

AGREEMENT BETWEEN

THE

THE CHESTER BOARD OF EDUCATION

THE DEEP RIVER BOARD OF EDUCATION

THE ESSEX BOARD OF EDUCATION

THE REGIONAL SCHOOL DISTRICT NO. 4
BOARD OF EDUCATION

THE REGION #4 SUPERVISION DISTRICT
COMMITTEE

and

THE REGIONAL 4 EDUCATION ASSOCIATION

July 1, 2016 through June 30, 2019

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ARTICLE 1 RECOGNITION

A. The Deep River, Chester, Essex, Regional School District No. 4 Boards of Education and the Regional School District No. 4 Supervision District Committee (hereinafter referred to collectively as the "Boards" and individually as the "employing Board") hereby recognize the Regional School District No. 4 Education Association (the "Association") as the exclusive representative as defined in Section 10-153b *et sequitur* of the Connecticut General Statutes as amended, for certified professional employees of the Boards who are employed in positions requiring a teaching, or special services certificate, or Durational Shortage Area Permit, and who are not included in the Administrators' Unit as defined by Section 10-153b of the Connecticut General Statutes, or otherwise excluded from the Teachers' Unit by law.

B. Unless otherwise indicated, the term "Teacher" when used hereinafter in this Agreement shall refer to a certified professional employee of the Boards or an employee holding Durational Shortage Area Permits who is employed in a position requiring a teaching, special services certificate, or Durational Shortage Area Permit and who is not included in the Administrators' Unit as defined by Section 10-153b of the Connecticut General Statutes, as amended.

C. Teachers who are not members or do not become members of the Regional School District No. Four Education Association shall pay to the Association, annually as a service fee an amount equal to the proportion of Association's dues which covers the costs of collective bargaining, contract administration and grievance adjustment. Said amount shall be paid in full by December 15 or by means of payroll deduction. The Association agrees to indemnify and hold harmless the Boards for any and all expense, loss or damage arising from the operation of this Article. The Boards and the Association agree to renegotiate the provisions of this paragraph should a court of competent jurisdiction rule that indemnity with respect to agency or service fees is void as against public policy.

ARTICLE 2 ACADEMIC FREEDOM

A. The private and personal life of a Teacher is not within the appropriate concern or attention of the Boards except as it may interfere with the Teacher's responsibilities to and relationships with students and/or the school system.

B. Teachers will be entitled to full rights of citizenship, and no religious or political activities of any Teacher or the lack thereof will be grounds for any discipline or discrimination with respect to the professional employment of such Teacher, except an attempt to impose one's own beliefs on the student.

ARTICLE 3 TEACHERS' RESPONSIBILITIES AND DUTIES

A. The academic needs of the students in the building will determine the reporting time, departure time and length of the school day for all staff members. Teachers shall be advised by the administration of their responsibilities in these areas prior to the opening of school each year. In no event, however, shall the Teacher workday exceed seven (7) hours, twenty (20) minutes except as noted in Article 4.

B. All Teachers are expected to participate in those non-teaching duties necessary to the operation of the school and the control and safety of the student body. In buildings where duties are assigned, the duties are assigned equitably and achieve balance throughout the staff.

C. When teachers' responsibilities are to be performed beyond the work day the assignments shall be reasonable in number and duration and related to the education of students.

ARTICLE 4 MEETINGS

A. Teachers shall not be required to attend regularly scheduled meetings except as noted below.

1. Teachers may be required to attend meetings. These meetings may extend up to one hour beyond the Teacher work day, as outlined in Article 3, above.
2. The regular day for these meetings shall be designated by the building principal at the beginning of the school year and may be changed only with one week's notice. Regularly scheduled faculty meetings may be scheduled no more frequently than once a week on a day designated by the building principal.
3. Unusual circumstances of an urgent or emergency nature may require meetings in addition to those specified above. When urgent and/or emergency meetings are required, the principal shall inform the superintendent of the meeting and the reason therefore and a copy shall be delivered to the Association.
4. Part-time teachers shall be required to attend no more than six (6) meetings per year at the discretion of the building administrator.

Teachers' attendance at more frequent or longer meetings shall be voluntary except that attendance at PPT meetings scheduled beyond the normal work year shall be compensated at the rate of thirty-four dollars and forty-six cents (\$34.46). Effective July 1, 2017, the hourly rate shall increase to thirty-five dollars and fifteen cents (\$35.15). Effective July 1, 2018, the hourly rate shall increase to thirty-five dollars and eighty-five cents (\$35.85).

ARTICLE 5 BOARD POLICIES

A copy of the Boards' Policies shall be available to Teachers on the District's website. In addition, one copy shall be given to the Association President. Changes in any employing Board's Policies shall be sent to each school within that Board's school district and to the Association President within two weeks of their effective date and posted on the Districts' website accordingly.

ARTICLE 6 PROFESSIONAL GROWTH

Teachers shall be expected to grow professionally over the entire period of their service.

A. All Teachers shall be urged by the Boards and the Association to engage in other professional activities.

B. Other Educational Meetings.

Teachers may be authorized to attend certain national, state, and regional educational meetings, without loss of pay, if approved, in advance.

C. Required Courses.

1. When an employing Board requires a Teacher to take specific education-related courses, the employing Board shall reimburse the Teacher for one hundred percent (100%) tuition, books, fees, and all travel expenses incurred. In no instance shall a Teacher be required to take more than three (3) credits per semester or six (6) credits over the course of any two (2) year period.

2. Provisions shall be made by the Superintendent for the recording of such in-service activities including CEU/CEU equivalents in the individual's professional file.

ARTICLE 7 WITHHOLDING INCREMENT

A. Any Teacher who is rated unsatisfactory by the Superintendent, based on current evaluation procedures, may have his or her salary frozen by the employing Board upon the recommendation of the Superintendent. The Teacher's salary shall remain frozen during such time as his or her performance remains unsatisfactory. Upon receiving a satisfactory rating, the Teacher shall be placed on the salary schedule in accordance with the number of years of satisfactory service.

ARTICLE 8 TEACHER APPOINTMENT-CONTRACT

Teacher's Initial Contract, Annual Salary Agreement, and Long Term Contract.

A. The Superintendent shall inform each Teacher annually, by July 1, in writing, of the Teacher's salary for the upcoming school year. In cases of conflict, the terms of this Agreement shall prevail.

B. The employing Board and the Association shall provide each Teacher with a copy of the Professional Agreement, which shall include the complete text of this Agreement or any Successor Agreement.

ARTICLE 9 TEACHER VACANCIES

- A. All vacancies caused by death, retirement, discharge, transfer, resignation, or by creation of a new position, whether it be a teaching position, administrative or supervisory position, or any combination of these, shall be announced by the Superintendent of Schools.
- B. These announcements shall be posted in each school no later than two (2) weeks prior to filling such position.
- C. If a vacancy occurs during a vacation period, the Superintendent shall, in addition to posting notice as provided in paragraph 2, give notice of such vacancy to the President of the Association.
- D. Teachers desiring to apply for a position shall annually file a request in writing with the Office of the Superintendent. Those who have so indicated shall be notified by mail of openings occurring during vacation periods.
- E. Attempts will be made to fill the vacant positions within the bargaining unit first with Teachers regularly employed by the employing Board with a vacancy, where equally qualified.
- F. In filling a vacancy, consideration will be given to a Teacher's area of competence and prior experience in such areas.
- G. The Boards and the Association agree that no employee, member, or applicant shall be discriminated against because of race, color, religious creed, national origin, sex, sexual orientation, veteran status, age, physical or mental handicap, marital status or ancestry, except as otherwise in the case of a bona fide occupational qualification or need or except as otherwise permitted or required by law in accordance with Connecticut General Statute 46a-60.

ARTICLE 10 TEACHER TRANSFERS

Any Teacher desiring a change of assignment within his or her employing Board should discuss the matter with the building principal. Written requests for transfer may be submitted in writing to the Superintendent.

ARTICLE 11 PLACEMENT ON THE SALARY SCHEDULE

The Salary schedule shall have six columns: BA, BA+30, Master's, Sixth Year, Sixth Year + 30, and Doctorate. Placement on a column shall be according to the following requirements.

I. Normal Placement

A. BA

Attainment of a Bachelor's Degree from a regionally accredited college or university and possession of a valid Teacher certification from the State Department of Education.

B. BA+30

Thirty (30) credits successfully completed beyond a Bachelor's Degree and a valid Professional Educator's certificate issued by the State Department of Education, or thirty (30) credits successfully completed for a graduate course of study approved in writing by the Superintendent.

C. Master's Degree

Master's Degree in a subject area, related area, or in education with a minimum of six (6) graduate credits in the subject area to be taught, related area or area approved by the Superintendent.

D. Sixth Year

Alternative 1.

- a. Matriculation for a Sixth Year Certificate or a Doctoral Degree or a program approved in writing by the Superintendent and
- b. A minimum of thirty (30) graduate credits beyond the Master's Degree, or
- c. In the absence of a Master's Degree in the subject area, the graduate work must consist of at least one-third (1/3) of the credits in subject area to be taught, or in a related subject area.

Alternative 2.

Thirty credits beyond the Master's Degree in a formal program with the written approval of the Superintendent.

E. Sixth Year Plus 30 Credits

Attainment of Alternative 1 or 2 in "D", above, and an additional thirty (30) graduate credits in the subject area to be taught or related area.

F. Doctorate

A doctoral degree granted in education or in a field related to the subject area to be taught.

II. Alternative Placement

In the absence of a Master's Degree or a Sixth Year Certificate the Superintendent shall give approval:

- a. if the thirty (30) credits are taken in a planned or approved program in an accredited college or university, and
- b. if the Superintendent has determined that the course taken contributes to the qualifications of the Teacher in his or her field, and
- c. if the graduate work is of a quality that would allow the granting of a graduate degree, as evidenced by a grade of at least a B.

**ARTICLE 12
PLACEMENT ON SALARY SCHEDULE**

All Teachers hired shall be placed by the Superintendent on the appropriate degree lane on the salary schedule. In making step placement decisions, the Superintendent shall consider years of completed Teacher experience in public, private and military dependency schools, other past experience, how recent such experience is, and the needs of the district, provided that step placement shall not be higher than teaching experience.

ARTICLE 13 CREDIT FOR CHANGE IN DEGREE STATUS

Changes in degree status will only be granted to those Teachers who have given notice in writing of the anticipated change to the Superintendent of Schools on or before February first (1st) for change in the subsequent school year. The change in salary will be retroactive to the date of fulfillment of the requirements. Payment shall begin on the first payday in that year after receipt by the Superintendent's office of an official transcript indicating award of the degree or completion of the required courses.

ARTICLE 14 CREDIT FOR NON-TEACHING EXPERIENCE

Credit for prior non-teaching experience for persons in the District may be allowed by an employing Board. The credit allowance may be as follows:

- (1) 5-years' credit on the salary schedule may be granted the first year.
- (2) 3-years' additional credit on the salary schedule may be granted the second year.
- (3) 2-years' additional credit on the salary schedule may be granted the third year.

Step placement on the appropriate salary schedule will be determined by the employing Board upon the recommendation of the Superintendent. Primary consideration shall be the relationship between the person's past experience and his/her teaching assignment.

ARTICLE 15 SALARIES

The salaries of all Teachers covered by this Agreement are set forth in the Appendices which are attached hereto and made a part of the Agreement.

ARTICLE 16 PAYROLL PROCEDURES AND DEDUCTIONS

A. PAYROLL PROCEDURES

1. Dates of Payment

Payroll checks are issued on a twenty-six- (26) pay period schedule.

Payroll checks are issued every other week by direct deposit. Paydays will be Fridays unless such day is a holiday in which case payday will be the preceding day.

2. Alternate Pay Schedule

Upon written request to the Superintendent, received on or before the third working day in September, a Teacher may elect to receive his or her annual pay on a twenty-one (21) or a ten (10) months' pay period schedule.

3. Accrued Summer Pay

Upon written request to the Superintendent, received on or before the third working day in June, a Teacher, whose contract is for the general period, September-June of the school year, may elect to receive the accrued pay for July and August.

4. First Pay Date

Teachers shall receive the first paycheck of each school year on the first pay date in the school year. Teachers who begin work after the start of the school year shall receive their first paycheck on the first pay date after their start date.

B. DEDUCTIONS

The following deductions shall, after written authorization has been received by the Superintendent of Schools, be made from the Teacher's check:

- (1) Withholding tax
- (2) Teacher's Retirement
- (3) Medical Insurance and IRC Section 125 plan, premium reduction, medical expenses and child care.
- (4) Permanent Insurance (Term)
- (5) Tax Sheltered Annuity*
- (6) CEA endorsed disability carrier**
- (7) Credit Union Payments
- (8) C.E.A.-N.E.A.-Local dues and/or fees.
- (9) Medicare 65

C. All insurance forms shall be forwarded to the respective companies by the employing Board no later than five (5) days after receipt of the Teacher's completed forms.

D. No Teacher is covered for benefits until coverage is confirmed by the insurance company concerned.

*No new participants shall be allowed to enroll in any annuity plan with one or two participants. As participation in these plans ceases, they will be discontinued. The Association may designate an annuity plan carrier if that carrier is a disbursing agent. The Association may also designate an additional carrier(s) should the total number of carriers be less than six.

**The Board will offer no more than three (3) disability plans for employee participation at their own expense.

E. All salary payments may be made by automatic deposit to one account at one bank or financial institution of any Teacher's individual choice, provided such bank or institution may receive direct deposit.

ARTICLE 17
INSURANCE COVERAGE - RETIRED STAFF

Teachers previously employed by an employing Board and who are receiving benefits from the Connecticut Teachers' Retirement System may participate in the group health insurance program, at their own expense, in accordance with the Connecticut General Statutes.

ARTICLE 18
PAY PERIOD

If a pay period comes during a holiday or school vacation, Teachers shall be paid on the regular school day prior to the commencement of the holiday or school vacation.

ARTICLE 19
EXTRA PAY FOR EXTRA DUTY

A. When a Teacher accepts an assignment to a special project which will involve excessive time (i.e. over forty (40) hours per school year), extra compensation shall be agreed to in advance by the Superintendent and the Association, including pay and travel expenses.

B. Extra duty for which extra compensation shall be paid and the amounts of such compensation are set forth in the Appendices which are attached hereto and made a part of this Agreement. (See pages A5-A10)

C. MASTER TEACHER PROGRAM

The Boards shall provide funds for Teachers who fulfill all of the requirements listed below. Such Teachers shall receive a ten thousand-dollar (\$10,000) increase in their annual salary for the duration of their designation as "Master Teacher." Designation as "Master Teacher" shall be for five (5) years. Reappointment is permitted, provided that the Teacher again fulfills the requirements.

REQUIREMENTS FOR MASTER TEACHER ELIGIBILITY

1. The Teacher must request consideration in writing to the Superintendent by February first prior to the school year in which salary is to be increased.
2. The Teacher must have attained tenure in the school system.
3. The Teacher must have attained accreditation by the National Board for Teaching Standards.

Note: The employing Board will reimburse the costs of the application and accreditation process after achievement of accreditation.

4. The Teacher must have plans approved by the Superintendent to complete projects that will educationally benefit the school district. Such plans will be completed on the Teacher's own time. The work shall be expected to require the five (5) year length of the "Master Teacher" designation for completion.

5. The Teacher's supervisor must consent to the application.

EXPERT TEACHER PROGRAM

The employing Board shall provide funds for Teachers who fulfill all of the requirements listed below. Such Teachers shall receive a two thousand-dollar (\$2,000) increase in their annual salary for the duration of their designation as "Expert Teacher." Designation as "Expert Teacher" shall be for two years. Reappointment is permitted, provided that the Teacher again fulfills the requirements.

REQUIREMENTS FOR "EXPERT TEACHER" ELIGIBILITY

1. The Teacher must request consideration in writing to the Superintendent by February first prior to the school year in which salary is to be increased.
2. The Teacher must have successfully completed training in three of the following: support Teacher (all modules), portfolio scoring, assessor, trainer in CRISS, student assessment, or other program approved in advance by the Superintendent.
- 3 The Teacher must have plans approved by the Superintendent to complete projects that will educationally benefit the school district, either through professional development or student enrichment. Such plans will be completed on the Teacher's own time. The work shall be expected to require the two-year length of the "Expert Teacher" designation for completion.
- 4 The Teacher's supervisor must consent to the application.

ARTICLE 20 LONGEVITY PAY

A salary increment in the following amounts shall be paid to the Teacher for each of the following consecutive years of teaching experience in the District. Childrearing leave under Article 29 and leaves of absence under Article 35 shall not constitute breaks in service, but time on leave shall not be counted as years of experience for purposes of this article.

<u>Years of Teaching Experience</u>	<u>Increment</u>
16-20	\$ 425.00
21-25	700.00
26-30	975.00
31-35	\$1,250.00
36-40	\$1,525.00

ARTICLE 21 EMPLOYMENT YEAR

A. Teacher Employment Year

The scheduled employment year of Teachers covered by the Classroom Teachers' Salary Schedule (other than new personnel and others who may be required to attend pre-school

orientation sessions) shall be 185 days.

B. The original setting of the calendar is the prerogative of the Board and is not negotiable; however, the impact of any changes in the calendar after adoption are negotiable.

ARTICLE 22 DUTY-FREE LUNCH PERIOD

Teachers shall have a duty-free lunch period, in accordance with Section 10-156 of the Connecticut General Statutes.

ARTICLE 23 PREPARATION PERIOD

All classroom Teachers shall have at least five (5) preparation periods per week. Where the 4x4-block schedule exists, Teachers will have one (1) full block per day as a preparation period. In situations where a period structure does not exist, two hundred ten (210) minutes shall be the minimum preparation time provided per week. For teachers in the two hundred ten (210) minute structure, one (1) preparation period per week may be used for meetings that are designated by the Administration. The Boards and the Association agree that it is desirable to schedule daily preparation time where reasonably possible.

ARTICLE 24 TEACHING PERIODS

A. Subject area secondary school Teachers shall not be assigned more than five (5) teaching periods per day as long as the seven (7) period day structure exists. Where the 4x4-block schedule exists, subject area secondary school Teachers shall not be assigned more than three (3) teaching blocks per day in one (1) semester. Should the structure be changed, the Board and the Association shall negotiate over the impact of such change.

B. Secondary school Teachers shall not be required to teach more than two (2) subjects or to have more than four (4) teaching preparations within said subjects or combination of subjects at any one time. Teachers may not be required to have more than three (3) teaching preparations without the Teacher's consent.

C. In addition to a normal teaching program, Teachers in a seven (7) period day structure may be required to teach one (1) limited enrollment course (fifteen (15) or fewer students) provided they are relieved from non-teaching duties.

D. Subject to mutual consent between the employing Board and the Association, this Article, or any portion thereof, may be waived.

E. Definitions for the above are as follows:

(1) Subject shall be defined as an area of certification.

(2) Preparation refers to different courses within the area of certification but does not refer to levels within a course or grade.

ARTICLE 25 SEPARATION OF TEACHERS

I. Payment

A. The pay of a Teacher under contract who does not complete his or her contract period shall be computed as follows:

1. Compute the daily rate by dividing the annual contract salary by one hundred eighty-five (185).
2. Compute the number of days school is in session within the period of employment.
3. Multiply the number of days entitled to payment (step 2) by the daily rate (step 1).
4. The total salary already paid to the employee for the periods worked shall be deducted from the amount in step 3. The remainder is the total salary due.

B. Teachers shall give no less than forty-five (45) days written notice prior to the effective date of resignations. Teachers who provide such notice and complete the school year shall continue to receive health insurance benefits through August 31 of their final school year.

II. REDUCTION IN FORCE

A. Reasons For Elimination of Professional Staff Positions

The employing Board has the sole and exclusive prerogative to eliminate Teaching positions, consistent with the provisions of the Connecticut General Statutes.

B. DEFINITIONS

The term Teacher, as used in this Article, shall not apply to Teachers who hold a Durational Shortage Area Permit in lieu of a teaching certificate.

C. PROCEDURE

(1) Prior to commencing action to terminate Teacher contracts under this procedure, the employing Board will give due consideration to its ability to effectuate position eliminations and/or reduction in staff by:

- a. Voluntary retirements;
- b. Voluntary resignation;
- c. Transfer of existing staff members;
- d. Voluntary leaves of absence.

(2) In the event that it appears necessary to terminate Teacher contracts in order to effectuate the elimination of professional staff positions, the Superintendent will propose to the Board for its consideration, an orderly plan for elimination of positions, identifying professional personnel whose contracts he recommends for termination. If the Board of Education considers termination of the contract of a Teacher, it shall authorize the Superintendent to

notify the Teacher, in writing, that termination of his or her contract is under consideration in accordance with the Connecticut General Statutes. This notification, and any subsequent proceedings with regard to contract termination, will be in accordance with the provisions set forth in the Connecticut Teacher Fair Dismissal Law.

(3) The following criteria will be used to select those employees whose contracts are to be considered for termination as a consequence of elimination of professional staff positions:

a. Tenure Status

If a Teacher has attained tenure status, his/her contract of employment may be terminated if his/her position is eliminated, but only if there is no other position available under the jurisdiction of the employing Board for which the Teacher is certified and possesses the requisite competencies for the position. Therefore, Teachers who have acquired tenure will have first preference for retention in positions for which they are certified and meet the competencies required by the position. This shall include first preference with regard to positions that are held by non-tenure Teachers, in addition to positions which are open and available. When it is necessary to make staff reduction decisions among Teachers who have acquired tenure, seniority shall be the determining factor, except that the employing Board may retain a tenured Teacher who would otherwise be laid off in any given school year if his/her

1. Areas of certification;
2. Degree status;
3. Total years of experience on a grade level in teaching, or a subject discipline;
4. Total years of experience with the employing Board;
5. Qualifications and ability, as determined by an objective evaluation of the Teacher's performance shall demonstrate that such Teacher possesses overriding professional value as
a) Teacher and therefore should be retained in preference to a more senior Teacher. Notwithstanding any other provision of this Article, a Teacher shall not be assigned to an administrative position as the result of the implementation of this procedure. For the purposes of this Article, seniority shall be measured from the date of last appointment by the Board of Education.
6. In the event of a tie in seniority, the following criteria shall be applied in the order listed to determine the most senior Teacher:
 - a) Total combined years of service with any of the constituent Region No. 4 Boards of Education;
 - b) Full-time teaching assignment given preference over part-time teaching assignment at time of layoff;
 - c) Certification status, i.e., professional given preference over provisional;
 - d) Areas of certification, with preference given to multiple endorsements;
 - e) Degree status, with preference given to highest degree;
 - f) Total years of teaching experience in public, private and military dependency schools.

b. Non-Tenure Status

When it is necessary to make staff reduction decisions among Teachers who have not acquired tenure, the following criteria will be considered by the employing Board, not necessarily in the following order:

1. Areas of certification;
2. Degree status;

3. Total years of experience on a grade level in teaching, or a subject discipline;
4. Total years of experience with the employing Board;
5. Qualifications and ability, as determined by an objective evaluation of the Teacher's performance.

D. REAPPOINTMENT

1. The name of tenure Teachers who have been laid off shall be placed on a reappointment list for the employing Board and remain on such list for two (2) years from the date of contract termination, provided that such Teacher applies in writing by registered mail for retention of his/her name on said list on or before June 1 of each year subsequent to his/her termination.
2. No new employee shall be hired to fill a position for which a tenured Teacher on the reappointment list possesses the requisite competencies for the position and is certified or immediately certifiable. Where more than one such Teacher is on the reappointment list, reappointment shall be in inverse order of layoff, as defined in paragraph C, above.
3. Any such Teacher on the reappointment list shall receive a written offer of reappointment at least thirty (30) days prior to the date of reappointment. The Teacher shall accept or reject the appointment in writing by registered letter (RRR) written one calendar week of receipt of the offer, or the offer shall be deemed to be rejected.

When an offer of reappointment is rejected, all reappointment rights under this article shall terminate immediately.

E. BENEFITS

1. Except as elsewhere herein contained no employee who has been laid off shall be entitled to payment or accrual of any compensation or fringe benefits, whether or not he or she remains on the reappointment list. However, an employee who is reappointed from the list shall be entitled to reinstatement of any benefits earned or accrued at the time of layoffs, and further accrual of salary increments and fringe benefits shall resume where they left off. No years of layoff will be credited as years of service for compensation or retirement purposes.
2. It is understood that a layoff is a termination of employment subject to administrative and/or judicial review in the manner set forth in the subsections of Section 10-151 of the Connecticut General Statutes as amended, and in no other manner. In the case of judicial review under those statutory provisions, the parties agree that the provisions of this article can and should be submitted to the Court or Administrative Agency.

ARTICLE 26 SICK LEAVE: PERSONAL ILLNESS

- A. Each professional employee certified by the State Department of Education shall be entitled to a minimum of sick leave with full pay of fifteen (15) school days in each school year.
- B. Unused sick leave shall be accumulated from year to year, so long as the employee remains continuously in the service of the same Board of Education or any other board of education within the District #4 area: to wit, Regional #4, Supervision District Board, and the Chester,

Deep River and Essex Boards of Education. When a pattern of abuse of sick leave is suspected, the Superintendent may request a physician's certification to verify the medical necessity for such leave.

C. For teachers hired prior to July 1, 2007, such accumulation of sick leave shall accumulate indefinitely from year to year. For teachers hired on or after July 1, 2007, such accumulation of sick leave shall accumulate from year to year, up to a maximum of two hundred (200) days.

D. After sick leave is exhausted, 1/185 of the salary per day shall be deducted. Such deductions may be made, upon written request to the Superintendent from the July and August paychecks.

E. Upon retirement or death or voluntary separation after age forty-seven (47) the Teacher shall receive an amount not to exceed one thousand dollars (\$1,000.00) based upon the following:

1. To qualify a Teacher must have a minimum of twelve (12) years of service in the district.
2. Accumulated sick days above one hundred fifty (150) shall be compensated for at the rate of thirty dollars (\$30.00) per day.

F. In extraordinary circumstances, the Board may grant requests for up to five (5) additional days of sick leave for each year of service, up to twenty (20) years, when a Teacher has exhausted his/her accumulated sick leave. Such additional days shall not exceed one hundred (100) for any Teacher during his/her employment with the District.

G. Teachers who work less than a full-time assignment will earn sick leave in the same proportion to the full sick leave entitlement of fifteen (15) days as their salary is to full-time salary. Where, for example, their assignment is fifty (50) percent each day, they will earn fifteen (15) such fifty percent days annually. Where, for example, their assignment is three (3) days per week, they will earn nine (9) full sick days annually.

H. Teachers may use up to ten (10) sick days per year for illness of family members.

ARTICLE 27

PERSONAL ABSENCES

A. There shall be a maximum of five (5) school days with full pay for personal absences annually, which shall be reported in advance in writing to the Principal. Personal leave shall not accumulate from year-to-year. Personal absences include such considerations as marriage, death, or illness of the immediate family, or other comparable circumstances, legal requirements, and religious holidays as more fully set forth hereafter. A telephone call to the Principal will be acceptable in case of an emergency, to be followed in writing no later than three (3) days after the use of such leave to the Principal.

B. Personal absences are more specifically defined as follows:

1. Illness in the immediate family.
2. A maximum of three (3) days for religious holidays.
3. Legal transactions involving a legal document or court order or appearance (such as but not limited to deeds, mortgages, divorce, income tax audit).
4. Personal leave shall be granted to any Teacher who is required to appear before a court or other state agency as part of his/her teaching duties and such days shall not be included in the five (5) days granted in Section A Line 1 of this article.

5. One day personal leave may be granted for marriage of self, children, parents, siblings or siblings of spouse;
6. Personal leave may be granted for the purpose of bringing immediate family members to or home from the hospital.
7. Personal leave shall be granted as necessary for attendance at graduation exercises in which a degree is granted to self, spouse, parent or children. Two (2) weeks prior written notice to the principal is required for such a leave.
8. Death in the immediate family.
9. Actual time required (not to exceed one day) to attend funerals of family members or close friends.
10. One day of personal leave may be granted for matters of pressing personal need, which cannot be attended to outside the teaching day. Such day shall never be used to extend a holiday weekend or vacation.

In the event that a teacher does not use all of his or her personal time in a fiscal year, such unused personal time shall be converted into additional sick time.

C. For purposes of this article, immediate family is defined as including spouse, children, step-children, or any other member of the same home; father and mother; step-parents; brothers and sisters; grandfathers and grandmothers; father-in-law and mother-in-law, aunts or uncles, foster parents, foster children, and grandchildren.

D. In extraordinary circumstances the Superintendent may at his/her discretion grant additional personal leave as defined in Section B, 1-9. In addition, if a Teacher is granted personal days for religious holidays and the maximum of five (5) school days is then or subsequently exceeded, the Superintendent shall grant additional paid personal days (but no more than the number of days used for religious holidays) for reasons in Section B, 1-9.

E. Bereavement Leave

1. In addition to the five (5) personal leave days referred to above, a total of five (5) days with pay per occurrence shall be allowed per death of a teacher's spouse, child, or parent.
2. In addition to the five (5) personal leave days referred to above in paragraph A, a total of two (2) days with pay per occurrence shall be allowed for the death of a teacher's sibling.
3. One (1) day with pay per occurrence shall be allowed for the death of any other member of the Teacher's immediate family, as defined above. The use of a paid day for that purpose shall be counted for the purposes of the five (5) personal days allotted to the teacher.

ARTICLE 28 PARENTHOOD LEAVES

A. Pregnancy and Childbirth Leave

1. Disabilities caused or contributed to by pregnancy miscarriage, abortion, childbirth, and recovery there from shall be treated as temporary disabilities for all job-related purposes. (The term “temporary disability” shall be interpreted as being within the meaning of the term “sick” as used in Section 1-156 of the Connecticut General Statutes).
2. Accumulated sick leave shall be available for use during periods of such disability.
3. Disability leave beyond any accumulated sick leave shall be available, only for such reasonable further period of time as a Teacher is determined by her physician or a physician selected by the Board to be disabled from performing the duties of her job because of pregnancy or conditions attendant thereto.
4. Policies involving commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, protection under health or temporary disability plans, and payment of sick leave shall be applied to disability due to pregnancy and childbirth on the same terms and conditions as they are applied to other temporary disabilities.
5. Pregnancy and childbirth shall not be the basis for termination of employment or compulsory resignation.

B. Childrearing Leave

1. Any Teacher covered by this contract shall be entitled, upon written request to the Superintendent of Schools, to an extended leave without pay for the purposes of childrearing, apart from any period of childbirth disability leave with pay. Such teacher shall be entitled to such leave for the remainder of any school year, in which the child is born, adopted, or fostered, and if the birth occurs after March 1, for the full following school year, if requested.
2. Childrearing leave shall be subject to the following provisions:
 - a) Teachers requesting leave shall submit not less than sixty (60) days written notice of the anticipated date of ending performance of duties; unless in the case of adoption, sufficient notification was not given the employee. In case of prospective adoption, the teacher shall give reasonable notice of an intent to adopt and of the general time of anticipated adoption.
 - b) All insurance and other employee benefits, including payments to the State Teachers' Retirement System, shall continue in effect, upon payment by the Teacher of any premiums or membership costs. This provision shall involve no additional expense to the employing Board.
 - c) Teachers intending to return at the commencement of the school year shall notify the Superintendent of their intention in writing no later than March 1 of the preceding school year. Failure to provide such written notification shall be considered a resignation of employment, provided that this provision shall not apply to leaves of less than one year, that the letter granting the leave shall include reference to this requirement and that between January 1 and

February 1 the Superintendent shall send the Teacher and the Association written notification of this requirement. An attempt will be made to return the teacher as nearly as possible to the position, which said teacher held when the teacher left. The Teacher's years of service in the school contract status and accumulated sick leave will be the same when the Teacher returns to the position as it was when he or she left the position.

C. The Superintendent may designate leave granted under this Article as leave granted pursuant to the Family and Medical Leave Act.

ARTICLE 29 SABBATICAL LEAVES

Any Teacher who has completed seven (7) or more years of continuous service with the employing Board may, upon recommendation of the Principal and the Superintendent, be granted a sabbatical leave of absence with the approval of such Board in accordance with the following terms:

1. One year at half pay for study or travel after seven (7) years.
2. One half year at full pay for study or travel after seven (7) years.
3. Such leave shall be granted only when the purpose has a direct potential value to the school system as determined by the employing Board. The application should include a detailed outline of anticipated activities. Upon his/her return, it shall be incumbent on him/her to make a report to the employing Board and, as called upon, to share whatever has been gained by such leave with the school system and the citizenry.
4. Request for tentative sabbatical leave application must be made in writing to the employing Board by January 1st of the preceding year and final application by April 30th.
5. Not more than 1 percent (1%) of the faculty of any employing Board shall be granted sabbatical leaves in any one year. If more than 1 percent (1%) of the Teachers in any of the school systems shall apply for leave, substantial weight will be given to the factor of seniority of service. In case it shall be necessary to choose from the Teachers of equal prior service, the selection shall be made by the employing Board upon the basis of benefit to the school system.
6. As a condition to such leave the Teacher shall agree to return to, and to continue in the service of, the employing Board for a period of at least two (2) years after the expiration of the sabbatical leave or repay the salary given to her/him during said sabbatical leave except in case of disability or death. A demand note, personally endorsed, shall be tied to Sabbatical Leave stating that it shall be due in full if a Teacher leaves her/his employment with the employing Board before two (2) years.
7. The salary granted the Teacher on leave shall be based on the salary to which she/he should be entitled if not on leave. From such salary shall be deducted monthly the regular contribution to the pension system (based on the regular year's salary) and the withholding tax (based on actual salary).

8. Teachers on such leave may not receive compensation for work during the school year except by approval of the employing Board.

9. Teachers on such leave shall be considered as in the employ of the employing Board and the time thus spent shall count as regular service toward retirement and salary increases.

10. Cancellation of leave at the Teacher's request after such a leave has been granted forfeits the right to re-apply for two (2) years unless such cancellation is due to illness.

ARTICLE 30 PROFESSIONAL LEAVE

An unspecified number of additional days with full pay, at the discretion of the principal, including visiting days, institutes, organization meetings, conferences, etc., may be allowed by the employing Board.

ARTICLE 31 MILITARY LEAVE - INDUCTION OR RECALL

A. Any Teacher serving in the Reserve Forces of the United States, who is required to perform annual active duty training, shall be granted a leave of absence not to exceed thirty (30) days, provided that the Reserve Duty cannot be postponed until a more suitable time. Compensation in pay shall be the difference between gross military pay and allowances and the Teacher's regular pay if the military pay is the lesser.

B. The Teacher's contract status and accumulated sick leave will be the same when the Teacher returns to the position as it was when he or she left the position.

ARTICLE 32 NEGOTIATION - GRIEVANCE LEAVE

A. If negotiation meetings between the Boards and the Association are scheduled during normal working hours of a school day, when such meetings are scheduled by the Boards or the meeting time is not under the control of the Association or Teacher involved, not more than four (4) representatives of the Association shall be relieved from all regular duties without loss of pay, for only such time as is necessary to attend the scheduled meeting, in order to permit their attendance at such meetings.

B. When it is necessary, pursuant to the Grievance Procedure in Article 41 of this Agreement for a School Representative, member of the Committee on Professional Rights and Responsibilities or other representative designated by the Association to investigate a grievance or attend a grievance meeting or hearing during a school day, he or she shall, upon notice to the Principal and to the Superintendent by the President of the Association, be released without loss of pay, for only such time as is necessary to attend the scheduled meeting, in order to permit participation in the foregoing activities, but this privilege shall be limited to one Association Representative per grievance per day.

C. Any witness-Teacher whose appearance at such investigations, meetings or hearings is necessary shall be accorded the same right.

ARTICLE 33 ASSOCIATION LEAVE

A. A Leave of Absence shall be granted without pay upon application of a Teacher for a period not to exceed two (2) school years for the purpose of serving as an officer of the Connecticut Education Association, or the National Education Association. The employing Board shall not be required to grant such leave under this Article to any Teacher more than once. Teachers intending to return from such leave at the commencement of the school year shall notify the Superintendent of their intention in writing no later than June 1 of the preceding school year. Failure to provide such written notification shall be considered a resignation of employment, provided that this provision shall not apply to leaves of less than one year, that the letter granting the leave shall include a reference to this requirement and that between April 1 and May 1 the Superintendent shall send the Teacher and the Association written notification of this requirement.

B. The Board agrees to continue the status of the Teacher in respect to seniority, salary schedule steps and levels, retirement and in any other areas as though such leave were not taken, subject to any regulations imposed by the TRB and/or state statute.

C. Upon return from such leave, the Teacher shall be placed at the next higher position on the salary schedule which he/she left and shall be entitled to sick leave and other benefits as though he or she had continued to teach and which he would have enjoyed had he not taken such leave. For example a Teacher if granted such leave after the receipt of a salary based on the sixth step will be placed on the seventh step upon return.

D. There shall be no more than one such leave granted from the employing Board in any one school year.

ARTICLE 34 LEAVE OF ABSENCE FOR AN EXTENDED PERIOD

A. Upon recommendation of the Superintendent of Schools, the employing Board may permit members of the professional staff to take leaves not in excess of two (2) years in length for rest, restoration of health, study or the alleviation of hardship involving themselves or their immediate families.

B. Such leave shall be at no expense to the employing Board, except as provided by the Family Medical Leave Act or provisions of this Agreement. Courses taken while on extended leave shall not be subject to reimbursement by the employing Board.

C. An attempt will be made to return the Teacher as nearly as possible to the position, which he or she left. The Teacher's year of service in the school, contract status and accumulated sick leave will be the same when the Teacher returns to the position as it was when he or she left the position.

D. The Superintendent may designate leave granted under this Article as leave granted pursuant to the Family and Medical Leave Act, if such leaves qualifies under the Family and Medical Leave Act.

ARTICLE 35 TEACHER EXCHANGE PROGRAMS

A. The Boards recognizes that Teacher Exchange Programs provide an excellent means of bringing about cultural exchange and understanding, and encourages the various schools operated by the Boards to participate in an Exchange Program, provided that the participation will assist in providing the best possible education at the schools.

B. Teachers who wish to participate must be on tenure, and must make written request to his or her employing Board.

C. Teachers participating in this program shall receive credit on salary schedule.

D. Approval may be granted by the employing Board upon recommendation of the Superintendent, and upon finding an acceptable exchange replacement Teacher.

ARTICLE 36 JURY DUTY

A Teacher who is not excused from jury duty upon his/her voluntary application, shall receive the necessary leave to fulfill this legal obligation. This leave shall not be deducted from sick leave or from personal days. The Teacher shall receive a rate of pay equal to the difference between the professional salary and the jury fee.

ARTICLE 37 USE OF SCHOOL FACILITIES

A. The Association will have the right to use school buildings without cost at reasonable times, for meetings, provided, however, that the Association will be required to pay for any additional custodial costs involved by reason of said meetings.

B. Requests for the use of building shall be made in advance of the time and place of all such meetings, in accordance with the applicable procedures for use of school facilities in place for school buildings.

II. Bulletin Board

A. There will be one (1) bulletin board in each school building, which will be placed in the faculty lounge, for the purpose of displaying notices, circulars, and other Association material.

B. Copies of all such material will be given to the building principal, but his or her advance approval will not be required.

C. The Association agrees that it will not post any material, which is derogatory to the administration, the Board of Education or any member thereof, or the school system.

ARTICLE 38 TRAVEL REQUESTS

A. One Day Trip. Requests by classroom Teachers must be submitted to the principal and approved in advance of the trip. Application forms shall be available in the principal's office and requests shall be filed in duplicate.

B. Overnight and Longer Trips. Application forms shall be submitted in triplicate and approved in advance of the trip. One copy shall be returned to the staff member and the approved amount shall be shown.

C. Payment. Reimbursement shall be made on the basis of approved application form after actual bills or stubs have been attached by the person traveling. There shall be one standard rate of pay for travel for all employees in the District. The Boards shall reimburse all employees for travel required in the scope of their employment at the prevailing I.R.S. mileage rate, plus tolls and parking.

ARTICLE 39 SPECIAL SCHOOL PROGRAMS

A. Summer School

1. Openings for summer school shall be posted as early as possible so that interested Teachers may apply.
- 2 An attempt will be made to fill summer school positions first by teachers regularly employed in the school system, who shall be considered prior to the consideration of applications from teachers from outside the employing district, where equally qualified.
3. Qualifications shall include but not be limited to: Teacher's certification and area of competence, major and/or minor field of study, quality of teaching performance, attendance record, length of service in the system, and prior experience in teaching in the summer school program.
4. Effective July 1, 2016, compensation for summer school teaching shall be at the rate of forty five dollars and ninety-eight cents (\$45.98) for each classroom hour worked. Effective July 1, 2017, the rate shall increase to forty six dollars and ninety cents (\$46.90) for each classroom hour worked. Effective July 1, 2018, the rate shall increase to forty seven dollars and eighty-four cents (\$47.84) for each classroom hour worked.

B. Curriculum development and similar work.

1. All openings will be posted as early as possible so that interested Teachers may apply.

2. Qualifications shall include but not be limited to: Teacher's certification and area of competence, major and/or minor field of study, quality of teaching performance, attendance record, length of service, and prior experience in performing the work.
3. Compensation for curriculum development work and other similar work shall be at the hourly rate of thirty-four dollars and forty-six cents (\$34.46). Effective July 1, 2017, the hourly rate shall increase to thirty-five dollars and fifteen cents (\$35.15). Effective July 1, 2018, the hourly rate shall increase to thirty-five dollars and eighty-five cents (\$35.85).

ARTICLE 40 TUTORING

A. In accordance with standard professional ethics, no Teacher shall teach privately for pay any pupil currently enrolled in the school to which the teacher is assigned, except with prior consent of the principal.

B. This provision may be waived by the Superintendent of Schools for Teachers of homebound instruction.

C. Compensation for tutoring shall be at the rate of thirty-four dollars and forty-six cents (\$34.46). Effective July 1, 2017, the hourly rate shall increase to thirty-five dollars and fifteen cents (\$35.15). Effective July 1, 2018, the hourly rate shall increase to thirty-five dollars and eighty-five cents (\$35.85).

ARTICLE 41 GRIEVANCE PROCEDURE

A. Purpose of Procedure

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems, which may arise affecting the welfare or working conditions of Teachers. Both parties agree that proceedings shall be kept confidential.

B. Definitions

1. This procedure is not designed to cover all aspects of the work assignment. A grievance shall mean a complaint by a Teacher or the Association that there has been a loss or an injury caused by a violation, misinterpretation or misapplication of a specific provision of this Agreement. The grievance shall be in writing and must state specifically the loss or injury incurred by the grievant and the specific violation, misinterpretation or misapplication of the provisions of the Agreement. A grievance shall not include the subject matter of Article 10, Section 151 of the Connecticut Statutes as amended.

2. "Teacher/Grievant" shall mean any member of the unit as defined in Article 1, "Recognition," and/or including the Association as exclusive representative. All references to "Teacher," "grievant," "his/her" shall be interpreted as the Association when any grievance is filed by the Association President as representing an Association grievance.

3. “Party in Interest” shall mean the person or persons making the claim, including their designated representative as provided for herein, and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.

4. “Days” shall mean school days when school is in session. When school is not in session for a period exceeding two weeks, days shall mean normal working days excluding Saturdays, Sundays, and holidays.

C. Time Limits

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. The time limits specified may, however, be extended by written agreement of the parties in interest, if the situation warrants.

2. If a Teacher or the Association does not file a grievance within the twenty (20) days requirement at Level 1 of the grievance procedure of the act or occurrence on which the grievance is based, then the grievance shall be considered to have been waived.

3. Failure by the grievant at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

4. Failure by the employing Administration or Board to render an opinion within the specified time limit shall be deemed as a denial of the grievance.

D. Informal Procedures

1. If a Teacher feels that he/she may have a grievance, he/she may first discuss the matter with his/her principal or other appropriate administrator in an effort to resolve the problem informally.

2. If the Teacher is not satisfied with such disposition of the matter, he/she shall have the right to have the Association assist him/her in further efforts to resolve the problem informally with the principal or other appropriate administrator.

E. Formal Procedure

1. Level One – Principal

(a) A Teacher or the Association may file a grievance with the building Principal within twenty (20) days of the act or occurrence on which the grievance is based.

(b) The Principal shall meet with the Teacher for the purpose of resolving the grievance within five (5) days after receipt of the grievance.

(c) The Principal shall, within three (3) days after the meeting, render his/her decision and the reasons therefor in writing to the grievant, with a copy to the Association.

2. Level Two—Superintendent of Schools

(a) If the Teacher or the Association is not satisfied with the disposition of the grievance at Level One, the Teacher or Association may, within five (5) days after the decision, file a written grievance with the Superintendent of Schools.

(b) The Superintendent shall, within five (5) days after receipt of the referral, meet with the grievant and with representatives of the Association for the purpose of resolving the grievance.

(c) The Superintendent shall, within three (3) days after the hearing, render his/her decision and the reasons therefor in writing to the Teacher, with a copy to the President of the Association.

3. Level Three —Board of Education

(a) If the Teacher or the Association is not satisfied with the disposition of the grievance at Level Two, the grievant may within three days (3) after the decision, file the grievance with the employing Board.

(b) The employing Board shall, within ten (10) days or the next Board meeting, whichever comes sooner, after receipt of the grievance, meet with the grievant and with representatives of the Association for the purpose of resolving the grievance. If a stenographic record is desired, the party requesting such record shall bear the expense. If both parties wish to have a copy of the stenographic record, the expense shall be split equally.

(c) The employing Board shall, within ten (10) days after such meeting, render its decision and the reasons therefor in writing to the grievant with a copy to the President of the Association.

4. Level Four—Arbitration

(a) If the Association is not satisfied with the disposition of the grievance at Level Three, the Association, not the individual Teacher or Teachers, may request arbitration of the grievance within ten (10) days of the issuance of the Board's decision at Level Three.

(b) Within ten (10) days of notification, the employing Board and the Association shall seek to select a mutually acceptable and available arbitrator. If the parties are unable to agree upon or to obtain a mutually acceptable arbitrator within the time period specified, the Association may file the grievance with the American Dispute Resolution Center ("ADRC") in accordance with the ADRC's rules and regulations no later than twenty five (25) days after the issuance of the Board's decision at Level Three.

Upon the selection of a single arbitrator, the arbitrator so selected shall confer promptly with representatives of the employing Board and the Association, shall hold hearings with the grievant and other parties in interest. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted.

Arbitration conducted by the ADRC shall be in accordance with the ADRC's rules and regulations.

(c) The parties recognize that the Boards are legally charged with the responsibility of operating the school systems. The sole responsibility of an arbitrator selected pursuant to the procedure set forth herein shall be to determine whether any term of this agreement has been violated, misapplied or misinterpreted, and the arbitrator shall have no power or authority to make any decision, which violates, modifies, or amends any terms of this Agreement.

(d) The decision of the arbitrator shall be rendered to the Boards and to the Association and shall be binding upon all parties.

(e) The costs for the services of the arbitrator or arbitrators shall be borne equally by the employing Board and the Association.

F. Rights of Teachers to Representation

1. No reprisals of any kind shall be taken by either party or by any member of the administration against any participant in the grievance procedure by reason of such participation.

2. Any party in interest may be represented at any level of the grievance procedure (except arbitration) by a person of his/her own choosing, except that he/she may not be represented by a representative or by an officer of any Teacher organization other than the Association. The Administration shall notify the Association of any grievance filed with it and the date, time and place when a hearing will be held on such grievance.

3. The Association may, if it so desires call upon the professional services of the Connecticut Education Association for consultation and assistance at any stage of the procedure.

ARTICLE 42 DURATION

The provisions of this Agreement shall be effective as of July 1, 2016 and shall continue and remain in full force and effect up to and including June 30, 2019.

ARTICLE 43 AMENDMENT

This agreement shall not be altered, amended, or changed except in writing, signed by each of the Boards and the Association, which amendment shall be appended hereto and become a part hereof.

ARTICLE 44 UNIVERSITY GRANT

The Boards agrees that each employing Board shall contribute the equivalent of fifty percent (50%) of the tuition rate at the University of Connecticut toward the tuition fee at an accredited college or university under the following conditions:

- A. The course must be approved in advance by the Superintendent, and must be reasonably relevant to the teaching assignment of the Teacher.
- B. The student applicant must be a certified employee of the employing Board.
- C. Teachers may not receive reimbursement for more than three (3) courses in any one (1) school year.
- D. To be eligible for such reimbursement in any school year the Teacher shall submit written notification to the Superintendent of intent to take the course(s) by February 1 of the preceding school year. If written notification is provided subsequently, the Teacher shall be eligible for such reimbursement in the following school year in the event that the teacher achieves a B or better in the approved coursework.
- E. Under no circumstances shall reimbursement exceed the actual tuition fees paid to an accredited college or university.

ARTICLE 45

LONG TERM SUBSTITUTES AND PART-TIME TEACHERS

I. Substitutes

A “substitute” shall be defined as a person employed to fill temporarily the position held by a member of the bargaining unit while the member is on medical, maternity, or other leave, or to fill temporarily a position vacated by a member of the bargaining unit until a permanent replacement can be employed.

A. Substitutes employed for fewer than forty consecutive days in the same assignment in a school year shall be paid at a daily rate set by the School Board and receive no benefits under this contract.

B. Substitutes employed for more than forty but fewer than ninety consecutive days in the same assignment shall be paid per diem in accordance with step 1 of the BA salary schedule but receive no benefits under this contract.

C. Anyone employed for ninety or more consecutive days in the same assignment shall be employed under the conditions of this contract. Salary, sick and personal leaves, and dues or service fees shall be pro-rated according to the percentage of the remaining school year.

II. Part-time Teachers

A. Part-time Teachers employed half time or more shall be employed under the conditions of this contract. Salary, sick and personal leaves, and dues or service fees shall be pro-rated according to the percentage of a full-time workload for which the Teacher is employed.

B. Where a 4X4 block schedule exists, a full-time Teacher is assigned to teach three (3) out of the four (4) available blocks of time, or equivalent of twelve quarters. A Teacher will be considered 0.66 full-time equivalent (FTE) if he or she is assigned to teach two-thirds (2/3) of the load of a full-time Teacher, or two (2) teaching blocks, and is assigned to remain in the

building, available to students and staff, for two-thirds (2/3) of the entire staff day. A Teacher who teaches two (2) teaching blocks and is not assigned to remain in the building will be considered 0.5 FTE.

ARTICLE 46 DISCIPLINARY PROCEDURES

No Teacher shall be disciplined, reprimanded, reduced in compensation, denied an increment or salary increase, or suspended without just cause.

It is understood that this provision shall not apply to termination or non-renewal of a Teacher's contract of employment as controlled by Connecticut General Statute 10-151.

ARTICLE 47 PERSONNEL FILES

I. Notification of Material in Files

No material originating after original employment except for routine administrative documents shall be placed in a Teacher's personnel file unless the Teacher has been notified and has had an opportunity to review the material. The Teacher may submit a written notation regarding any material, which shall be attached to the file copy of the material in question. If the Teacher is asked to sign material placed in his or her file, such signature shall be understood to indicate awareness of the material, but in no case shall said signature be interpreted to mean agreement with the content.

II. Complaints

Any complaints made against a Teacher by any parent, student or other person shall be promptly called to the attention of the Teacher. In no event, shall any reference to anonymous complaints be placed in a Teacher's personnel file.

ARTICLE 48 PERFORMANCE OF STUDENT HEALTH CARE PROCEDURES

Bargaining unit members shall not be required to perform the following health care procedures:

1. Catheterization and related procedures
2. Procedures related to medical support systems
3. Procedures related to ostomies
4. Respiratory assistance
5. Procedures related to soaks and dressings.

In the absence of a trained health care provider, trained bargaining unit members may be required to perform the following health care procedures. Performance of these procedures shall be on a case-by-case basis and only in times of extreme emergency:

- | | |
|------------------------|----------------------------------|
| 1. Toileting/diapering | 4. Administration of medications |
| 2. Lifting/positioning | 5. Brushing |

3. Feeding

ARTICLE 49 EXTRA COMPENSATION POSITIONS

Effective July 1, 2016, compensation for extra stipend positions shall be increased by two percent (2%) from the rates in effect during the 2015-2016 fiscal year. Effective July 1, 2017 and July 1, 2018, compensation for extra stipend positions shall be increased by two percent (2%) from the rates in effect during the 2016-2017 and 2017-2018 fiscal years respectively.

Extra compensation positions are listed in Appendix C.

ARTICLE 50 EXTRA COMPENSATION FOR EXTRACURRICULAR POSITIONS

I. Qualifications for Participation

In order to participate in the Extra Compensation Program, a staff member must:

- a. Be designated by the building administrator as the advisor of an approved activity
- b. Show evidence that the duties related to such activity are beyond those designated as the basic teaching responsibility – see Article 3
- c. Meet with students outside the regular school day (before or after school)
- d. Be endorsed by the building administrator that such duties conform to the job description (submit a yearly Extra Compensation Report to the building principal and/or activity coordinator)

When a vacancy occurs in a building in the Extra Compensation Program, the administration will announce the position on a system-wide basis. If there is no qualified, competent applicant in the R4 Public Schools, the position will then be opened to qualified, competent persons outside the R4 Schools.

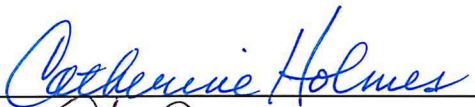
II. Placement of Personnel on Schedule

Any new position which is created and for which compensation is sought must be recommended by the Extra Compensation Committee to the Superintendent or the authorized designee by January 15 preceding the school year in which the proposed addition or change will take effect. The Board of Education must approve the formation of any new position.


III. If an extra-curricular activity hasn't met during the course of a contract, it will be deleted from the next contract. Once an activity has been removed, in order for it to be reinstated it must go through the process as described in Article 51.II.

SIGNATURE BLOCK
Teachers' Contract

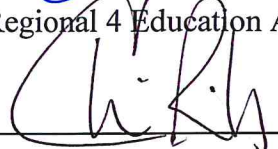
IN WITNESS WHEREOF, the parties hereunto have caused those present to be executed by their proper officers, hereunto duly authorized, and their seals affixed hereto, as of the date and year first written.




Regional 4 Education Association



Date



Chairperson, R4 Supervision District Committee



Date



Chairperson, Chester Board of Education




Date




Chairperson, Deep River Board of Education



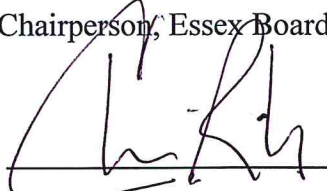
Date




Chairperson, Essex Board of Education



Date



Chairperson, Regional 4 Board of Education



Date

Appendix A

INSURANCE BENEFITS

The Boards agree to pay the amounts set forth in this section for individual, two-person or family coverage under one of the two health insurance options set forth below, and for the dental insurance described below.

The Boards may change any insurance carrier/administrator/plan described 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 a program-wide analysis, and shall not be benefit specific.

At least sixty (60) days prior to changing insurance carriers, the Boards or their designee shall notify the Association in writing. Upon request, the parties shall meet to discuss the proposed change. Should the Association and the Boards 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 Dispute Resolution Center. If the parties are not able to agree upon an arbitrator, then an arbitrator will be selected in accordance with the ADRC’s rules and procedures. The Boards will not change to the new insurance carrier/administrator/plan until the arbitrator’s decision has been issued in writing.

A. HSA Plan

Effective July 1, 2016, the Boards shall provide a HSA plan, or a high deductible health care plan with a health savings account feature, including the following components:

	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)	\$2,000/4,000	
Co-insurance	100% co-insurance after deductible, subject to co-insurance maximum	80% co-insurance after deductible, subject to co-insurance maximum
Co-insurance Maximum (individual/aggregate family)	\$2,000/4,000	
Cost Share Maximum (individual/aggregate family)	\$4,000/8,000	
Lifetime Maximum	Unlimited	\$1,000,000
Preventive Care	Deductible not	80% co-insurance after deductible,

	In-Network	Out-of-Network
	applicable 100% Coinsurance	subject to co- insurance maximum
Prescription Drug Coverage	Treated as any other medical expense. Effective July 1, 2018, treated as any other medical expense, until the applicable deductible is met, and then \$0/\$25/\$40 deductible shall be applied.	

The employing Board will contribute fifty percent (50%) of the applicable HSA deductible amount. Effective July 1, 2016, the employing Board's contribution toward the HSA deductible will be deposited into the HSA accounts in full in the month of July on the employing Board's payroll dates. Effective July 1, 2017, the employing Board's contribution toward the HSA deductible will be deposited into the HSA accounts three times yearly, half in July, another quarter in September, and the remaining quarter in January of each year, on the employing Board's payroll dates. The parties acknowledge that the Board's fifty percent (50%) contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed teachers. The employing Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

The following premium cost sharing provisions shall apply to teachers electing the HSA plan during the term of this Agreement:

Effective July 1, 2016, the employing Board agrees to pay 83%, and the teachers agree to pay 17% of the cost of coverage under the HSA plan. Effective July 1, 2017, the employing Board agrees to pay 82%, and the teachers agree to pay 18% of the cost of coverage under the HSA plan. Effective July 1, 2018, the employing Board agrees to pay 81%, and the teachers agree to pay 19% of the cost of coverage under the HSA plan.

Wellness Incentive: The health insurance plan set forth in this Article shall include a wellness incentive program, designed to provide early diagnosis and appropriate information to patients so that they and their health care professionals can determine appropriate, timely courses of treatment as needed. The wellness program will include preventive physical examinations. If the teacher and the teacher's spouse (if applicable) complete one preventive physical examination during the term of the contract, the Board will make a one-time contribution into the teachers' HSA, in the amount of three percent (3%) of the applicable deductible under the HSA plan. For the purposes of this paragraph, the measurement period for completing the physical examination will be the calendar year. The Board will make its additional three percent (3%) HSA contributions on or about July 1st following completion of the calendar year during which the physical exams are completed.

The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-148) has set forth and codified under the Internal Revenue Code (IRC) §4980I the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. The impact of the excise tax is scheduled to take effect in 2018. Should any Federal statute or regulation pertaining to IRC §4980I be mandated to take effect during the term of this

Agreement, triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations in accordance with the Teacher Negotiation Act. During such mid-term negotiations, the parties will reopen Appendix A of the contract for the purpose of addressing the impact of the excise tax. No other provision of the contract shall be reopened during such mid-term negotiations.

B. Century Preferred PPO Plan

For the 2016-2017, 2017-2018, and 2018-2019 plan years, the teacher shall have the option of electing to participate in the Century Preferred PPO plan offered by the Board. Effective July 1, 2016, teachers shall pay a premium contribution equal to the difference between the PPO annual premium and the cost to the Board of the HDHP annual premium (including the Board's cost towards the funding of the HDHP annual deductible). The Century Preferred PPO plan shall include the following components:

Office Visit Co-payment	\$25 (\$0 for preventive)
Specialist Co-payment	\$30
Urgent Care Co-payment	\$75
Emergency Room Co-payment	\$125
Hospitalization Co-payment	\$250
Outpatient Co-payment	\$250
<i>Prescription Coverage:</i>	
Retail	\$5/25/40 (for 30-day supply) (Public Sector Option 2)
Mail Order	2x retail co-payment for 90-day supply
Annual Maximum	\$2,000
Out of Network Deductible	\$250/500/750
Out of Network Coinsurance	80% co-insurance after deductible, subject to co-insurance maximum
Out of Network Coinsurance Maximum	\$700/1400/2100
Out of Network Out of Pocket Maximum	\$950/1900/2850
Out of Network Lifetime Maximum	\$1,000,000

The Century Preferred PPO Plan will include the unmarried dependent child rider to age 26.

C. Dental Insurance

Subject to the employee contribution of 17% starting July 1, 2016, 18% starting July 1, 2017, and 19% starting July 1, 2018, the Boards shall make available the Full Dental Plan with Rider A (Advanced Basic Benefits), attached hereto as Appendix A.

D. Vision Rider

Subject to the employee contribution of 17% starting July 1, 2016, 18% starting July 1, 2017, and 19% starting July 1, 2018, the Boards shall make available the Vision Rider.

E. Section 125 Plan

The Boards will make available to the teachers a Section 125 Plan for payment of the following qualified expenses on a pre-tax basis, to the extent permitted by law:

- a. Insurance premium contribution;
- b. Dependent care assistance (\$5,000 maximum); and
- c. Supplemental medical expense reimbursement (\$2,500 maximum).

Note: Section 125 plan cannot be used for medical when enrolled in the HSA plan.

F. Life Insurance

Subject to the employee contribution rates applicable to the above-referenced Century Preferred PPO Plan, the Boards shall make available life insurance in the amount of forty-five thousand dollars (\$45,000).

Appendix B - Salaries

2016-2017 SALARY SCHEDULE*								
Step	Years Exp.	BA	Years Exp.	BA+30	MA	6th Year	6th Yr. +30	PhD
1	0	42,360	0	44,014	44,524	46,967	47,235	47,766
2	1	44,486	1	46,356	46,881	49,432	49,703	50,243
3	2-3	46,717	2-3	48,823	49,363	52,028	52,301	52,847
4	4	49,059	4	51,423	51,976	54,758	55,035	55,586
5	5-8	51,520	5-8	54,158	54,728	57,633	57,912	58,467
6	9	54,104	9	57,040	57,624	60,658	60,939	61,497
7	10	56,817	10	60,077	60,674	63,843	64,124	64,685
8	11	59,666	11	63,274	63,887	67,194	67,475	68,037
9	12-14	62,659	12-14	66,642	67,268	70,721	71,002	71,564
10	15	69,093	15-16	70,188	70,830	74,434	74,713	75,273
11	16+	69,957	17-18	73,924	74,579	78,342	78,618	79,174
12			19+	80,570	81,262	85,328	85,611	86,181

* Effective July 1, 2016, all teachers not at maximum shall advance one step.

2017-2018 SALARY SCHEDULE*								
Step	Years Exp.	BA	Years Exp.	BA+30	MA	6th Year	6th Yr. +30	PhD
								47,766
1	0-1	44,486	0-1	46,356	46,881	49,432	49,703	50,243
2	2-3	46,717	2	48,823	49,363	52,028	52,301	52,847
3	3-4	49,059	3-4	51,423	51,976	54,758	55,035	55,586
4	5	51,520	5	54,158	54,728	57,633	57,912	58,467
5	6-9	54,104	6-9	57,040	57,624	60,658	60,939	61,497
6	10	56,817	10	60,077	60,674	63,843	64,124	64,685
7	11	59,666	11	63,274	63,887	67,194	67,475	68,037
8	12	62,659	12	66,642	67,268	70,721	71,002	71,564
9	13	69,093	13-15	70,188	70,830	74,434	74,713	75,273
10	14	69,957	16-17	73,924	74,579	78,342	78,618	79,174
11	15+	70,831	18+	81,577	82,278	86,395	86,681	87,258

* Effective July 1, 2017, all teachers not at maximum shall advance one step.

2018-2019 SALARY SCHEDULE*

Step	Years Exp.	BA	Years Exp.	BA+30	MA	6th Year	6th Yr. +30	PhD
1	0-3	47,651	0-3	49,799	50,350	53,069	53,347	53,904
2	4-5	50,040	4-5	52,451	53,016	55,853	56,136	56,698
3	6	52,550	6	55,241	55,823	58,786	59,070	59,636
4	7-10	55,186	7-10	58,181	58,776	61,871	62,158	62,727
5	11	57,953	11	61,279	61,887	65,120	65,406	65,979
6	12	60,859	12	64,539	65,165	68,538	68,825	69,398
7	13	63,912	13	67,975	68,613	72,135	72,422	72,995
8	14	70,475	14-16	71,592	72,247	75,923	76,207	76,778
9	15	71,356	17-18	75,402	76,071	79,909	80,190	80,757
10	16+	72,248	19+	83,208	83,924	88,123	88,415	89,003

** There shall be no step advancement in 2018-2019.*

**Appendix C - Extra Compensation Positions
2016 - 2019**

2016-17

ACADEMIC

	Step 1	Step 2	Step 3
Department Chair (Grandfathered)			
- Staff 1-2.59	2,663	3,072	3,354
- Staff 2.6 - 4.59	3,550	4,096	4,471
- Staff 4.6 +	4,437	5,119	5,589
Department Coordinator			
- Staff 1-2.59	2,330	2,562	2,794
- Staff 2.6 - 4.59	3,106	3,416	3,724
- Staff 4.6 +	3,882	4,268	4,654
Mentor/Master Mentor	1,077	1,077	1,077
Social Development Coordinator	2,068	2,458	2,847
Summer Reading Coordinator	1,523	2,032	2,539
Team Leader - JW	2,068	2,458	2,847
Teacher-in-Charge	2,068	2,458	2,847
Virtual High School Site Coordinator	2,439	3,251	4,063
Writing Coordinator - JW	2,068	2,458	2,847

2017-18

ACADEMIC

	Step 1	Step 2	Step 3
Department Chair (Grandfathered)			
- Staff 1-2.59	2,716	3,133	3,421
- Staff 2.6 - 4.59	3,621	4,178	4,560
- Staff 4.6 +	4,526	5,221	5,701
Department Coordinator			
- Staff 1-2.59	2,377	2,613	2,850
- Staff 2.6 - 4.59	3,168	3,484	3,798
- Staff 4.6 +	3,960	4,353	4,747
Mentor/Master Mentor	1,099	1,099	1,099
Social Development Coordinator	2,109	2,507	2,904
Summer Reading Coordinator	1,553	2,073	2,590
Team Leader - JW	2,109	2,507	2,904
Teacher-in-Charge	2,109	2,507	2,904
Virtual High School Site Coordinator	2,488	3,316	4,144
Writing Coordinator - JW	2,109	2,507	2,904

2018-19**ACADEMIC**

	Step 1	Step 2	Step 3
Department Chair (Grandfathered)			
- Staff 1-2.59	2,770	3,196	3,489
- Staff 2.6 - 4.59	3,693	4,262	4,651
- Staff 4.6 +	4,617	5,325	5,815
Department Coordinator			
- Staff 1-2.59	2,425	2,665	2,907
- Staff 2.6 - 4.59	3,231	3,554	3,874
- Staff 4.6 +	4,039	4,440	4,842
Mentor/Master Mentor	1,121	1,121	1,121
Social Development Coordinator	2,151	2,557	2,962
Summer Reading Coordinator	1,584	2,114	2,642
Team Leader - JW	2,151	2,557	2,962
Teacher-in-Charge	2,151	2,557	2,962
Virtual High School Site Coordinator	2,538	3,382	4,227
Writing Coordinator - JW	2,151	2,557	2,962

2016-2017

ACTIVITIES

	Step 1	Step 2	Step 3
ELEMENTARY SCHOOLS			
After School Sports/Dance	971	1,295	1,620
Art Club Advisor	939	1,253	1,565
Book Club Advisor	939	1,253	1,565
Chess Club Advisor	939	1,253	1,565
Computer Club Advisor	939	1,253	1,565
Drama Club Advisor	762	1,018	1,272
Green Team	971	1,295	1,620
Homework Club Advisor	762	1,018	1,272
Honors Choir Director	939	1,253	1,565
Jazz Band Director	939	1,253	1,565
Lego Robotics	939	1,253	1,565
Math Olympiads	939	1,253	1,565
Odyssey of the Mind	939	1,253	1,565
Peer Mediation Advisor	939	1,253	1,565
Social Skills (Me to Wii)	939	1,253	1,565
Spanish Club/Multicultural Club	939	1,253	1,565
Student Council Advisor	971	1,295	1,620
Volunteer Service Coordinator	939	1,253	1,565
JOHN WINTHROP			
Musical Director	1,935	2,573	3,216
Jazz Ensemble	1,523	2,032	2,539
LEGO League	1,523	2,032	2,539
Student Leadership Advisor	1,166	1,556	1,942
Winter Sports Club - Advisor	1,523	2,032	2,539
Winter Sports Club - Assistant Advisor	919	1,222	1,526
Yearbook Advisor	1,465	1,951	2,439
VALLEY REGIONAL			
Band - Full Concert	1,942	2,590	3,235
Board Games Club Advisor	939	1,253	1,565
Chorus - Full Concert	1,942	2,590	3,235
*Chorus - Women's	1,942	2,590	3,235
Class Advisor - Freshman, Sophomore	1,942	2,580	3,235
Class Advisor - Junior	2,439	3,251	4,063
Class Advisor - Senior	3,062	4,083	5,104
Computer Club Advisor	1,523	2,032	2,539
Crafts Club Advisor	1,523	2,032	2,539
Debate & Mock Trial Advisor	3,611	4,802	6,003
Debate & Mock Trial Assistant	1,523	2,032	2,539
Drama Club Advisor	1,523	2,032	2,539
Film and Broadcasting Advisor	2,257	3,002	3,752
Film and Broadcasting Assistant	1,117	1,486	1,858

2016-2017**ACTIVITIES**

	Step 1	Step 2	Step 3
Future Business Leaders Advisor	1,942	2,590	3,235
High School Bowl	1,523	2,032	2,539
Interact Club Advisor	1,523	2,032	2,539
Jazz Ensemble	1,523	2,032	2,539
JETS Advisor	939	1,253	1,565
Madrigals Advisor	1,942	2,590	3,235
Math Club Advisor	930	1,253	1,565
Musical Director	3,611	4,802	6,003
Musical Director Assistant	1,536	2,043	2,554
National Honor Society	1,523	2,032	2,539
Pep Band	1,523	2,032	2,539
Photography Club	1,523	2,032	2,539
Robotics	2,439	3,251	4,063
Ski Club Advisor	1,523	2,032	2,539
Ski Club Assistant	939	1,253	1,565
SPEAK Club Advisor	1,523	2,032	2,539
Student Council Advisor	1,942	2,590	3,235
Voices of Valley	1,523	2,032	2,539
Volunteer Service Coordinator	2,439	3,251	4,063
Winter Sports Club	1,523	2,032	2,539
Winter Sports Club Assistant	1,523	2,032	2,539
Yearbook Advisor	2,439	3,251	4,095
Young Educator's Society	939	1,253	1,565
Youth Advisory Council Advisor	1,523	2,032	2,539

2017-2018

ACTIVITIES

	Step 1	Step 2	Step 3
ELEMENTARY SCHOOLS			
After School Sports/Dance	990	1,321	1,652
Art Club Advisor	958	1,278	1,596
Book Club Advisor	958	1,278	1,596
Chess Club Advisor	958	1,278	1,596
Computer Club Advisor	958	1,278	1,596
Drama Club Advisor	777	1,038	1,297
Green Team	990	1,321	1,652
Homework Club Advisor	777	1,038	1,297
Honors Choir Director	958	1,278	1,596
Jazz Band Director	958	1,278	1,596
Lego Robotics	958	1,278	1,596
Math Olympiads	958	1,278	1,596
Odyssey of the Mind	958	1,278	1,596
Peer Mediation Advisor	958	1,278	1,596
Social Skills (Me to Wii)	958	1,278	1,596
Spanish Club/Multicultural Club	958	1,278	1,596
Student Council Advisor	990	1,321	1,652
Volunteer Service Coordinator	958	1,278	1,596
JOHN WINTHROP			
Musical Director	1,974	2,624	3,280
Jazz Ensemble	1,553	2,073	2,590
LEGO League	1,553	2,073	2,590
Student Leadership Advisor	1,189	1,587	1,981
Winter Sports Club - Advisor	1,553	2,073	2,590
Winter Sports Club - Assistant Advisor	937	1,246	1,557
Yearbook Advisor	1,494	1,990	2,488
VALLEY REGIONAL			
Band - Full Concert	1,981	2,642	3,300
Board Games Club Advisor	958	1,278	1,596
Chorus - Full Concert	1,981	2,642	3,300
*Chorus - Women's	1,981	2,642	3,300
Class Advisor - Freshman, Sophomore	1,981	2,632	3,300
Class Advisor - Junior	2,488	3,316	4,144
Class Advisor - Senior	3,123	4,165	5,206
Computer Club Advisor	1,553	2,073	2,590
Crafts Club Advisor	1,553	2,073	2,590
Debate & Mock Trial Advisor	3,683	4,898	6,123
Debate & Mock Trial Assistant	1,553	2,073	2,590
Drama Club Advisor	1,553	2,073	2,590
Film and Broadcasting Advisor	2,302	3,062	3,827
Film and Broadcasting Assistant	1,139	1,516	1,895

2017-2018**ACTIVITIES**

	Step 1	Step 2	Step 3
Future Business Leaders Advisor	1,981	2,642	3,300
High School Bowl	1,553	2,073	2,590
Interact Club Advisor	1,553	2,073	2,590
Jazz Ensemble	1,553	2,073	2,590
JETS Advisor	958	1,278	1,596
Madrigals Advisor	1,981	2,642	3,300
Math Club Advisor	949	1,278	1,596
Musical Director	3,683	4,898	6,123
Musical Director Assistant	1,567	2,084	2,605
National Honor Society	1,553	2,073	2,590
Pep Band	1,553	2,073	2,590
Photography Club	1,553	2,073	2,590
Robotics	2,488	3,316	4,144
Ski Club Advisor	1,553	2,073	2,590
Ski Club Assistant	958	1,278	1,596
SPEAK Club Advisor	1,553	2,073	2,590
Student Council Advisor	1,981	2,642	3,300
Voices of Valley	1,553	2,073	2,590
Volunteer Service Coordinator	2,488	3,316	4,144
Winter Sports Club	1,553	2,073	2,590
Winter Sports Club Assistant	1,553	2,073	2,590
Yearbook Advisor	2,488	3,316	4,177
Young Educator's Society	958	1,278	1,596
Youth Advisory Council Advisor	1,553	2,073	2,590

2018-2019**ACTIVITIES**

	Step 1	Step 2	Step 3
ELEMENTARY SCHOOLS			
After School Sports/Dance	1,010	1,347	1,685
Art Club Advisor	977	1,304	1,628
Book Club Advisor	977	1,304	1,628
Chess Club Advisor	977	1,304	1,628
Computer Club Advisor	977	1,304	1,628
Drama Club Advisor	793	1,059	1,323
Green Team	1,010	1,347	1,685
Homework Club Advisor	793	1,059	1,323
Honors Choir Director	977	1,304	1,628
Jazz Band Director	977	1,304	1,628
Lego Robotics	977	1,304	1,628
Math Olympiads	977	1,304	1,628
Odyssey of the Mind	977	1,304	1,628
Peer Mediation Advisor	977	1,304	1,628
Social Skills (Me to Wii)	977	1,304	1,628
Spanish Club/Multicultural Club	977	1,304	1,628
Student Council Advisor	1,010	1,347	1,685
Volunteer Service Coordinator	977	1,304	1,628
JOHN WINTHROP			
Musical Director	2,013	2,676	3,346
Jazz Ensemble	1,584	2,114	2,642
LEGO League	1,584	2,114	2,642
Student Leadership Advisor	1,213	1,619	2,021
Winter Sports Club - Advisor	1,584	2,114	2,642
Winter Sports Club - Assistant Advisor	956	1,271	1,588
Yearbook Advisor	1,524	2,030	2,538
VALLEY REGIONAL			
Band - Full Concert	2,021	2,695	3,366
Board Games Club Advisor	977	1,304	1,628
Chorus - Full Concert	2,021	2,695	3,366
*Chorus - Women's	2,021	2,695	3,366
Class Advisor - Freshman, Sophomore	2,021	2,685	3,366
Class Advisor - Junior	2,538	3,382	4,227
Class Advisor - Senior	3,185	4,248	5,310
Computer Club Advisor	1,584	2,114	2,642
Crafts Club Advisor	1,584	2,114	2,642
Debate & Mock Trial Advisor	3,757	4,996	6,245
Debate & Mock Trial Assistant	1,584	2,114	2,642
Drama Club Advisor	1,584	2,114	2,642
Film and Broadcasting Advisor	2,348	3,123	3,904
Film and Broadcasting Assistant	1,162	1,546	1,933

2018-2019**ACTIVITIES**

	Step 1	Step 2	Step 3
Future Business Leaders Advisor	2,021	2,695	3,366
High School Bowl	1,584	2,114	2,642
Interact Club Advisor	1,584	2,114	2,642
Jazz Ensemble	1,584	2,114	2,642
JETS Advisor	977	1,304	1,628
Madrigals Advisor	2,021	2,695	3,366
Math Club Advisor	968	1,304	1,628
Musical Director	3,757	4,996	6,245
Musical Director Assistant	1,598	2,126	2,657
National Honor Society	1,584	2,114	2,642
Pep Band	1,584	2,114	2,642
Photography Club	1,584	2,114	2,642
Robotics	2,538	3,382	4,227
Ski Club Advisor	1,584	2,114	2,642
Ski Club Assistant	977	1,304	1,628
SPEAK Club Advisor	1,584	2,114	2,642
Student Council Advisor	2,021	2,695	3,366
Voices of Valley	1,584	2,114	2,642
Volunteer Service Coordinator	2,538	3,382	4,227
Winter Sports Club	1,584	2,114	2,642
Winter Sports Club Assistant	1,584	2,114	2,642
Yearbook Advisor	2,538	3,382	4,261
Young Educator's Society	977	1,304	1,628
Youth Advisory Council Advisor	1,584	2,114	2,642

2016-2017**ATHLETICS**

	Step 1	Step 2	Step 3
JOHN WINTHROP			
Athletic Coordinator	3,793	5,045	6,306
Baseball - Coach	1,838	2,452	3,063
*Baseball - Assistant Coach	1,532	2,043	2,554
Basketball (Girls & Boys) - Coach	2,162	2,883	3,603
Basketball (Girls & Boys) - Assistant Coach	1,803	2,403	3,004
Cheerleading - Coach	1,166	1,556	1,942
Intramurals - Basketball (Girls & Boys)	1,166	1,556	1,942
Intramurals - Cross Country	1,166	1,556	1,942
Intramurals - Fall (Girls & Boys)	1,166	1,556	1,942
Intramurals - Field Hockey	3,062	4,083	5,104
Intramurals - Spring (Girls & Boys)	1,166	1,556	1,942
Intramurals - Track (Girls & Boys)	1,166	1,556	1,942
Intramurals - Winter (Girls & Boys)	1,166	1,556	1,942
Soccer (Girls & Boys) - Coach	1,838	2,452	3,063
Soccer (Girls & Boys) - Assistant Coach	1,532	2,043	2,554
Softball - Coach	1,838	2,452	3,063
*Softball - Assistant Coach	1,532	2,043	2,554

VALLEY REGIONAL

Athletic Coordinator	8,850	11,770	14,712
Baseball - Coach	3,062	4,083	5,104
Baseball - Assistant Coach	2,451	3,266	4,083
Basketball (Girls & Boys) - Coach	3,603	4,803	6,003
Basketball - Assistant Coach	2,882	3,841	4,802
Basketball - Freshmen	2,162	2,883	3,603
Cheerleading - Coach - Basketball/Football	1,942	2,590	3,235
Crew Head Coach	2,439	3,251	4,063
Crew Assistant Coach	1,950	2,599	3,250
Cross Country (Girls & Boys) - Coach	3,062	4,083	5,104
Dance Team - Coach	1,942	2,590	3,235
Field Hockey Coach	3,062	4,083	5,104
Field Hockey - Assistant Coach	2,451	3,266	4,083
Football - Coach	3,603	4,803	6,003
Football - Assistant Coach	2,882	3,841	4,802
Golf - Coach	1,942	2,590	3,235
Indoor Track (Girls & Boys) - Coach	3,603	4,803	6,003
Indoor Track - Assistant Coach	2,882	3,841	4,802
Intramurals - Spring (Sports)	1,942	2,590	3,235
Intramurals - Fall (Weight Room)	1,942	2,590	3,235
*Intramurals - Summer (Weight Room)	1,942	2,590	3,235
Intramurals - Winter (Weight Room)	1,942	2,590	3,235
Lacrosse (Girls & Boys) - Coach	3,062	4,083	5,104
Lacrosse - Assistant Coach	2,052	2,737	3,420

2016-2017**ATHLETICS**

	Step 1	Step 2	Step 3
Outdoor Track (Girls & Boys) - Coach	3,062	4,083	5,104
Outdoor Track - Assistant Coach	2,451	3,266	4,083
Sailing Head Coach	2,439	2,251	4,063
Sailing Assistant Coach	1,950	2,599	3,250
Soccer (Girls & Boys) - Coach	3,062	4,083	5,104
Soccer - Assistant Coach	2,451	3,266	4,083
Softball - Coach	3,062	4,083	5,104
Softball - Assistant Coach	2,451	3,266	4,083
Volleyball - Coach	2,439	3,251	4,063
Volleyball - Assistant Coach	1,950	2,599	3,250
Wrestling - Coach	2,439	3,251	4,063
Wrestling - Assistant Coach	1,950	2,599	3,250
Tennis (Girls & Boys) - Coach	2,439	3,251	4,063

2017-18

ATHLETICS

JOHN WINTHROP

	Step 1	Step 2	Step 3
Athletic Coordinator	3,869	5,146	6,432
Baseball - Coach	1,875	2,501	3,124
*Baseball - Assistant Coach	1,563	2,084	2,605
Basketball (Girls & Boys) - Coach	2,205	2,941	3,675
Basketball (Girls & Boys) - Assistant Coach	1,839	2,451	3,064
Cheerleading - Coach	1,189	1,587	1,981
Intramurals - Basketball (Girls & Boys)	1,189	1,587	1,981
Intramurals - Cross Country	1,189	1,587	1,981
Intramurals - Fall (Girls & Boys)	1,189	1,587	1,981
Intramurals - Field Hockey	3,123	4,165	5,206
Intramurals - Spring (Girls & Boys)	1,189	1,587	1,981
Intramurals - Track (Girls & Boys)	1,189	1,587	1,981
Intramurals - Winter (Girls & Boys)	1,189	1,587	1,981
Soccer (Girls & Boys) - Coach	1,875	2,501	3,124
Soccer (Girls & Boys) - Assistant Coach	1,563	2,084	2,605
Softball - Coach	1,875	2,501	3,124
*Softball - Assistant Coach	1,563	2,084	2,605

VALLEY REGIONAL

Athletic Coordinator	9,027	12,005	15,006
Baseball - Coach	3,123	4,165	5,206
Baseball - Assistant Coach	2,500	3,331	4,165
Basketball (Girls & Boys) - Coach	3,675	4,899	6,123
Basketball - Assistant Coach	2,940	3,918	4,898
Basketball - Freshmen	2,205	2,941	3,675
Cheerleading - Coach - Basketball/Football	1,981	2,642	3,300
Crew Head Coach	2,488	3,316	4,144
Crew Assistant Coach	1,989	2,651	3,315
Cross Country (Girls & Boys) - Coach	3,123	4,165	5,206
Dance Team - Coach	1,981	2,642	3,300
Field Hockey Coach	3,123	4,165	5,206
Field Hockey - Assistant Coach	2,500	3,331	4,165
Football - Coach	3,675	4,899	6,123
Football - Assistant Coach	2,940	3,918	4,898
Golf - Coach	1,981	2,642	3,300
Indoor Track (Girls & Boys) - Coach	3,675	4,899	6,123
Indoor Track - Assistant Coach	2,940	3,918	4,898
Intramurals - Spring (Sports)	1,981	2,642	3,300
Intramurals - Fall (Weight Room)	1,981	2,642	3,300
*Intramurals - Summer (Weight Room)	1,981	2,642	3,300
Intramurals - Winter (Weight Room)	1,981	2,642	3,300
Lacrosse (Girls & Boys) - Coach	3,123	4,165	5,206
Lacrosse - Assistant Coach	2,093	2,792	3,488

2017-18

ATHLETICS

	Step 1	Step 2	Step 3
Outdoor Track (Girls & Boys) - Coach	3,123	4,165	5,206
Outdoor Track - Assistant Coach	2,500	3,331	4,165
Sailing Head Coach	2,488	2,296	4,144
Sailing Assistant Coach	1,989	2,651	3,315
Soccer (Girls & Boys) - Coach	3,123	4,165	5,206
Soccer - Assistant Coach	2,500	3,331	4,165
Softball - Coach	3,123	4,165	5,206
Softball - Assistant Coach	2,500	3,331	4,165
Volleyball - Coach	2,488	3,316	4,144
Volleyball - Assistant Coach	1,989	2,651	3,315
Wrestling - Coach	2,488	3,316	4,144
Wrestling - Assistant Coach	1,989	2,651	3,315
Tennis (Girls & Boys) - Coach	2,488	3,316	4,144

2018-19

ATHLETICS

	Step 1	Step 2	Step 3
JOHN WINTHROP			
Athletic Coordinator	3,946	5,249	6,561
Baseball - Coach	1,913	2,551	3,186
*Baseball - Assistant Coach	1,594	2,126	2,657
Basketball (Girls & Boys) - Coach	2,249	3,000	3,749
Basketball (Girls & Boys) - Assistant Coach	1,876	2,500	3,125
Cheerleading - Coach	1,213	1,619	2,021
Intramurals - Basketball (Girls & Boys)	1,213	1,619	2,021
Intramurals - Cross Country	1,213	1,619	2,021
Intramurals - Fall (Girls & Boys)	1,213	1,619	2,021
Intramurals - Field Hockey	3,185	4,248	5,310
Intramurals - Spring (Girls & Boys)	1,213	1,619	2,021
Intramurals - Track (Girls & Boys)	1,213	1,619	2,021
Intramurals - Winter (Girls & Boys)	1,213	1,619	2,021
Soccer (Girls & Boys) - Coach	1,913	2,551	3,186
Soccer (Girls & Boys) - Assistant Coach	1,594	2,126	2,657
Softball - Coach	1,913	2,551	3,186
*Softball - Assistant Coach	1,594	2,126	2,657

VALLEY REGIONAL

Athletic Coordinator	9,208	12,245	15,306
Baseball - Coach	3,185	4,248	5,310
Baseball - Assistant Coach	2,550	3,398	4,248
Basketball (Girls & Boys) - Coach	3,749	4,997	6,245
Basketball - Assistant Coach	2,999	3,996	4,996
Basketball - Freshmen	2,249	3,000	3,749
Cheerleading - Coach - Basketball/Football	2,021	2,695	3,366
Crew Head Coach	2,538	3,382	4,227
Crew Assistant Coach	2,029	2,704	3,381
Cross Country (Girls & Boys) - Coach	3,185	4,248	5,310
Dance Team - Coach	2,021	2,695	3,366
Field Hockey Coach	3,185	4,248	5,310
Field Hockey - Assistant Coach	2,550	3,398	4,248
Football - Coach	3,749	4,997	6,245
Football - Assistant Coach	2,999	3,996	4,996
Golf - Coach	2,021	2,695	3,366
Indoor Track (Girls & Boys) - Coach	3,749	4,997	6,245
Indoor Track - Assistant Coach	2,999	3,996	4,996
Intramurals - Spring (Sports)	2,021	2,695	3,366
Intramurals - Fall (Weight Room)	2,021	2,695	3,366
*Intramurals - Summer (Weight Room)	2,021	2,695	3,366
Intramurals - Winter (Weight Room)	2,021	2,695	3,366
Lacrosse (Girls & Boys) - Coach	3,185	4,248	5,310
Lacrosse - Assistant Coach	2,135	2,848	3,558

2018-19**ATHLETICS**

	Step 1	Step 2	Step 3
Outdoor Track (Girls & Boys) - Coach	3,185	4,248	5,310
Outdoor Track - Assistant Coach	2,550	3,398	4,248
Sailing Head Coach	2,538	2,342	4,227
Sailing Assistant Coach	2,029	2,704	3,381
Soccer (Girls & Boys) - Coach	3,185	4,248	5,310
Soccer - Assistant Coach	2,550	3,398	4,248
Softball - Coach	3,185	4,248	5,310
Softball - Assistant Coach	2,550	3,398	4,248
Volleyball - Coach	2,538	3,382	4,227
Volleyball - Assistant Coach	2,029	2,704	3,381
Wrestling - Coach	2,538	3,382	4,227
Wrestling - Assistant Coach	2,029	2,704	3,381
Tennis (Girls & Boys) - Coach	2,538	3,382	4,227