CLASS SIZE AND TEACHER LOAD

- 10-1 Optimum class size for kindergarten and first grade will be eighteen (18) to twenty-two (22) pupils, and for other grades twenty (20) to twenty-five (25). The Board will give consideration to splitting classes when enrollment begins to move appreciably beyond these optimum sizes.
- 10-2 All teachers shall have an average of one (1) preparation and planning period per day equal in length to the amount of time allotted for specialist instruction in art, music, and physical education, computer and library, as long as these special instruction classes are offered.

ARTICLE 11 - MEETINGS

- 11-1 A schedule of local faculty meetings will be developed in September of each school year. These will be arranged for a given day of the week. They will generally be held monthly and not more frequently than twice monthly. A predetermined time for beginning and ending such meetings will be established. General information items not requiring discussion will be distributed via faculty bulletins.

ARTICLE 12 - JUST CAUSE

- 12-1 No teacher shall be demoted, disciplined, or reduced in pay or benefits without just cause. This article shall not apply to the non-reappointment of a teacher solely holding a durational shortage area permit.

ARTICLE 13 - ASSIGNMENT AND TRANSFER

- 13-1 Assignment of teachers to schools, grades or subject areas is the responsibility of the school administrators. When change of assignment is contemplated by the administration, the Principal or Superintendent will discuss the advantages and disadvantages of the move

with the teacher or teachers involved prior to making the move. When a teacher desires a change of position within the school, the teacher will apply in writing to the Superintendent and Principal stating the reasons. If the change is not granted, a letter from the Superintendent or Principal will be sent to the teacher explaining the reason(s) for not granting the change of position.

- 13-2 Vacancies in certified positions in the Salisbury elementary schools caused by retirement, resignation, death or termination, or newly created positions shall be posted. A copy of the posting notice shall be sent to the president of the Association at his/her home address. During the school year the notice will be posted for at least ten (10) days prior to the deadline for submitting applications. During the summer recess, notice to the president of the Association shall constitute posting.

ARTICLE 14 - PROFESSIONAL GROWTH

- 14-1 Every teacher recognizes a responsibility for continuous effort to keep abreast of new or developing activities within his/her own field or within the cultural context in which our school functions.
- 14-1.1 A variety of planned, Board sponsored activities will be set up in cooperation with the Region One Professional Development and Growth Committee. The variety may be broad or narrow, depending upon the needs of the school. These may include subject or grade level study groups, curriculum committees, classes within the adult education program, local school study groups, university courses, approved individual work or independent study single session meetings, demonstrations or workshops, and trips or visits within or outside of the Region.
- 14-1.2 Reimbursement for approved out-of-Region visits or trips will be in full with mileage reimbursement at the rate specified by the I.R.S. and adjusted as per date of publication by the I.R.S.
- 14-2 Assigned summer or vacation paid duties excepting summer school teaching.
- 14-2.1 When it is specifically in the interest of the educational program to have an individual teacher do special work or take special training at Board expense, such assignment will be initiated by the Superintendent of Schools and paid at the rate of \$35 per hour. No teacher can be required to accept such summer or vacation assignment even though compensation is offered. Any such assignment acceptable to a teacher must have Board approval.
- 14-3 **Leave for Professional Purposes**
- 14-3.1 Out-of-district visits or professional meetings may be initiated by the teacher or the administration. One (1) day trips must be approved by the Principal. Trips of two (2) or more days must have prior approval by the Superintendent, and programs of three (3) or more days duration must have approval by the Board of Education as well.

- 14-3.2 Reimbursement for the costs of leave for professional purposes will be at the rate of one hundred percent (100%) of the total cost submitted by the teacher unless the teacher elects to incur the expenses.

ARTICLE 15 - BOARD OF EDUCATION FUNCTIONS

- 15-1 The Board retains all rights as prescribed by law subject only to the limitations imposed by the language of this Agreement.

ARTICLE 16 - PERFORMANCE

- 16-1 It is understood and agreed that teachers shall continue to serve under the direction of the Superintendent of Schools and in accordance with Board and administrative policies, rules, and regulations, provided that the language of the Agreement shall supersede and prevail over any conflicting provisions.

ARTICLE 17 - SEVERANCE

- 17-1 Severance Allowance
- 17-1.1 Except in the case where a teacher is terminated for cause the Board agrees to pay a severance allowance of fifteen percent (15%) of the teacher's basic salary provided that the teacher has spent at least twenty (20) years in the district. The teachers must notify the Superintendent's office prior to February 1st of the school year in which he/she intends to retire.
- 17-1.2 In the event of the teacher's death prior to retirement, the allowance will be paid to (1) the surviving spouse or (2) other designated beneficiaries.

ARTICLE 18 - SALARY CHECKS AND DEDUCTIONS

- 18-1 The Board will determine the intervals for salary payments, taking into account the requirements imposed by its fiscal year and the workload of its secretary or clerk. Requests for change of interval or date of payment will be considered only if presented in writing and based upon a recorded vote of two-thirds of the teaching staff.
- 18-2 In the event a teacher leaves the employ of the Board before the end of the school year, a salary adjustment would be computed at the per diem rate of earned salary.
- 18-3 A teacher may, on written request, have deductions made from his/her salary for any of the approved list set forth on Appendix C, which list will be reviewed and amended, if necessary, in June of each year.

18-4 Dues Deduction

18-4.1 All teachers employed by the Board may voluntarily join the Association

18-4.2 Deductions

The Board of Education agrees to deduct from each participating teacher's paycheck, upon submission of an authorized membership form, an amount equal to the Association membership dues by means of payroll deduction: Association membership dues will be deducted in twenty (20) equal installments-beginning with the first paycheck in September. The amount of Association membership dues shall be certified by the Association to the Board prior to the opening of school each year.

A. The right to refund the employee's monies deducted from their salaries under such above authorization shall lie solely with the Association. The Association agrees to reimburse any employee for the amount of any dues deducted by the Board and paid to the Association, which deduction is by error in excess of the proper deduction, and agrees to hold the Board harmless from any claims of excess deductions. The right to grant non-member status lies with the Association.

B. The Association shall indemnify and save the Board and/or the Town harmless against all claims, demands, suits, or other forms of liability, including all costs and reasonable attorney fees which may arise by reason of any action taken in making deductions and remitting same to the Association pursuant to this Article.

18-4.3 Subsequent Employment

Those teachers whose employment commences after the start of the school year shall pay a prorated amount equal to the percentage of the remaining school year.

18-4.4 Forwarding of Monies

The Board agrees to forward to the Association each month a check for the full amount of money deducted during that month. The Board shall include with such check a list of teachers from whom said deductions were made.

18-4.5 Save Harmless

The Association agrees to indemnify, defend and hold the Board harmless against all liability, fees and costs which may arise by reason of any action taken by the Board in compliance with the provisions of this section. The Association is free to hire counsel of its choice.

18-4.6 The singular reference to the Association herein shall be interpreted as referring to the Salisbury Faculty Association, the Northwest Connecticut Education Association, the Connecticut Education Association and the National Education Association.

ARTICLE 19 - FORMS AND DEFINITIONS

- 19-1 Prior to the end of the school year, each teacher shall receive notice of his/her placement on the salary schedule for the following year based upon information in the file at that time.
- 19-2 The term "per diem rate" as used in this Agreement shall mean the teacher's salary divided by the number of days in that teacher's contracted school year.
- 19-3 The term "teacher's salary" as used in this Agreement is specified as follows:
 - 19-3.1 Basic salary refers to the salary specified in Appendix A.
 - 19-3.2 Full salary refers to the "basic salary" plus monies paid under Appendix B.
 - 19-3.3 Earned salary refers to either "basic" or "full" accrued salary, to depend on whether the duties under Appendix B have been performed.

ARTICLE 20 - PLACEMENT ON SALARY SCHEDULE

- 20-1 New teachers will be placed on the salary schedule in accordance with their training and prior experience as outlined below:
 - 20-1.1 New teachers will be placed on the salary schedule at or above BA Step 1. Up to full salary credit for prior experience may be granted according to the current salary schedule after evaluation by the Superintendent in conference with the candidate. No teacher will be placed higher on the salary schedule than previous experience would warrant.
 - 20-1.2 Equivalency of prior relevant non-teaching experience may be worked out by a candidate and the Superintendent subject to approval of the Board of Education.
 - 20-1.3 Evaluation of previous experience and the granting of less than full service credit may be in order when there has been an absence from teaching service for more than five years; when prior service was under other than public school auspices; or when a retired teacher is returning for temporary service. Such evaluation will be done by the Superintendent in conference with the candidate and will be embodied in the Superintendent's recommendation to the Board.
- 20-2 Up to two years' salary credit will be granted for full time, active military service or for active Peace Corps service on a year for year basis.
- 20-3 The following definitions will apply to training status:
 - 20-3.1 Bachelor - a baccalaureate degree earned at an accredited college or university.
 - 20-3.2 Master - a master's degree earned at an accredited college or university.

- a. or a full year of study within an approved doctoral program (as the preparing institution defines the equivalent of a full year of study but not less than twenty-four (24) credit hours of study);
 - b. or a planned program, in writing, and approved by the Superintendent or the university advisor at accredited institutions, which shall consist of at least thirty (30) semester hours' credit beyond the bachelor's degree-
- 20-3.3 Sixth Year - the sixth year may be evidenced by a Professional Diploma or Certificate awarded by an approved institution within a two-year post master's program.
- a. or a second one-year master's degree which is relevant to the teaching assignment;
 - b. or the sixth year may be a year's study (as the preparing institution defines the equivalent of a full year of study) taken within an approved doctoral program in which an individual who has completed the master's degree is fully matriculated.
- 20-3.4 Teachers presently employed on the sixth year schedule will retain their position on such schedule. Teachers covered by this contract who have earned doctorate degrees shall be placed on the appropriate step of the Doctorate Schedule.
- 20-3.5 Changes in degree status will occur in September or February. Teachers who anticipate changes in degree status must notify the school administrator by February 1st of the preceding year and must declare whether the change will take place in September or February. In order to obtain the degree change, such teachers must provide the school administrator with an official transcript verifying the degree status before August 31 for a September change and before January 31 for a February change. Degree status change will not take place without the submission of such verification and the late submission of such verification will cause the degree change to take place at the next change time. That is, a late September submission would become effective the following February.

ARTICLE 21 - INSURANCE

21-1 Health Insurance

- 21-1.1 Each teacher who is eligible for individual, two person or family coverage under the health insurance plan described below may elect to be covered by executing and returning to the school Board Clerk between June 1 and June 20 of each year the enrollment form. Details of the medical health insurance plan can be accessed through the State of CT Partnership Plan 2.0 website.
- 21-1.2 All teachers who work at least a .5 FTE shall be eligible to participate in the following health insurance plan:
- 21-1.3 The Board shall offer one insurance plan to eligible teachers, the Connecticut Partnership Plan 2.0 (hereinafter the Partnership Plan). The plan benefits shall be as

set forth in the Partnership Plan effective on July 1, 2021 including any subsequent amendments or modifications made to the Partnership Plan by the State and its employee representatives. The administration of the Partnership Plan, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the Partnership Plan.

The Partnership Plan contains a Health Enhancement Plan (HEP) component. All employees participating in the Partnership Plan are subject to the terms and provisions of the HEP. Within eighteen (18) months of joining the plan, all employees and dependents must meet the minimum requirements of HEP. In the event Partnership Plan administrators impose the HEP non-participation or noncompliance monetary fee (NCMF) per month premium cost increase or the deductible fee increase, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The NCMF per month premium cost increase shall be implemented through payroll deduction, and the increase to annual deductible shall be implemented through claims administration.

Premium rates will be established by the State of Connecticut for the relevant periods, and shall be inclusive of medical and prescription (Rx). Based on such rates, the Board and Association shall establish a blended rate to provide the same rate to active and retired teachers in accordance with statute.

2021-2022	Twenty and a quarter percent (20.25%) of the annual premium
2022-2023	Twenty and a half percent (20.50%) of the annual premium
2023-2024	Twenty and three-quarters percent (20.75%) of the annual premium

All new teachers hired after June 30, 2016 who work less than 1.0 FTE for the Board, but equal to or greater than .5 FTE, shall pay a proportionate amount for their insurance that is based on their FTE differential. For example, a .5 FTE teacher would pay 50% for his/her insurance, and a .6 FTE teacher would pay 40% for his/her insurance. At no time, however, during the life of this Agreement shall a teacher who works less than full time for the Board pay a lower percentage for his/her insurance than 1.0 FTE teachers.

21-2 Dental Insurance

- 21-2.1 All teachers who work at least a .5 FTE schedule for the Board will be eligible to participate in the following dental insurance plan: a dental plan covering 100/80/50 without deductibles with annual benefit capped at \$1,500/member.

Premium cost sharing for this dental plan shall be as follows:

2021-2022	20.25% for the employee / 79.75% for the Board
2022-2023	20.50% for the employee / 79.50% for the Board
2023-2024	20.75% for the employee / 79.25% for the Board

21-3 Life Insurance

21-3.1 The Board shall provide a Fifty Thousand (\$50,000) Dollar term life insurance policy on the individual, 100% paid by the Board.

21-4 Insurance Carriers

21-4.1 The Board may substitute any insurance carrier for any insurance carrier specifically named in this Agreement so long as the new insurance coverage provides an overall level of benefits that remains substantially equivalent to or better than the current insurance coverage. The “substantially equivalent to or better than” standard shall be applied on program-wide analysis, including the network, and shall not be benefit specific.

At least sixty (60) days prior to changing insurance carriers, the Board or its designee shall notify the Association in writing. Upon request, the parties shall meet to discuss the proposed change. Should the Association and the Board disagree that the changes proposed would provide substantially equivalent coverage, when viewed in total, the disagreement shall be subject to impartial arbitration before a mutually agreeable member of the American Arbitration Association. The Board will not change to the new insurance carrier until the Arbitrator’s decision has been issued in writing.

21-5 Section 125

21-5.1 The Salisbury School District shall implement and maintain a Section 125 pre-tax deduction in accordance with the applicable provisions of Section 125 of the Internal Revenue Code (and in accordance with any amendments to said provision) so long as said provisions allow for such a plan. Said plan will be designed to permit exclusion from taxable income of the employee's share of health insurance premiums, allowable medical expenses and dependent care pursuant to IRS regulations for those employees who complete and sign the appropriate wage deduction form. The Salisbury Board of Education shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax-exempt status of the employee insurance premium contributions, allowable medical expenses and dependent care. Neither the Association nor any employee covered by this agreement shall make any claim or demands nor maintain any action against the school district or any of its members or agents for taxes, penalties, interests or other cost or loss arising from the use of the wage deduction form or from a change in law that may reduce or eliminate the employee tax benefits to be derived from this plan. Further, the parties agree that the health insurance benefits and the administration of those benefits shall continue to be governed by the collective bargaining agreement and the carrier's insurance plan.

ARTICLE 22 - SUBSTITUTES

22-1 This article will not pertain to emergency situations, which arise during the school day or to days or half days for which a substitute is paid.

- 22-2 Elementary: In the event that a teacher is required to cover a class or portion of a class for a teacher who is absent for an entire day, said teacher will be compensated at a rate proportional to the amount of time spent in substitution, based on a substitute teacher's daily rate of pay.

ARTICLE 23 - TUITION REIMBURSEMENT

- 23-1 Teachers who successfully complete graduate level courses in a program of courses approved by the Superintendent of Schools shall be reimbursed at a rate equal to the following:
- (a) Teachers in the 6th year program at a rate of fifty percent (50%) of the average cost of a credit hour at a Connecticut state university up to a maximum of nine (9) credit hours annually.
 - (b) Teachers earning a second MA degree at a rate of fifty percent (50%) of the average cost of a credit hour at a Connecticut state university up to a maximum of nine (9) credit hours annually.
 - (c) Teachers taking courses at the Board's request at a rate of seventy-five (75%) of the average cost of a credit hour at a Connecticut state university up to a maximum of nine (9) credit hours annually.

A program of courses may be comprised of the following: (a) courses taken to attain a Master's Degree or Sixth Year degree; or (b) courses taken to attain a cross-endorsement in an area directly related to K-8 instruction.

Reimbursement shall be made within thirty (30) days of the date that the teacher submits to the Superintendent the college receipt for the payment together with written evidence from the college that the teacher has satisfactorily completed the course, with a grade of "B" or better.

To be eligible for reimbursement, the teacher must have prior approval of such graduate level courses from the Superintendent or his/her designee.

Decisions of the Superintendent to approve or disapprove course reimbursement shall not be subject to the grievance procedure set forth in Article 3 of this Agreement.

23-2. **Professional Learning Enrichment for Educators on the Masters Schedule or Higher**

In order to encourage teachers to improve their classroom effectiveness and their contributions to the students in Salisbury, the Board will establish an annual fund to provide partial reimbursement for tuition costs incurred in approved college/university undergraduate and graduate courses and tuition costs for approved professional enrichment programs, subject to the following regulations and limitations:

- a. Teachers who possess a Master's degree may apply for reimbursement from the enrichment fund.
- b. Application for course and/or program reimbursement must be filed in duplicate with the Building Principal as soon as possible to the start of each work year, but no later than September 30th.
- c. Reimbursement will be provided for approved study within the teaching specialty of the individual and/or for content or skill areas that will directly improve the teacher's competence and performance in meeting his/her classroom responsibilities. All approved study should be content and student centered and the course experience, where feasible, should be shaped to relate as much as possible to the teacher's school assignment.
- d. The course or program must be approved in advance by the Superintendent or his/her designee before the teacher shall be eligible for course or program reimbursement. The Superintendent or his/her designee, in deciding to approve the request, will consider: (i) the degree to which the course work or program will benefit the students at Salisbury Central School; and (ii) the degree to which the teacher's professional competency will be improved.
- e. Decisions of the Superintendent or his/her designee to approve or disapprove course or program enrichment requests shall not be subject to the grievance procedure set forth in Article 3 of this Agreement.
- f. Within the limitations of the annual enrichment fund of \$5,000, the Board agrees to provide up to 50% of the tuition/cost of the course or program, to a maximum of six university credit hours per year. No course or program reimbursement shall exceed the average cost of applicable credit hour(s) at a Connecticut state university.
- g. The Superintendent or his/her designee will award reimbursement monies on a first-come, first-serve basis for programs deemed appropriate. Once the annual cap of \$5,000 is reached, no additional applications will be accepted.
- h. Teachers are discouraged from taking more than three semester hours of course work per term during the school year. Reimbursement will be made for up to two undergraduate or graduate courses (six credits) or two programs per contract year, within available funds.
- i. Reimbursement for courses that are subsidized by other funds, such a scholarship, fellowship, CEA funding, etc., shall be limited to 50% of the total program fees or costs that are not covered by the alternate funding source.
- j. Applicants for grants for any enrichment course or program that require leave from school must also secure prior approval of the Building Principal for the leave of absence.

- k. No reimbursement will be made without submission of official documentation showing successful completion of the course (grade of B or better) or program (applicable certification) and the individual is still a member of the Salisbury Central School staff. All documentation regarding successful completion must be received on or before June 10th of each contract year.

ARTICLE 24 - DURATION

24-1 The provisions of this Agreement shall be effective as of July 1, 2021 and shall remain in full force and effect and shall bind and inure to the benefits of the parties hereto and their successors, to and including June 30, 2024. In June, 2023, the Salisbury Board of Education shall commence negotiations with the Salisbury Elementary School Faculty Association for a successor Agreement.

IN WITNESS HERETO, each of the parties hereunto has caused these presents to be executed by its proper officer, hereunto duly authorized, and its seal affixed hereto as of the date and year first above written.

SALISBURY ELEMENTARY
SCHOOL FACULTY ASSOCIATION

By: Megan Conklin
President

Hereunto duly authorized
Date: 12 / 3 / 20

[Signature]
12/3/20

SALISBURY CENTRAL SCHOOL
BOARD OF EDUCATION

By: [Signature]
Chairman

Hereunto duly authorized
Date: 12 / 3 / 2020

APPENDIX A-1

SALARY SCHEDULE – 2021-2022

Step	BA	MA	6TH YR	PHD
1	\$45,329	\$49,774	\$51,346	\$55,535
2	\$47,040	\$52,027	\$53,928	\$58,323
3	\$48,814	\$54,385	\$56,640	\$61,257
4	\$50,658	\$56,976	\$59,487	\$64,337
5	\$52,568	\$59,840	\$62,510	\$67,565
6	\$54,551	\$62,846	\$65,613	\$71,302
7	\$56,607	\$66,005	\$68,912	\$75,238
8	\$58,884	\$69,322	\$73,410	\$79,392
9	\$61,253	\$72,801	\$78,202	\$83,774
10	\$64,006	\$76,288	\$81,889	\$87,338
11	\$68,664	\$81,374	\$87,106	\$92,519
12	\$72,541	\$85,495	\$91,291	\$96,684
13	\$78,345	\$91,877	\$97,889	\$103,399

All teachers not at maximum in the 2020-2021 school year shall move to the next highest step number for the 2021-2022 school year at the precise mid-way point of the 2021-2022 work year. The Board and the Association have agreed that teachers will receive a pro-rated salary for the entire 2021-2022 work year that incorporates the increase associated with the mid-year step movement, beginning at the commencement of the 2021-2022 work year. Thus, the gross salary amount in each individual teacher's paycheck should be uniform across the work year.

Teachers hired at the commencement of the 2021-2022 work year or during the 2021-2022 work year, shall not move to the next highest step number mid-way through the year.

APPENDIX A-2

SALARY SCHEDULE – 2022-2023

Step	BA	MA	6TH YR	PHD
1	\$46,109	\$50,630	\$52,230	\$56,490
2	\$47,849	\$52,921	\$54,855	\$59,327
3	\$49,654	\$55,320	\$57,614	\$62,311
4	\$51,530	\$57,956	\$60,511	\$65,443
5	\$53,473	\$60,869	\$63,585	\$68,727
6	\$55,489	\$63,927	\$66,742	\$72,529
7	\$57,581	\$67,140	\$70,098	\$76,532
8	\$59,896	\$70,514	\$74,672	\$80,758
9	\$62,307	\$74,053	\$79,547	\$85,215
10	\$65,107	\$77,600	\$83,298	\$88,840
11	\$69,845	\$82,773	\$88,605	\$94,110
12	\$73,788	\$86,966	\$92,861	\$98,347
13	\$79,693	\$93,458	\$99,573	\$105,178

All teachers not at maximum in the 2021-2022 school year shall remain on the same step number in the 2022-2023

APPENDIX A-3

SALARY SCHEDULE - 2023-2024

Step	BA	MA	6TH YR	PHD
1	\$48,225	\$52,954	\$54,627	\$59,083
2	\$50,045	\$55,350	\$57,373	\$62,050
3	\$51,933	\$57,860	\$60,259	\$65,171
4	\$53,895	\$60,617	\$63,288	\$68,447
5	\$55,927	\$63,663	\$66,503	\$71,882
6	\$58,036	\$66,861	\$69,805	\$75,858
7	\$60,224	\$70,222	\$73,315	\$80,044
8	\$62,646	\$73,751	\$78,100	\$84,465
9	\$65,167	\$77,452	\$83,198	\$89,126
10	\$68,095	\$81,162	\$87,121	\$92,918
11	\$73,051	\$86,573	\$92,672	\$98,430
12	\$77,175	\$90,957	\$97,123	\$102,861
13	\$81,087	\$95,093	\$101,316	\$107,018

All teachers not at maximum in the 2022-2023 school year shall remain on the same step number in the 2023-2024

APPENDIX B

EXTRA PAY FOR EXTRA DUTY

1. Coaches shall be paid by the sports season as follows:

Year:	<u>2021-22</u>	<u>2022-2023</u>	<u>2023-2024</u>
Soccer	\$2,289	\$2,335	\$2,382
Basketball	\$2,289	\$2,335	\$2,382
Baseball & Softball	\$2,289	\$2,335	\$2,382

2. Directors of non-sports activities approved by the Principal and Board will be paid at the following rates:

Year:	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>
	\$30.35	\$30.96	\$31.58

3. Certified personnel within the local school will be given first consideration for all extra pay for extra duty positions.*

*No new paying programs under Extra Pay for Extra Duty may be instituted without prior local Board of Education approval.

4. Advisors shall be paid an annual stipend as follows:

	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>
8 th Grade Trip Coordinator	\$936	\$955	\$974
Acting Administrator	\$4,121	\$4,203	\$4,287
Climate Coordinator	\$918	\$936	\$955
Graduation Coordinator	\$374	\$381	\$389
Middle School Coordinator	\$4,188	\$4,272	\$4,357
K-5 Coordinator	\$4,188	\$4,272	\$4,357
Student Council Advisor	\$1,168	\$1,191	\$1,215
Yearbook Advisor	\$1,622	\$1,654	\$1,687
Music Coordinator	\$714	\$728	\$743
Data Coordinator	\$1,224	\$1,248	\$1,273
Curriculum Coordinator	\$2,038	\$2,079	\$2,121
Quiz Bowl	\$376	\$384	\$392

- a. Teachers will receive overnight compensation of \$76.50/night for Nature's Classroom, the Boston Museum trip, and for the 8th Grade Trip.
- b. TEAM Mentors – Mentors are expected to work with new teachers in the TEAM program for two consecutive years. TEAM Mentors will receive an annual stipend per mentee at the completion of each year of service. The stipend shall equal the \$500 rate established by the State of Connecticut in all three years of this Agreement, regardless of whether state funding for this mentorship program is reduced or withdrawn.
- c. Instructional coach – \$1,200 stipend or preparation time accommodation by mutual agreement of administrator and teacher.

APPENDIX C

2021-2024 - SALARY DEDUCTIONS

A staff member may, on written request, have deductions made from his/her salary for any of the approved list below:

Teachers' Retirement Fund (pension);
Washington National Insurance (income participation);
Northwest Connecticut Education Association (professional dues);
Connecticut Education Association (professional dues);
National Education Association (professional dues);
Bristol Teachers' Credit Union; and
Service Fee

SALISBURY TAX-SHELTERED ANNUITIES

ING
AXA Equitable
Metlife
Vanguard
Fidelity

APPENDIX D

FORMAL GRIEVANCE PRESENTATION

(Form 1 - To be completed by aggrieved person – type or print)

Aggrieved Person: _____

Date of Formal Presentation: _____

Home Address: _____

School: _____

Level of Grievance

(check applicable level)

One

Two

Three

Four

Statement of Grievance:

Action Requested:

Signature of Aggrieved

Date

Signature and formal date of grievance at the applicable level

One: _____
Signature Date

Three: _____
Signature Date

Two: _____
Signature Date

Four: _____
Signature Date

APPENDIX D

DECISION OF PRINCIPAL

(Form 2 - To be completed by principal or administrator within 5 days of formal grievance – type or print)

Aggrieved Person: _____

Date of Formal Grievance: _____

School: _____

Principal or Administrator: _____

Decision of Principal or Administrator
:

Date of Decision

Signature of Principal or Administrator

AGGRIEVED PERSON'S RESPONSE

(To be completed by aggrieved within 3 days of decision)

____ I accept the above decision and a grievance no longer exists.

____ I hereby appeal to the superintendent of schools for a review of this grievance.

Date of Response

Signature of Aggrieved

APPENDIX D

DECISION OF SUPERINTENDENT

(Form 3 - To be completed by the superintendent or his/her designate within 7 days after hearing with aggrieved or his/her representative; hearing to be held within 10 days after receipt of appeal – type or print)

Aggrieved
Person:

Date of
Formal
Grievance
Presentation:

Date of Hearing
Held by
Superintendent

Decision of
Superintendent

:

Date of Decision

Signature of Superintendent

AGGRIEVED PERSON'S RESPONSE

(To be completed by aggrieved within 3 days of decision)

___ I accept the above decision and a grievance no longer exists.

___ I hereby appeal to the superintendent of schools for a review of this grievance.

Date of Response

Signature of Aggrieved

APPENDIX D

REVIEW BY BOARD OF EDUCATION

(Form 4 - type or print)

Aggrieved Person: _____ Date of Formal Grievance Presentation: _____

Date

Signature of Aggrieved

BOARD RESPONSE

(To be completed by Board of Education within 30 days after Board Hearing with aggrieved or his representative; Board hearing to be held within 10 days after receipt of appeal.)

Date Appeal is Received By Board of Education: _____

Date Hearing Held By Board of Education: _____

Decision of the Bd. of Ed. and the Reasons Therefore: _____

Date

Signature of Authorized Board Representative

AGGRIEVED PERSON'S RESPONSE

(To be completed by aggrieved within 3 days of decision)

___ I accept the above decision and a grievance no longer exists.

___ I hereby appeal to the superintendent of schools for a review of this grievance.

Date of Response

Signature of Aggrieved

APPENDIX D

DETERMINATION REGARDING ARBITRATION

(Form 5 - To be completed by the Association President and PR&R Committee Chairman within 5 days of receipt of request from aggrieved that grievance be submitted to arbitration – type or print)

Aggrieved Person:		Date of Formal Grievance Presentation:	
Association President:		Date Request Received for Arbitration:	

DETERMINATION BY ASSOCIATION

_____ The Association, through its PR&R Committee, has determined that this grievance is not meritorious and/or that submitting it to arbitration is not in the best interests of the school system. The grievance therefore is closed.

_____ The Association, through its PR&R committee, has determined that this grievance is meritorious and that submitting it to arbitration is in the best interests of the school system. The grievance therefore is hereby submitted to arbitration.

REASONS THEREFORE

Date of
Determination
: _____

Signature of PR&R Chairman

Signature of Association President

DESIGNATION OF ARBITRATOR

(To be completed by Board Chairman and Association President)

The parties have agreed upon and selected: _____ as arbitrator
(name of arbitrator)
to whom the appended grievance is hereby submitted.

Date of
Determination: _____

Signature of Association President

Signature of Board Chairman