

AGREEMENT

Between

THE BOARD OF EDUCATION
AND
REGIONAL SCHOOL DISTRICT 13



REGIONAL SCHOOL DISTRICT 13

ENGAGE • EMPOWER • THRIVE

and

THE REGION 13 EDUCATION ASSOCIATION

July 1, 2026 - June 30, 2029

Received: 12.11.2025, 12:19 pm
Kim Garvis, ATC

Table of Contents

	Page
ARTICLE 1 RECOGNITION	1
ARTICLE 2 PROFESSIONAL NEGOTIATIONS	1
ARTICLE 3 GRIEVANCE PROCEDURE.....	1
PURPOSE.....	1
DEFINITIONS.....	1
TIME LIMITS.....	2
INFORMAL PROCEDURES	2
FORMAL PROCEDURES	2
RIGHTS OF TEACHERS TO REPRESENTATION	4
MISCELLANEOUS.....	5
ARTICLE 4 TEACHING DAY AND TEACHING LOAD	5
ARTICLE 5 VACANCIES.....	5
ARTICLE 6 TEACHER TRANSFERS.....	6
ARTICLE 7 TEACHING ASSIGNMENTS.....	7
ARTICLE 8 USE OF SCHOOL FACILITIES.....	7
ARTICLE 9 TEACHER FACILITIES.....	8
ARTICLE 10 PROTECTION OF TEACHERS	8
ARTICLE 11 LEAVES OF ABSENCE	9
SICK LEAVE.....	9
BEREAVEMENT LEAVE	10
RELIGIOUS HOLIDAY LEAVE	11
PERSONAL LEAVE	11
PREGNANCY LEAVE	12
CHILDRARING LEAVE	12
PARENTAL LEAVE	13
PROFESSIONAL LEAVE.....	13
GENERAL LEAVE.....	13
ARTICLE 12 JURY DUTY.....	14
ARTICLE 13 EARLY RELEASE	14
ARTICLE 14 PHYSICAL EXAMINATIONS	14
ARTICLE 15 GENERAL PROVISIONS	15
ARTICLE 16 STAFF SALARIES	15
ARTICLE 17 DEGREE DEFINITIONS	15
ARTICLE 18 PLACEMENT ON THE SALARY SCHEDULE.....	16
ARTICLE 19 PROFESSIONAL GROWTH.....	16
ARTICLE 20 WITHHOLDING INCREMENTS	17
ARTICLE 21 PAYROLL DEDUCTIONS.....	17
DUES DEDUCTIONS	18
ARTICLE 22 SALARY AGREEMENTS.....	19

ARTICLE 23	CONSULTATION PROCEDURE	20
ARTICLE 24	EMPLOYMENT YEAR.....	20
ARTICLE 25	AMENDMENT	21
ARTICLE 26	SEVERABILITY	21
ARTICLE 27	HOLDOVER	21
ARTICLE 28	PERSONNEL FILES.....	21
ARTICLE 29	SCHOOL DAY AND TEACHER RESPONSIBILITY.....	22
ARTICLE 30	BOARD RESPONSIBILITY	22
ARTICLE 31	RETIREMENT BENEFITS.....	23
ARTICLE 32	STAFF REDUCTION.....	24
GENERAL STATEMENT OF POLICY		24
REASONS FOR ELIMINATION OF CERTIFIED STAFF POSITIONS		24
DEFINITIONS.....		24
PROCEDURE.....		25
ARTICLE 33	PERSONAL LEAVE	27
ARTICLE 34	PART-TIME TEACHERS/TRAVELING TEACHERS.....	28
ARTICLE 35	EXTRA PAY FOR EXTRA DUTY	28
ARTICLE 36	TEMPORARY ADMINISTRATIVE COVERAGE.....	29
ARTICLE 37	SUBSTITUTE WORK	29
ARTICLE 37	DURATION	30
<i>Signature Block.....</i>		<i>31</i>
<i>Appendices.....</i>		<i>32</i>
A-1 – 2026-2027Salary Schedule.....		32
A-2 – 2027-2028 Salary Schedule.....		33
A-3 – 2028-2029 Salary Schedule.....		33
B – Insurance Program.....		35
C – Stipends for Extra Duties and Responsibilities.....		38
C – Stipends for Extra Duties and Responsibilities.....		40
C – Stipends for Extra Duties and Responsibilities.....		41
C – Stipends for Extra Duties and Responsibilities.....		42
C – Stipends for Extra Duties and Responsibilities.....		43
D-1 – Guidance Counselors, Dept. Chairs, and Team Leaders Stipends.....		44
E – Coaching Stipends		46
F – Dental Plans		48

Article 1 **Recognition**

- A. The Board recognizes the Association as the exclusive bargaining representative for the group of certified professional employees employed by the Board of Education in positions requiring a teaching or other certificate and employees holding a durational shortage area permit other than temporary substitutes, and, who are not included in the administrators' unit or excluded from the purview of §§10-153a-10-153g, inclusive. The Connecticut State Department of Education shall have exclusive jurisdiction over disputes regarding the parameters of the bargaining unit under this section.
- B. Unless otherwise indicated, the term "teacher" when used hereinafter in this Agreement shall refer to all employees in the above unit.

Article 2 **Professional Negotiations**

- A. During negotiations, the Board and the Association shall exchange relevant data, points of view, and proposals and counter-proposals with respect to salaries and any other conditions of employment about which either party wishes to negotiate. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.

Article 3 **Grievance Procedure**

- A. **Purpose** - 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 as confidential as is appropriate.
- B. **Definitions**
 - 1. "*Grievance*" shall mean a claim based upon an event or condition which affects the welfare or conditions of employment of a teacher or group of teachers and/or arises from the language of this Agreement or an alleged breach thereof.
 - a. A grievance which is an alleged breach of a specific term or terms of this Agreement may be pursued through level four of the grievance procedure outlined below.

- b. A grievance may only be pursued to and including level three of the grievance procedure outlined below for a claim based upon an event or condition which affects the welfare or conditions of employment.
2. "*Teacher*" shall mean any certificated professional employee below the rank of full-time administrator, and may include a group of teachers similarly affected by a grievance.
3. "*Party of 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 teacher work days, provided that during summer vacation "days" shall mean weekdays.

C. Time Limits

1. Since it is important that grievances shall 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.
2. If a teacher does not file a grievance in writing thirty (30) days after they knew, or should have known, of the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived.
3. Failure by the aggrieved teacher at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decisions rendered at that level.

D. Informal Procedures

1. If a teacher feels that they may have a grievance, they shall first discuss the matter with their 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 they shall have the right to have the Association assist them in further efforts to resolve the problem informally with the principal or appropriate administrator.

E. Formal Procedures

(The teacher shall have the right to have the representation and assistance of the Association at all levels in this grievance procedure. The Association shall have observers present at all levels in this procedure.)

1. Level One - School Principal

- (a) If an aggrieved teacher is not satisfied with the outcome of informal procedures, or if they have elected not to utilize such procedures, they may present their claim as a written grievance to their principal or other appropriate administrator.
- (b) The principal shall, within five (5) days after the receipt of the written grievance, render their or her decision and the reasons therefore in writing to the aggrieved teacher, with a copy to the Association.

2. Level Two - Superintendent of Schools

- (a) If the aggrieved teacher is not satisfied with the disposition of their grievance at Level One, they may within six (6) days after the decision, or within ten (10) days after their formal presentation, file their written grievance with the Superintendent of Schools. The written grievance must be filed through the Association.
- (b) The Superintendent shall, within ten (10) days after the receipt of the written grievance, meet with the aggrieved teacher and with representatives of the Association for the purpose of resolving the grievance.
- (c) The Superintendent shall, within five (5) days after the hearing, render their decision and the reasons therefore in writing to the aggrieved teacher, with a copy to the Association.

3. Level Three - Board of Education

- (a) If the aggrieved teacher is not satisfied with the disposition of their grievance at Level Two, they may within four (4) days after the decision, or within eight (8) days after the hearing, file the grievance with the Board of Education. The written grievance must be filed in writing through the Association.
- (b) The Board of Education shall, no later than its next regularly scheduled meeting after the meeting at which it receives the appeal, meet with the aggrieved teacher and with representatives of the Association for the purpose of resolving the grievance. The Board may designate a committee of no fewer than two Board members to hear and decide grievances.
- (c) The Board shall, within five (5) days after such meeting render its decision and the reasons therefore in writing to the aggrieved teacher, with a copy to the Association.

4. Level Four - Arbitration

- (a) If the aggrieved teacher is not satisfied with the disposition of their grievance at Level Three, the Association, within five (5) days after the decision, or within

nine (9) days after the board meeting, may submit the grievance to arbitration by so notifying the Board of Education in writing.

- (b) The Chairman of the Board of Education or designee and the President of the Association shall, within five (5) days after such written notice jointly select a single arbitrator who is an experienced and impartial person of recognized competence. If the parties are unable to agree upon an arbitrator within five (5) days, the American Dispute Resolution Center (“ADRC”) shall immediately be called upon to select the single arbitrator.
- (c) The arbitrator selected shall confer promptly with representatives of the Board and the Association, shall review the record of prior hearings, and shall hold such further hearings with the aggrieved teacher and other parties in interest as they shall deem requisite.
- (d) The Arbitrator shall render their decision in writing to all parties in interest, setting forth their findings of fact, reasoning, and conclusions on the issues submitted. The decision of the arbitrator shall be final and binding upon all parties in interest.
- (e) The costs of the services of the arbitrator shall be borne equally by the Board and the Association.
- (f) The Arbitrator shall have no power to amend, add to, or delete from any of the specific terms of this Agreement.

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 Levels Two and Three of the formal grievance procedure by a person of their own choosing, except that they may not be represented by a representative or by an officer of any teacher organization other than the Association. When a teacher is not represented by the Association, the Association shall have the right to present and to state its views at all stages of the procedure.
3. The Association may, if it is desirous, call upon the professional services of the Connecticut Education Association for consultation and assistance at any stage of the procedure.

G. Miscellaneous

1. All documents, communications, and records dealing with the processing of grievance shall be filed separately from the personnel files of the participants.
2. Forms for filing and processing grievances, and other necessary documents, shall be made available through the Association so as to facilitate operation of the grievance procedure.
3. The Association may elect to process a grievance of any teacher, group of teachers or party in interest, on its own behalf at any step of the grievance procedure.

Article 4
Teaching Day and Teaching Load

The Board and the Association agree that teachers are entitled to regular time and work schedules upon which they can rely.

The differences in building schedules, subject and grade responsibilities will necessitate varying teaching assignments. It is, therefore, the intent of the Board to maintain a reasonable teaching load for each teacher to insure an effective educational program. The administration will maintain a fair and equitable teaching load in accordance with Article 7.

Within a block schedule arrangement, teachers will work a four (4) period day consisting of three (3) teaching periods in one day and two (2) teaching periods the following day. Within an eight (8) period schedule arrangement, teachers will work no more than five (5) teaching periods a day with an assigned duty.

Article 5
Vacancies

A. A vacancy occurs only upon the creation of a new position or upon the death, retirement, resignation, or discharge of an employee when the position held by that employee is not eliminated. Before a position is declared vacant, the Superintendent may make all transfers among existing staff in accordance with the provisions of Article 6. Upon making such transfers the Superintendent shall take into consideration the request of all teachers who have filed a written statement in accordance with paragraph 3 below. The remaining position open after all transfers are made shall then be declared a vacancy which shall then be filled in accordance with the procedures noted below. The Superintendent may temporarily fill vacancies without posting in emergency situations, or until the hiring process is completed.

1. All vacancies shall be adequately publicized within the system by posting on the district website and by email distribution to each teacher through their district email address as

far in advance of the date of filling such vacancy as possible (in no event less than two weeks in advance).

Where the need to fill a vacant position arises during the summer months, electronic notification shall be sent by email distribution to each teacher through their district email address.

2. Said notice of vacancy of position shall clearly set forth the specifications for the position.
3. Teachers who desire to apply for such vacancies of position shall file their applications in writing with the Superintendent within the time limit specified in the notice.
4. Applicants from within the system who meet the specifications set forth by 2 above, shall be interviewed. The candidates' overall qualifications and abilities to discharge the responsibilities of the position shall be left to the judgment of the Superintendent. Primary consideration will be given to qualified members of the staff in filling vacancies.

Article 6 Teacher Transfers

- A. Transfer shall not be effected without an opportunity for a conference between the individual and administrator involved.
- B. 1. In the event that a transfer becomes necessary due to a reduction in force within a building, qualified volunteers shall be transferred first. The candidates' overall qualifications and abilities to discharge the responsibilities of the position shall be left to the judgment of the Superintendent. Should an involuntary transfer be required, length of service in Region 13 shall be considered in determining which teacher is to be transferred last.
 2. In the event that an involuntary transfer becomes necessary for other reasons, the best interests of the students and the school system as determined by the Superintendent shall be considered.
 3. In no case shall a teacher be transferred involuntarily without prior opportunity to discuss the reasons for the transfer with the Superintendent or designee. If the teacher is still dissatisfied, they may seek relief under the provisions of Article 3 of this Agreement.
 4. This section shall not apply to individuals employed with a Durational Shortage Area Permit.
- C. Notice of transfer shall be given to the teacher as early as practicable and under normal circumstances not later than June 1.

A r t i c l e 7
T e a c h i n g A s s i g n m e n t s

- A. Teachers initially employed by the Board shall receive their building, grade, and/or subject assignments from the Superintendent's Office.
- B. Teachers already in the system shall receive notification of their grade or subject assignment for the ensuing school year prior to the close of the current school year.
- C. In the event of a change in circumstances or conditions during the summer recess (including but not limited to: resignations, death, promotion, and leave of absence, etc.) such assignments may be changed only as required thereby, with prompt notice in writing to the teacher.
- D. Teacher assignments shall be made without regard to age, race, creed, color, religion, national origin, sex, marital status, sexual orientation, ancestry, disability, or gender identity or expression, except in the case of a bona fide occupational qualification.
- E. In the determination of assignments, the convenience and wishes of the teacher shall be honored to the extent that these considerations do not conflict with instructional requirements and best interests of the school and the pupils.
- F. In arranging schedules for teachers who are assigned to more than one school, every effort shall be made to limit the amount of inter-school travel. Such teachers shall be notified of any changes in their schedules by the close of the current school year.
- G. Individual teachers desirous of making recommendations concerning their individual teaching assignments may do so in writing to their respective building principal. The principal shall make a written acknowledgment to the individual.
- H. Teachers who voluntarily teach a sixth class at the secondary level shall receive an additional twelve percent (12%) of their current salary for such assignment and shall be relieved of non-instructional duty assignments (such as cafeteria duty, study hall, hall monitor, and homeroom duty). Payment shall be prorated for a class that meets less than full time.

A r t i c l e 8
U s e o f S c h o o l F a c i l i t i e s

- A. The Association shall have the right to use school buildings without cost at reasonable times for meetings relating to Association business. Notice shall be provided to the principal of the building in advance of such meetings.

- B. 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 materials.
- C. The Board shall notify the Association President in writing of all new hires within fourteen (14) calendar days of hire.
- D. The Association shall be provided up to one hour to meet with the newly hired teachers during new teacher orientation.

Article 9 **Teacher Facilities**

The Board of Education shall to the extent feasible, provide in each school building:

- A. Space in each teaching station in which teachers may safely store materials and equipment.
- B. A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials.
- C. Access shall be provided in all buildings to computers, printers and copying machines for the use of teachers in preparing instructional materials.
- D. An appropriately furnished room to be used as a faculty lounge.
- E. An adequate first aid area.

Article 10 **Protection of Teachers**

- A. The Board and the Association agree that classroom and teacher safety is an important issue of mutual concern.
- B. Teachers shall report immediately in writing to their principal and the central office all cases of assault suffered by them in connection with their employment.
- C. Such report shall be forwarded to the Superintendent who shall comply with any reasonable request from the teacher for information in its possession not privileged under law which relates to the incident or the persons involved.
- D. Whenever a teacher is absent from school as a result of personal injury caused by an assault arising out of and in the course of their employment, they shall be paid their full salary for the period of such absence without having such absence charged to their annual or accumulated sick leave. Any amount of salary payable pursuant to this Section shall be

reduced by the amount of any workers' compensation award for temporary disability due to the said assault injury for the period for which such salary is paid. The Superintendent, acting on behalf of the Board, shall have the right to have the teacher examined by a physician designated by the Superintendent, acting on behalf of the Board, for the purpose of establishing their or her duties.

Article 11 **Leaves of Absence**

A. Sick Leave:

1. Teachers will be entitled to sick leave with full pay up to fifteen (15) working days in each year. Unused sick leave shall be accumulated from year to year to a maximum of one hundred eighty-seven (187) days as long as the teacher remains in the service of the Board. Teachers who have accumulated in excess of one hundred eighty-seven (187), as of June 30, 2005, shall maintain such days, but shall not accumulate any additional days unless their accumulation drops below one hundred eighty-seven (187). Teachers who begin work after February 1st in any school year shall receive seven and one-half (7.5) sick days. Sick leave may be taken only in one-half or full day increments except specified in Section A.7 of this Article.
2. Beginning teachers in their first three steps of the salary schedule confronted with an extended illness, shall be entitled to an additional twenty (20) noncumulative days and receive the difference between the amount paid their substitute and their salary. A doctor's certificate shall be required for this leave. Additional days taken shall be returned to the Board in subsequent years at the rate of three (3) additional days per year from accumulated sick leave. This provision shall not apply to individuals employed with a Durational Shortage Area Permit.
3. For approved absence in excess of the allowable sick leave, teachers in the system, upon application to and at the discretion of the Superintendent or designee, may receive the difference between the amount paid to the substitute and the teacher's pay. A doctor's certificate shall be required for this leave.
4. In the event of repeated absences or absences in excess of five (5) days, the Superintendent or designee may request the filing of a medical opinion and/or certificate. For every thirty (30) calendar days thereafter, or in cases of suspected abuse, a medical re-certification may be required.
5. A maximum of fifteen (15) days per school year may be used for serious illness in the immediate family as defined by Connecticut General Statutes §§ 31-57r *et seq.*). These days shall be deducted from the teacher's accrued sick leave days.
6. In the event that teachers are covered by Connecticut's Paid Sick Leave Law, Connecticut General Statutes §§ 31-57r *et seq.* as it may be amended from time to time, the Board shall

permit teachers to use their first forty (40) hours of contractual paid sick leave in each fiscal year for the same purposes and under the same conditions as the conditions described in Connecticut's Paid Sick Leave Law, notwithstanding any provisions in this section to the contrary (the "Statutory Sick Leave"). Statutory Sick Leave may be taken only in one-half or full day increments, except specified in Section A.7 of this Article. Any contractual paid sick leave accrued and used in excess of the Statutory Sick Leave shall be subject to the requirements of this section above and applicable Board policy requirements.

7. Sick leave shall be taken in one-half or full-day increments. Nevertheless, teachers may submit a request to their building principal to use one (1) hour or less of sick leave at the beginning or end of the student day if the teacher adheres to the following procedures:
 - a. The teacher must give 24 hours' notice to the principal of the need to arrive up to one (1) hour later in the morning or leave up to one (1) hour earlier in the afternoon (based on students' arrival and departure times). In emergency circumstances, shared with the principal, the 24-hour notice may be waived, and the notice shall be provided as soon as possible.
 - b. This notice must be submitted through the current absence request system. Within that notice, staff must provide a description of the coverage they have arranged for the time they will be away from their duties.
 - c. Coverage arranged by the teacher may not include the covering teacher refraining from providing or rescheduling services or instruction during the covering teacher's normal schedule. Coverage must be arranged by the teacher requesting to use sick leave of up to one (1) hour at the beginning or end of the student day. Notwithstanding anything in this Agreement to the contrary, a teacher providing coverage under this section shall not be entitled to additional compensation for such coverage.
 - d. A request to use sick leave in up to one-hour increments under this section shall be for extenuating circumstances. The principal may grant such request in the principals' sole discretion and such decision may not be subject to the Grievance Procedure in Article 3 of this Agreement. If the principal grants the teacher's request to use sick leave of up to one (1) hour at the beginning or end of the student day, such leave shall not be deducted from the teacher's accrued sick leave.

B. Bereavement Leave:

Leaves of absence with pay and not chargeable against the teacher's sick leave allowance shall be granted for the following reason:

1. A maximum of five (5) days per school year for death in the immediate family (immediate family is defined as including a parent, parents-in-law, brother or sister, spouse, child, or any other person who, preceding such death, has been a member of the same household as the teacher).

2. One (1) day per school year for death in the extended family (extended family is defined as including brothers-in-law, sisters-in-law, grandparents, nieces, nephews, aunts or uncles).
3. The Superintendent or designee may grant additional bereavement leave, with or without pay, as deemed appropriate in the discretion of the Superintendent or designee.

C. Religious Holiday Leave:

1. Leaves of absence with pay and not chargeable against the teacher's sick leave allowance shall be granted for:

Up to a total of three (3) days per year for major religious holidays not in the school calendar.

D. Personal Leave:

1. Leaves of absence with pay and not chargeable against the teacher's sick leave allowance shall be granted for
 - a. Up to a total of three (3) days per year for such "events" as weddings, family or member of bridal party, birth of a child by spouse, attendance at a college graduation (self, child, spouse) court appearances when subpoenaed as a witness, to the extent not otherwise reimbursed and other personal reasons approved by the Superintendent or designee. Teachers shall be allowed two (2) of these personal days for sensitive necessary private, personal business. Such absences shall not directly precede or follow a school vacation or holiday. The Superintendent or designee may, in its discretion, grant exceptions to the preceding rule for extraordinary circumstances.
 - b. Notification of the above stated personal leave shall be made directly to the building principal.
 - c. Application for any personal leave shall be made to the appropriate building principal at least twenty-four (24) hours before taking such leave (except in the case of emergencies) and the building principal shall reply within twenty-four (24) hours. Notwithstanding the above, the teacher may apply directly to the Superintendent or designee for personal leave and the Superintendent or designee shall reply within twenty-four (24) hours. Such leave shall be granted, except in cases of extreme hardship or disability to the school system, on the basis of application.
 - d. Teachers shall have the right to appeal to the Board any decision by the Superintendent or designee through the accepted grievance procedure.

- e. The rate of deduction for leave of absence without pay shall be at the appropriate per diem rate.

E. Pregnancy Leave:

1. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, 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 10-156 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 for such reasonable further period of time as a female employee is determined by her physician to be disabled from performing the duties of her job because of pregnancy or conditions attendant thereto, provided as unpaid leave under the terms and conditions of the FMLA.
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 or childbirth on the same terms and conditions as they are applied to other temporary disabilities.
5. Pregnancy or childbirth shall not be the basis for termination of employment or compulsory resignation.

F. Childrearing Leave:

1. Upon written request submitted to the Superintendent or designee, any certified professional employee, except those in their first year in Region No. 13, shall be granted a leave of absence for childrearing purposes. Such leave shall commence upon the termination of disability or notification of acceptance for adoption. The employee may elect long-term childrearing leave for the remaining portion of a school year in which a child is born or adopted.
2. The Board may grant one additional year to employees who have completed at least twenty (20) school months of continuous employment in Region No. 13 (excluding the months of July and August) upon written request from the employee. Upon return from any childrearing leave, all benefits that were accrued prior to commencement of said leave shall be restored to the employee.
3. The request for childrearing leave shall be made at least thirty (30) days prior to its commencement. This provision may be waived in extraordinary circumstances.

4. Leaves within this provision shall be limited to a maximum of two (2) within a six-year period of time.
5. Leaves within this provision shall be taken without pay or benefits, except as may be required by law.
6. An employee on such leave shall state, in writing, their intent to return the following school year no later than April 1st in the year of the leave.
7. This section shall not apply to individuals employed with a Durational Shortage Area Permit.

G. Parental Leave:

Any teacher who is the parent of a newborn infant (or a newly adopted or child newly placed in foster care), and such teacher is not entitled to paid sick leave due to disability from childbirth, may request the utilization of up to fifteen (15) accumulated sick leave days to care for the newborn infant (or a newly adopted or child newly placed in foster care). Such leave shall be deducted from the employee's accumulated sick leave. Such leave shall be taken within one year of the birth, adoption or foster placement of the infant/child. This leave shall be counted against the employee's entitlement to leave under the FMLA.

H. Professional Leave:

1. Teachers may be permitted time to attend recognized educational meetings or outstanding school systems. Arrangements for attendance must be made in advance, and the completed plans approved by the principal and superintendent or the superintendent's designee.
2. The district shall pay, within the limits of appropriations, the reasonable expenses (including fees, meals, lodging, and/or transportation) incurred by teachers who attend workshops, seminars, conferences, or other professional improvement sessions at the request and/or with the advance approval of the principal and superintendent or the superintendent's designee.
3. With advance approval of the superintendent or designee, any teacher holding office in a professional organization or invited to participate in a program of that organization, may be excused from duty because of such obligations.

I. General Leave:

In the discretion of the Superintendent of Schools, the Superintendent may permit members of the professional staff to take leave with or without pay or benefits, not to exceed one (1) school year. Reasons for such leave may include further study, restoration of health, travel,

etc.). Upon completion of such approved leave, the teacher will be returned to the same grade level or discipline or to a grade level or discipline for which they are certified and qualified. Upon the teacher's return the salary level and benefits will be those accrued and earned prior to the year's leave of absence.

Article 12

Jury Duty

Any teacher who is called for jury duty, shall receive the necessary leave to fulfill this legal obligation. This leave shall not be deducted from sick leave or from personal days. The staff member shall receive a rate of pay equal to the difference between the professional salary and the jury fee. A teacher called for jury duty shall submit verification of such duty and compensation for jury service to the building principal.

Article 13

Early Release

- A. A teacher may be allowed leave without loss of salary to begin programs of study which result from foundations or scholarship grants and which necessitate personal presence in advance of the close of the school year. Requests for such leave must be made in writing to the Superintendent, who shall either approve or deny such request within fifteen (15) school days of receipt.
- B. Other requests for early release at close of school year to enable a teacher to enroll in summer courses or workshops shall be decided upon by the Board.

Article 14

Physical Examinations

Medical examinations may be required by the Superintendent of Schools if in their sole judgment an employee appears to be ill on the job. The examination shall be at the Board's expense by the Board's appointed physician. The employee shall submit the physician's fitness for duty report to the Superintendent.

Article 15
General Provisions

- A. There shall be no reprisals of any kind taken against any teacher by reason of their membership in a professional organization or participation in its activities.
- B. All provisions of the Agreement shall apply equally to all teachers without discrimination in regard to age, race, creed, color, religion, national origin, sex, marital status, sexual orientation, ancestry, disability, or the gender identity or expression, except in the case of a bona fide occupational qualification.
- C. Any teacher under contract with the Regional School District No. 13 Board of Education shall be required to give a minimum of thirty (30) days written notice prior to commencing work for another school system. The Superintendent may waive or modify this requirement upon request of the teacher. Should the teacher fail to provide such notice, they shall be liable for liquidated damages in the sum of \$100 per day for each day less than the thirty (30) day requirement.

Article 16
Staff 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 this Agreement.

Article 17
Degree Definitions

Salary schedules listed in the Appendices of this Agreement shall be interpreted and applied according to the following definitions:

<i>Bachelor</i>	A baccalaureate degree earned at an accredited college or university.
<i>BA +30 Credits</i>	The completion of thirty credits beyond the baccalaureate in a program approved by an accredited college or university of courses approved by the Superintendent.
<i>Master</i>	A master's degree earned at an accredited college or university.
<i>Sixth Year</i>	A second master's degree; or completion of thirty credits beyond the master's degree in a program approved by an accredited college or university of courses approved by the Superintendent; or a "Sixth Year Certificate" from an accredited college or university, or a Master's degree that requires sixty (60) credits.

Doctorate

A doctor's degree earned at an accredited college or university.

Article 18
Placement on the Salary Schedule

All teachers shall be placed on the appropriate step on the salary schedule, taking into consideration the following:

- A. Degree Definitions as defined under Article 17, Degree Definitions.
- B. Previous teaching experience in public, private, and military dependency schools, provided that such experience shall have consisted of continuous service of a minimum of ninety-one (91) full days or its equivalent in each school year to be considered. Intermittent or short-term substitute service is not credited as previous teaching experience. The Superintendent may grant one step on the salary schedule for every two years of previous relevant full-time employment to a maximum of five steps.
- C. A partial year of experience shall be credited as full year provided the teacher has taught at least one-half of the required school calendar year.
- D. In order to qualify for a degree advancement on the salary schedule, teachers must notify the Superintendent of Schools of their anticipated degree advancement on or before January 1st of the school year preceding the school year when the degree advancement is anticipated to take effect. Teachers must also provide documentation of the degree advancement to the Superintendent of Schools (a) on or before August 15 in order for the degree advancement on the salary schedule to take effect for the start of that school year, or (b) on or before January 10 in order for the degree advancement on the salary schedule to take effect for the first payroll in February of the then-current school year. Submission of documentation of the degree advancement after January 10 will result in the degree advancement on the salary schedule taking effect at the start of the following school year.

Article 19
Professional Growth

- A. In an effort to encourage professional growth, the Board agrees to reimburse teachers up to three semester hours per year, or the equivalent as determined by the Superintendent or designee, at the tuition rate charged by the University of Connecticut or the accredited college attended, whichever is less. In the event that the Superintendent or designee approves reimbursement for an online accredited graduate program that may differ from traditional semester hours, then the reimbursement for the teacher shall not exceed the tuition rate charged by the University of Connecticut or the accredited college attended for three semester hours per year.

- B. In the event that a teacher is unable to utilize this professional growth benefit on an annual basis, the Board shall grant payment for six (6) semester hours that following year.
- C. To qualify for reimbursement, courses must have received prior approval of the Superintendent. Reimbursement will be made upon submission of the satisfactory completion of the course to the Superintendent's office in the form of a college grade report. Satisfactory completion shall be defined as a grade of B or higher or pass in a pass/fail class. A teacher having received approval and completing courses during the summer will be reimbursed only if the teacher returns to the District as a contracted employee in September.
- D. In addition to formal course work teachers may be engaged by the administration outside of the regular school year to attend workshops, curriculum studies, etc. and may be compensated for such services through the professional growth account.
- E. This Article shall not apply to individuals employed with a Durational Shortage Area Permit.
- F. The Board shall allocate a total amount of Forty Thousand Dollars (\$40,000) for reimbursements under this Article. Payments shall be made in June. Payment shall be made to eligible teachers on a pro-rata basis, if the approved reimbursements exceed the total amount listed herein.
- G. Teachers who are required to travel for site visits and/or professional learning will be reimbursed at the IRS rate for any miles they travel more than their daily commute.

Article 20
Withholding Increments

The Superintendent may withhold a salary increment in any given year for unsatisfactory service.

Article 21
Payroll Deductions

- A. In addition to those payroll deductions required by law, the following agencies are eligible for payroll deductions. All requests for deductions must be in writing on approved authorization forms. Each deduction shall be itemized on the pay stub.

Credit Union
 All authorized TSA Programs
 Regional District 13 Education Association
 Connecticut Education Association
 Long-term Disability Insurance

United Way
 National Education Association
 Health Insurance
 Flexible Spending Account

The Board of Education has agreed to handle the disbursement of monies collected for Tax Sheltered Annuity Plans.

B. **Dues Deductions**

1. **Deductions**

The Board of Education agrees to deduct from each Association member's salary an amount equal to the Association membership dues by means of payroll deductions. Each teacher who joins the Association shall file a "dues authorization card" with the Board. The amount of deduction for membership dues shall be equal to the total Association membership dues divided by sixteen (16) paychecks from and including the first paycheck in October through and including the last paycheck in May. The amount of Association membership dues shall be certified by the Association to the Board of Education prior to the opening of the school year.

2. **Subsequent Employment**

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

3. **Forwarding of Monies**

The Board of Education agrees to forward to the Association each pay period by direct electronic deposit, to a qualified banking institution of the Association's choice, a check for the amount of money deducted during that pay period. The Board shall e-mail or otherwise forward to the Association a list of teachers for whom such deductions were made at the time of direct deposit.

4. **Save Harmless**

The Association shall indemnify and save the Board harmless against all claims, demands, suits or other forms of liability, including attorney's fees, which may arise by reason of any action taken in making deductions and remitting the same to the Association. If the Association fails to meet its obligations under this provision, Section B of this article shall be null and void, and shall be severed from this Agreement.

5. The singular reference to the "Association" within this Article shall be interpreted as referring to the Regional School District No. 13 Education Association, the Connecticut Education Association, and the National Education Association.

6. No later than September 30 of each year, the Board shall provide the Association with a list of those employees who have authorized dues deductions. This list of bargaining unit members shall include the position(s) held, teaching assignment by said employees, the employee's degree(s), the employee's salary placement, and the employee's date of hire. The Board shall provide the Association monthly with any additions or deductions from such list.

- C. All deductions shall be divided over twenty (20) pay periods, in such a manner that all paychecks are as equal as practicable. Professional dues shall be divided over sixteen (16) pay periods.
- D. 1. The salaries of all teachers covered in this Agreement are set forth in the Appendices which are attached hereto, and made a part of this Agreement.
- 2. Method of Payment
 - (a) All teachers shall receive twenty-one (21) paychecks per year on alternate Fridays.
 - (b) Each teacher shall have the option of being paid either:
 - (1) Ten month basis - twenty-one (21) paychecks as equally divided as practicable.
 - (2) Twelve month basis - twenty (20) paychecks as equally divided as practicable and one (1) "balloon" check equal to the balance of their earned salary for a school year in a single payment.
- 3. Teachers shall be required to utilize direct deposit for their paychecks.
- 4. The first paycheck of the employment year shall be paid no later than the second Friday of the teacher work year.
- 5. Teacher salaries shall be prorated for partial years of employment.
- 6. The parties recognize that insurance premiums are deducted over twenty (20) pay cycles and, therefore, teachers may owe payment for insurance premiums as set forth in this Agreement when they separate from employment and the teacher's portion of the insurance premiums for coverage they have received have not been fully paid by the teacher. By way of illustration, if a returning teacher resigns prior to having met July, August or other premium cost share obligations, they will owe their portion of the premiums for those months, less any accumulated payroll deductions.

Article 22 Salary Agreements

- A. The Central Office, in conjunction with the Association shall assume responsibility for distributing contracts to personnel within the system before the end of the school year preceding the one in which the new contract is to take effect. Additional copies shall be forwarded to the Superintendent of Schools who shall distribute one copy to each newly hired teacher thereafter, until a new contract is available.

B. A salary notification, including stipends from Appendix D, if known, shall be distributed via email to all personnel presently within the system prior to June 1 of each school year. Such agreement shall be signed, or a discrepancy identified, and returned to the Superintendent's office on or before June 30th. It shall be the teacher's responsibility to insure that said signed notification is in the Superintendent's office by that date. A teacher shall not receive any negotiated salary increase under this Agreement until the teacher returns said signed notification and any adjustments shall not be retroactive.

Article 23

Consultation Procedure

It is recognized by the Board and the Association that all situations and developments could not be anticipated at the time of negotiation of this Agreement. To achieve rapport between the Board and the Association, periodic informal meetings shall be held between the negotiating groups of each organization as requested by either the Association or the Board.

Article 24

Employment Year

A. To encourage and effect the planning, development and growth of Regional District 13 curriculum, the Board of Education and the Teachers' Association recognize the necessity for in-service type programs, or workshops as an essential part of the professional teachers' responsibility to the system.

B. Therefore, the employment year for teachers previously employed by the system as established by the Regional Board of Education is to be one hundred and eighty-seven (187) days, with between one hundred and eighty (180) and one hundred and eighty-three (183) days for students and between seven (7) and four (4) days in addition to the number which students will be in attendance. Teachers new to the system shall work an additional four (4) working days. The Board may schedule partial student days in its discretion, with the remainder of any such days to be used for professional development or other activities scheduled by the administration. For the duration of the contract, the salaries provided in Appendix A will be based upon an employment year for returning teachers of one hundred and eighty-seven days (187) days and for new teachers of one hundred ninety-one (191) days. With the approval of the principal and agreement of the teacher, a teacher or teachers may be released from professional development or other activities scheduled by the administration on regularly scheduled non-student work days as contemplated above and shall instead participate in other professional development or other activities scheduled or approved by the administration to be completed outside of a student school day. If the Board adds additional work days to the teacher work year, teachers will be compensated a per diem rate prorated based on 1/187 of the salaries provided in Appendix A or 1/191 for new teachers.

Article 25
Amendment

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

Article 26
Severability

In the event that any provision or portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and remainder of this Agreement shall remain in full force and effect and the invalid clause shall be severed from the Agreement.

Article 27
Holdover

In the event that the Board and the Association shall fail to secure a Successor Agreement as hereinbefore provided in Article II prior to the termination of this Agreement, either party may elect to extend the duration of this Agreement for any period not to extend beyond the date of the execution of a Successor Agreement.

Article 28
Personnel Files

- A. No material excluding ordinary business records originating after original employment shall be placed in a teacher's personnel file for more than thirty (30) days 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 and the same shall be attached to the file copy of the material in question. If the teacher is asked to sign material placed in their file, such signature shall be understood to indicate their awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material.
- B. Any substantive, serious complaint made to the administration against a teacher or person for whom the teacher is administratively responsible, by any parent, student, or other person, shall promptly be called to the attention of the teacher. In no case shall any anonymous complaint or other complaint of third parties not investigated by the administration be placed in any teacher's file.

C. Each teacher shall have the right to review and make copies of any material in the teacher's personnel file upon reasonable notice during the hours in which the Board's office is open.

A r t i c l e 2 9
S c h o o l D a y a n d T e a c h e r R e s p o n s i b i l i t y

A. All personnel covered by this Agreement shall spend a reasonable amount of time both before and after school (but not less than forty-five (45) minutes total, with at least fifteen (15) minutes before and fifteen (15) minutes after school, and the remaining fifteen (15) minutes determined by the teacher, barring any assigned duties) in the classroom preparing for their classes and to carry out professional responsibilities as scheduled by the building principal. Teachers shall also attend at least four (4) after school/evening activities, two (2) of the four (4) which will be at the discretion of the principal, each school year (which may include graduation, open houses, social functions, sporting events, (not including an event for an activity for which the teacher receives a stipend) and step-up meetings). The work day for teachers assigned to teach at more than one (1) school shall be based on the school at which the teacher begins the teacher's work day.

B. The professional responsibilities of the teacher referred to in Section A shall include the offering of special assistance to individual students in their classes, preparing and arranging materials, displays, assignments, plans and generally preparing for the creation of a classroom atmosphere conducive to academic scholarship, learning and curiosity of students.

C. With the aim of continuing to improve communications and to fully exercise professional responsibilities, teachers shall attend (i) up to two (2) staff meetings per month, and more often if determined to be an emergency by the principal, to fulfil professional obligations, and (ii) meetings with the Superintendent and the Board of Education. Teachers will participate in professional activities which contribute to the educational program: workshops, departmental activities, curriculum development, in-service training, and parent conferences. Teachers shall be excused from attendance at such meetings not posted in advance.

D. The starting and dismissal time for all schools shall be established by the Board.

E. The Board agrees to bargain over the impact on salaries of any substantial change in the length of the workday.

A r t i c l e 3 0
B o a r d R e s p o n s i b i l i t i e s

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations those rights specified in Connecticut General Statutes 10-220, 10-221, and 10-222 and the right (a) to direct employees of the school district, (b) to hire, promote, transfer, assign, and retain employees in positions within the school district, and for just cause, to

suspend, demote, discharge or take other disciplinary action against employees, (with the exception noted below), (c) to relieve employees from duties because of lack of work or for other legitimate reasons, (d) to maintain the efficiency of the school district operations entrusted to them, (e) to determine the methods, means and personnel by which such operations are to be conducted, and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency. (The just cause provision in (b) above shall not apply to non-renewals, terminations, evaluations, transfers or assignments or the appointment or non-appointment to an extracurricular position as noted in Appendices C, D and E or as subsequently created by the Board of Education.)

The discharge of a teacher employed with a Durational Shortage Area Permit shall not be subject to the just cause provision cited in section (b) above.

Article 31 **Retirement Benefits**

In recognition of length of service rendered to Regional School District No. 13, the Board of Education will pay teachers who have attained the maximum step on the salary schedule according to the schedule. Such payments shall be incorporated into the individual teacher's annual salary payment.

Full Payment:

A teacher with the equivalent of twenty (20) years of or more of full time service to District No. 13, who was hired before July 1, 2011, is eligible to declare retirement and will receive:

1. a one-year payment of ten (10%) percent of the current annual salary for the school year designated by the eligible teacher to be incorporated into the individual's salary.

Teachers who are hired by the Board on or after July 1, 2011, and attain the equivalent of twenty (20) years or more of full time service to District No. 13, shall be eligible to declare retirement and receive a one-year payment of seven (7%) percent of the current annual salary for the school year designated by the eligible teacher to be incorporated into the individual's salary.

Partial Benefit:

A teacher with the equivalent of ten (10) years or more of full time service to District No. 13 who has attained the maximum step on the salary schedule is eligible to declare retirement under one of these three plans:

<u>Years of District No. 13 Teaching Experience</u>	<u>*Percentage of Full Benefit</u>
17-19	85%
15-16	70%
10-14	50%

*Full benefit is either 7% or 10%, depending on date of hire.

Eligible teachers will be required to notify the Superintendent of Schools, in writing, of their intent to retire and access the benefits described in this Article by January 31 of the calendar year in which the benefits will begin. Should extreme circumstances force an individual to retire in the same school year, application must be made to the Superintendent of Schools for a waiver of the notice provision provided in this Article. The written notification of intent to retire by the teacher is irrevocable. In the event that a teacher becomes so physically disabled that, in the judgment of the Superintendent, they are unable to perform their duties on a permanent basis, and if such teacher meets the eligibility requirements specified above, the Superintendent shall waive the notice requirement contained in this Article. Any decision of the Superintendent with respect to the notice provisions of this Article shall not be subject to the grievance procedure.

Article 32 **Staff Reduction**

1. General Statement of Policy:

It is recognized that, under Section 10-220 and 10-4a of the Connecticut General Statutes, the Board of Education has the responsibility to maintain good public elementary and secondary schools and to implement the educational interest of the state. However, recognizing also that it may become necessary to eliminate certified staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such eliminations become necessary.

2. Reasons for Elimination of Certified Staff Positions:

It is recognized that the Board of Education has the sole and exclusive prerogative to eliminate certified staff positions consistent with the provisions of the State Statutes, providing such elimination does not result in a failure in its duty as a state agency to implement the educational interests of the state and to provide good public elementary and secondary schools. Elimination of certified staff positions may result from decreases in student enrollment, changes in curriculum, severe financial conditions or other circumstances as determined by the Board of Education.

3. Definitions:

- A. As used herein, the term "days" shall mean calendar days.
- B. As used herein, the term "teacher" shall apply to any member of the bargaining unit.

4. Procedure:

- A. Prior to commencing action to terminate teacher contracts under this procedure, the Board of Education will give due consideration to its ability to effectuate position elimination and/or reduction in staff by:
 - 1. Voluntary retirements
 - 2. Voluntary resignations
 - 3. Transfer of existing staff members
 - 4. Voluntary leaves of absence
- B. If a teacher has attained tenure status, such teacher's contract of employment may be terminated if their position is eliminated, but only if there is no other position for which that teacher is certified and qualified available in the school system. This shall include first preference with regard to positions that are held by non-tenured teachers, in addition to positions that are open and available. Determination of those to be released shall be in the following order:
 - 1. Teachers holding temporary emergency permits
 - 2. Non-tenured teachers holding initial certification
 - 3. Non-tenured teachers holding professional certification
 - 4. Tenured teachers holding initial certification
 - 5. Tenured teachers holding professional certification
- C. In the event that the foregoing order of termination is not sufficient to determine the staff members to be terminated or non-renewed, then the following procedure shall be used:
 - 1. Non-tenured teachers shall be laid off first based on the following criteria:
 - a. Performance, skill and ability as they relate to the needs of the system.
 - b. Areas of certification, including consideration of multiple areas of certification.
 - c. Areas of teaching experience as they relate to the needs of the system.
 - 2. In the event that the foregoing is not sufficient to determine the staff member(s) to be terminated or non-renewed, and it is necessary to terminate a tenured teacher, then the most senior tenured certified and qualified teacher being

considered for termination shall be permitted to bump the least senior. Seniority shall be based on years of service in Regional School District No. 13 as a certified staff member. If the above is not adequate to determine seniority, then total years of certified contractual experiences outside of Regional No. 13 shall be the determining factor.

3. The Superintendent may override seniority as noted above (2) if the following conditions exists:

- a. The most senior teacher(s) is five (5) or less years senior than the least senior teacher(s) being considered for termination based on certified experience in the system;

and

- b. The staff member to be retained is qualified for the position(s) available in the certification area by possessing generally superior qualifications based on the combination of degree status, course work, background and experience, and recent performance.

- D. No teacher who has been laid off shall be entitled to payment or accrual of any compensation or fringe benefits, whether or not they remain on the reappointment list. However, a teacher who is reappointed from the list shall be entitled to reinstatement of any benefits earned or accrued at the time of layoff, and the further accrual of salary increments and fringe benefits shall resume where they left off. No years of layoff shall be credited as years of service for compensation or retirement purposes.
- E. It is recognized that dismissal of a teacher is reviewable only under C.G.S 10-151, and in no other manner. The procedures therein provide the exclusive method for challenging a separation from employment. Therefore, no grievance under Article 3 may be filed or submitted to an arbitrator under Article 3, E.4. However, the parties agree that, in the event of a challenged dismissal under this Article, the provisions of this contract can and should be submitted to the Board, an impartial hearing panel or a court, as appropriate.
- F. It is understood that the termination and non-renewal of a certified teacher contract is subject exclusively to Connecticut General Statutes §10-151 and shall not be the subject of a grievance procedure in the collective bargaining agreement between the parties. Should legislation be passed with respect to teacher terminations, then this agreement shall be renegotiated at the request of either party.

5. **Policy Provisions Not Applicable to Promotions:**

Nothing herein shall require the promotion of a teacher to a position of higher rank, authority, or compensation, although the teacher whose contract is to be terminated because of elimination of position is qualified and/or certified for the promotional position.

6. If the contract of employment of a tenured teacher is terminated because of elimination of position, the name of that teacher shall be placed on a reappointment list and remain on such

list for a period of two (2) years. Each teacher shall advise the Superintendent via email every six (6) months of any change in email address. Failure to advise the Superintendent shall cause the deletion of the teacher's name from said list. If a position becomes open during such period, the Board of Education will select the person on the recall list who is certified and most qualified to hold that position, then the teacher will be notified in writing by email, sent to their last known email address at least thirty (30) days prior to the anticipated date of reemployment where possible. The teacher shall accept or reject the appointment in writing via email to the Superintendent within seven (7) days after receipt of such notification. If the appointment is accepted, the teacher shall receive a written contract within twenty (20) days of receipt of the teacher's reply by the Board of Education. If the teacher rejects the appointment offer or does not respond according to this procedure within seven (7) days after receipt of such notification, the name of the teacher will be removed from the recall list.

7. This Article shall not apply to individuals employed with a durational shortage area permit only. Such individuals have no contractual rights in reference to layoff and/or recall.

Article 33 Preparation Periods

- A. The administration in each school may present alternatives to staff regarding the scheduling of preparation time. Said alternatives will be developed with input from the staff. Before the principal implements an alternative plan, they must obtain the approval of all staff members in the school by a majority vote. If there is no approval by majority vote, the Board and the Association shall bargain the issue at the request of the Board in accordance with 10-153f (e) of the Connecticut General Statutes.
- B. Assigned duties and the required teacher attendance times before and after school are not considered preparation time.
- C. The Administration will solicit preferences for non-instructional duties and will consider such input in assigning non-instructional duties, but will make such assignments based on the interests of students and the District, and such assignments shall not be subject to the Grievance Procedure in Article 3 of this Agreement.
- D. The Board shall provide an aggregate of two hundred and twenty (220) minutes of preparation time per week for elementary teachers with classes in grades K-5. Such preparation time may be provided by the administration to elementary teachers during the time that special teachers are teaching students. Special teachers are defined as those that teach art, music, physical education, health, and library skills. Elementary teachers shall also be entitled to an additional three one-half hour preparation periods per week, two of which may be required team meetings. Teachers in each elementary school may voluntarily make other arrangements regarding preparation time (e.g., teach, meet parents or perform other self-directed school duties).
- E. Teachers shall have a duty-free lunch period of not less than thirty (30) minutes.

Article 34
Part-time Teachers/Traveling Teachers

- A. The work day or work week (whichever is applicable) for a part-time teacher shall be in the same proportion to the work day (or week) of a full-time teacher as their contracted salary is to the salary to the full-time teacher on the same lane and step on the salary schedule. The work day of teachers employed part-time shall be a single uninterrupted unit which is composed of instructional time, planning and preparation time and other duties, in proportion to that of a full-time teacher unless such part-time teacher agrees to alternative agreements with the school principal.
- B. Part-time faculty whose instructional day is completed within one hour of the end of the school day shall be responsible for attending after-school faculty meetings. When a part-time teacher's schedule starts within one (1) hour of the beginning of the school day, that part-time teacher shall be responsible for attending morning faculty meetings. When a part-time teacher's schedule does not require the attendance at faculty meetings as noted above, that teacher shall be responsible for being aware of the information generated by the faculty meeting.
- C. Traveling time between assignments for traveling teachers shall not be counted as a teacher's preparation period or lunch. Teachers required to travel during the school day shall not be assigned a duty in multiple buildings in a day.
- D. Traveling teachers assigned to teach at multiple school campuses who travel between campuses as part of their teaching assignments during the school day will be reimbursed the IRS mileage rate for every mile that they drive in their own vehicle between campuses. For the purposes of clarification, Coginchaug Regional High School and Strong Middle School are considered on the same campus. Teachers will submit mileage documentation in the form prescribed by the Board and will be reimbursed monthly.
- E. Teachers that are required to travel between schools will not be required to work more daily hours than any teacher that is not required to travel, unless said teachers are compensated an overage amount at their per diem hourly rate.

Article 35
Extra Pay for Extra Duty

- A. Extra duty for which extra compensation shall be paid and the amounts of such compensation are set forth in Appendices C, D, and E, which are attached hereto, and made a part of this Agreement.
- B. Teachers interested in applying for advisorships to extracurricular activities shall indicate their preference to the Superintendent or designee by May 1 of the preceding school year. Any teacher new to the system and interested in applying for a particular advisorship should contact the principal.

- C. The Superintendent or designee shall make all reasonable efforts to notify all applicants of their appointment/non-appointment no later than June 30th of the preceding fiscal year. Successful applicants shall have 2 weeks from the date of notification to accept their appointment
- D. In the event that vacancies exist after June 30th, notice of such vacancies shall be posted on the district's electronic mail and an interested teacher shall notify the Superintendent's office within one week of the posting of their intent to apply for an open position.
- E. No candidate for a teaching position shall be required to assume an advisorship as a condition of employment.
- F. These positions set forth in Appendices C, D, and E are filled annually at the discretion of the Superintendent.

Article 36 **Temporary Administrative Coverage**

- A. Two (2) teachers per building shall be assigned the responsibility to act in the absence of the building principal. Teachers may apply for these positions yearly in May. The Superintendent shall select the teachers from the applicants taking into consideration the recommendations of the building principals for each building.
- B. Each teacher designated by the Superintendent to act as Lead Teacher shall receive an annual stipend of eight hundred dollars (\$800.00). The Superintendent may designate up to two (2) individuals per building to serve as Lead Teacher. If two (2) individuals are selected, the two (2) individuals selected shall develop their own equitable schedules.
- C. In the event that the building administrator is absent from the building for one half day or more, the Superintendent shall make reasonable efforts to relieve the individual of their teaching responsibilities when the Superintendent deems it appropriate for the teacher to attend solely to administrative duties.

Article 37 **Substitute Work**

- A. Full time teachers shall be paid \$35.86 per instructional class covered for administration assigned substituting during their preparation period for classes covered in the following situations. Commencing the 2027-2028 school year, the rate shall increase to \$36.94 and in the 2028-2029 school year, the rate shall increase to \$38.05.
 - 1. Staff member is absent a full day
 - 2. Staff member leaves mid-day due to illness or other emergency

3. Staff member attends professional learning or required meeting, fulfills a regularly scheduled coaching assignment, or needs coverage for other administration approved reason.
- B. For elementary teachers who have additional students assigned to their class due to absence of teachers as defined in Section A, compensation shall be a proportional part of the daily substitute rate established by the Board prorated on the basis of the number of teachers who are assigned to students for the duration of the Agreement.
 1. Any middle or high school teacher that has their class combined with the class of an absent teacher for at least a full class period or at least an hour's period of time, shall be compensated per period or per hour based on the proportional part of the daily substitute rate established by the Board based on the number of periods or hours for which the teacher's class is combined with the class of an absent teacher for at least a full class period or at least an hour's period of time.
 2. Coaches, interventionists, special education, related arts and certified support staff, who cover for an absent teacher and for whom a substitute has not been provided will be paid one half of the hourly rates in Section A.
- C. Teachers shall not be compensated for mutually agreed upon favors or for partial period coverage less than twenty minutes in duration.
- D. Payments for this work shall be processed during the pay period that the assignment occurred.

Article 38
Duration

This agreement shall be effective as of July 1, 2026 and shall continue and remain in full force and effect to and including June 30, 2029, unless reopened pursuant to its terms.

Signature Block

IN WITNESS WHEREOF, the parties hereunto have caused these presents to be executed by their proper office, hereunto duly authorized.

For the Regional School District No. 13 Board of Education

By Robert E. Moore Date 12/11/25

For the Regional District No. 13 Education Association

By Craig B. Adams Date 12/11/25

A p p e n d i x A - 1

2026-2027 SALARY SCHEDULE

Step	B.A.	B.A.+30	M.A.	6th Year	Ph.D.
1					
2					
3	63,029	65,484	69,808	75,836	79,534
4	65,230	68,137	72,935	78,863	82,561
5	67,430	70,789	76,062	81,892	85,588
6	69,630	73,443	79,191	84,919	88,614
7	71,828	76,097	82,318	87,950	91,642
8	74,029	78,751	85,448	90,976	94,672
9	76,228	81,405	88,574	94,004	97,699
10	78,427	84,058	91,699	97,030	100,727
11	80,629	86,713	94,827	100,058	103,754
12	82,827	89,368	97,954	103,088	106,782
13	85,028	92,020	101,083	106,114	109,812
14	88,818	96,416	106,124	111,133	114,905

Each teacher below the maximum step shall move up one step.

A p p e n d i x A - 2

2027-2028 SALARY SCHEDULE

Step	B.A.	B.A.+30	M.A.	6th Year	Ph.D.
1					
2					
3	65,077	67,612	72,077	78,301	82,119
4	67,350	70,351	75,305	81,426	85,244
5	69,621	73,090	78,534	84,553	88,370
6	71,893	75,830	81,765	87,679	91,494
7	74,162	78,570	84,993	90,808	94,620
8	76,435	81,310	88,225	93,933	97,749
9	78,705	84,051	91,453	97,059	100,874
10	80,976	86,790	94,679	100,183	104,001
11	83,249	89,531	97,909	103,310	107,126
12	85,519	92,272	101,138	106,438	110,252
13	87,791	95,011	104,368	109,563	113,381
14	92,104	99,983	110,051	115,245	119,156

Each teacher below the maximum step shall move up one step.

A p p e n d i x A - 3

2028-2029 SALARY SCHEDULE

Step	B.A.	B.A.+30	M.A.	6th Year	Ph.D.
1					
2					
3	67,355	69,978	74,600	81,042	84,993
4	69,707	72,813	77,941	84,276	88,228
5	72,058	75,648	81,283	87,512	91,463
6	74,409	78,484	84,627	90,748	94,696
7	76,758	81,320	87,968	93,986	97,932
8	79,110	84,156	91,313	97,221	101,170
9	81,460	86,993	94,654	100,456	104,405
10	83,810	89,828	97,993	103,689	107,641
11	86,163	92,665	101,336	106,926	110,875
12	88,512	95,502	104,678	110,163	114,111
13	90,864	98,336	108,021	113,398	117,349
14	95,512	103,682	114,123	119,509	123,565

Each teacher below the maximum step shall move up one step.

Appendix B
Insurance Program

1. Subject to the conditions set forth below, the Board shall offer each teacher the opportunity to participate in the State Partnership Plan 2.0 (“SPP”) for health benefits. The health plan benefits shall be as set forth in the SPP, including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP.
 - a. The premium rates shall be set by the SPP. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired teachers/administrators in accordance with state statute. The Association will be given the opportunity to review blending methodology and provide input on the equal distribution of premium impact of retiree enrollment.
 - b. The employee percentage share of such premium cost shall be as follows:

2026-2027	23.0%
2027-2028	23.0%
2028-2029	23.5%
- c. The SPP contains a Health Enhancement Plan (“HEP”) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event that the Partnership Plan 2.0 administrators impose a HEP non-participation or non-compliant penalty on the basis of an employee’s non-compliance with the terms of the HEP or any non-compliance on the part of any individual covered under the employee’s insurance, any such penalty shall be fully paid by the non-compliant employee. The imposition of any resulting premium cost increase shall be paid by the non-complaint employee by payroll deduction and the imposition of any deductible shall be implemented through claims administration.
- d. In the event any of the following occur, the Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. § 10-153f(e) as to the sole issue of health insurance, including plan design and plan funding, premium cost share and/or introduction of replacement medical insurance in whole or in part.
 - i) If the SPP in its current form is no longer available, or if the benefit plan design of the SPP is modified as a result of a change in the State’s collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan; and/or
 - ii) If Conn. Gen. Stat. Section 3-123rrr *et seq.* is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the Board, any of which

amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.

- e. In any negotiations triggered under subparagraph d. above as well as negotiations for a successor to the current collective bargaining agreement, the parties shall consider the High Deductible Health Plan with Health Savings Account set forth in Appendix B of the June 1, 2020 to June 30, 2023 collective bargaining agreement, including plan design, coverage and benefits, managed care elements, and deductible funding to be the baseline for such negotiations, and the parties shall consider the following additional factors:
 - Trends in health insurance plan design outside of the SPP; and
 - The costs of different plan designs.

Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.

2. The Board shall pay one hundred percent (100 %) of the employee and sixty percent (60%) of the family cost for the Full Dental Plan with Rider A. Teachers shall have the option of choosing the Flex Plan with orthodontic coverage. Teachers electing such option shall pay the difference between the cost of the Full Plan and the Flex Plan. A summary description of the two plans is contained in Appendix F, for informational purposes only. Dependent coverage is up to the age required by law.
3. The Board shall pay ninety-five percent (95%) and the employee five percent (5%) of the cost for a thirty-five thousand dollar (\$35,000) term life insurance plan and a five thousand dollar (\$5,000) A.D.& D plan on the employee only.

4. **Group Disability**

Teachers shall have access to a group disability plan with disability payments not exceeding five thousand dollars (\$5,000) per month and with a waiting period of one hundred-eighty-(180) days. The teachers shall pay one hundred percent (100%) of the cost of the premium for such disability plan by automatic payroll deduction. The plan will not permit teachers to collect sick pay and disability pay at the same time. Once a teacher is eligible to collect disability payments from the plan, the teacher shall not be entitled to collect sick leave payments. However, the Board will allow the teacher to return to work within one year after the date that the teacher starts collecting disability payments should the teacher be medically able.

5. Subject to law, including the rules and regulations of the Internal Revenue Service, the Board, shall maintain a "Section 125" salary reduction agreement which shall be designed to permit exclusion from taxable income of the employee's share of health insurance premiums.
6. Only certified professional staff or those holding a durational shortage area permit who work half time or more shall be eligible for insurance benefits. For such employees, the Board shall pay fifty percent (50%) of its cost of the premiums or the percentage of the premium corresponding to the percentage of the time worked, as the case may be. Employees desiring coverage shall pay the remaining percentage of the cost of the premium

through automatic payroll deduction. This provision is subject to the terms of the insurance carrier. Part-time teachers employed prior to July 1, 1999, and remain continuously employed in a certified position with the Regional School District No. 13, shall continue to receive full-time benefits in accordance with the current contract. Time on the recall list and authorized leave counts as continuous employment.

7. The Board shall have the right to self-insure in whole or in part and/or to change insurance carriers (including a change in third party administrators) in whole or in part, in order to provide the insurance coverage set forth above, provided that the plan(s) which result(s) from change in carriers or third party administrators are, substantially equivalent to the plan(s) described above, in terms of coverage, benefits, and administration.

The President of the Association shall be notified in writing within thirty (30) days of any intention to change carriers or third-party administrators and shall have a reasonable opportunity to review the proposed changes, but shall have no more than thirty (30) days from the date the new plan is presented to the Association. The proposed changes shall be presented to the Association through a Board Committee including a representative of the insurance carrier who will explain the proposed changes. If the Association does not approve of the proposed changes recommended by the Superintendent, it shall submit a written statement detailing the reasons for such disapproval, specifically listing the coverage, benefits and administration to which it objects. The Association must submit this written statement within thirty (30) days of the meeting noted above. Failure to submit such statement within the thirty (30) day time period shall be deemed approval of the proposed plan and a waiver of any right to arbitrate the issue.

If the Association disapproves of any change pursuant to the written statement noted above, it may submit the issue to arbitration within fifteen (15) calendar days of receipt of notice from the Superintendent that the Board intends to implement the new plan. The Board must receive a written decision therein prior to implementing any change. The sole substantive issue for arbitration shall be as follows: Is the proposed insurance plan(s) substantially equivalent to the existing plan(s) in terms of benefits, coverage and administration?

8. The Board shall institute the "Solutions" Employee Assistance Program, or other such program as may be mutually agreed upon by the Board and the Association. The Board shall assume fifty percent (50%) of the administration of the costs of such program, and the Association shall pay fifty percent (50%).
9. 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 2020. 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 this Appendix 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.

Appendix C

Stipends for Extra Duties and Responsibilities*

CRHS Stipend Chart

Level	Activity	Dollar Amount		
		2026-27	2027-28	2028-29
2	EDGE	\$852.64	\$878.22	\$904.57
2	Musical Producer	\$852.64	\$878.22	\$904.57
2	Best Buds	\$852.64	\$878.22	\$904.57
2	CUSP Mentor (about 8)	\$852.64	\$878.22	\$904.57
4	ECO Environmental Club	\$1,136.83	\$1,170.93	\$1,206.06
4	French Honor Society	\$1,136.83	\$1,170.93	\$1,206.06
4	Freshman Class Advisor	\$1,136.83	\$1,170.93	\$1,206.06
4	Book Club	\$1,136.83	\$1,170.93	\$1,206.06
4	Gaming Club	\$1,136.83	\$1,170.93	\$1,206.06
4	Sophomore Class Advisor	\$1,136.83	\$1,170.93	\$1,206.06
4	Spanish Honor Society	\$1,136.83	\$1,170.93	\$1,206.06
5	Campus Store Advisor	\$1,278.97	\$1,317.34	\$1,356.86
5	Envirothon	\$1,278.97	\$1,317.34	\$1,356.86
5	Bike Club	\$1,278.97	\$1,317.34	\$1,356.86
5	Senior Class Activity (Includes Graduation & Senior Activity)	\$1,278.97	\$1,317.34	\$1,356.86
5	Ocean Bowl	\$1,278.97	\$1,317.34	\$1,356.86
5	Ski Club	\$1,278.97	\$1,317.34	\$1,356.86
6	Junior Class Advisor	\$1,421.08	\$1,463.71	\$1,507.62
6	Tech & Set Construction Advisor for Plays	\$1,421.08	\$1,463.71	\$1,507.62
6	Newspaper	\$1,421.08	\$1,463.71	\$1,507.62
6	Art Club	\$1,421.08	\$1,463.71	\$1,507.62
6	Student Council	\$1,421.08	\$1,463.71	\$1,507.62
6	Diversity/Culture Club	\$1,421.08	\$1,463.71	\$1,507.62
6	Debate Club	\$1,421.08	\$1,463.71	\$1,507.62
7	Music A Capella	\$1,563.18	\$1,610.08	\$1,658.38
7	Morning Announcements	\$1,563.18	\$1,610.08	\$1,658.38
8	Senior Washington Trip Advisor	\$1,705.26	\$1,756.42	\$1,809.11
10	Drama Director - Musical	\$1,989.49	\$2,049.17	\$2,110.65
10	High School Bowl	\$1,989.49	\$2,049.17	\$2,110.65
10	Model UN	\$1,989.49	\$2,049.17	\$2,110.65
10	Winter Pep Band	\$1,989.49	\$2,049.17	\$2,110.65
10	Music Director - Musical	\$1,989.49	\$2,049.17	\$2,110.65

Level	Activity	Dollar Amount		
		2026-27	2027-28	2028-29
10	Senior Class Advisor	\$1,989.49	\$2,049.17	\$2,110.65
10	Key User	\$1,989.49	\$2,049.17	\$2,110.65
10	Robotics Club	\$1,989.49	\$2,049.17	\$2,110.65
11	DECA	\$2,131.59	\$2,195.54	\$2,261.41
11	National Honor Society	\$2,131.59	\$2,195.54	\$2,261.41
12	CUSP Coordinator	\$2,273.70	\$2,341.91	\$2,412.17
13	Show Choir	\$2,700.03	\$2,781.03	\$2,864.46
13	Auditorium Coordinator	\$2,700.03	\$2,781.03	\$2,864.46
14	Stage Band	\$3,268.46	\$3,366.51	\$3,467.51
14	Global Partnership Coordinator	\$3,268.46	\$3,366.51	\$3,467.51

*Stipends may be split among multiple individuals for the same position, upon recommendation of the building principal, if prior written approval of the Superintendent has been obtained.

Appendix C

Stipends for Extra Duties and Responsibilities*

Strong School Stipend Chart

Level	Activity	Dollar Amount		
		2026-27	2027-28	2028-29
1	Grade 6 Advisor	\$710.50	\$731.82	\$753.77
1	Math Olympiad Grade 6	\$710.50	\$731.82	\$753.77
2	Newsletter	\$840.04	\$865.24	\$891.20
2	EDGE	\$840.04	\$865.24	\$891.20
2	Student Council	\$840.04	\$865.24	\$891.20
2	Shadowing Program	\$840.04	\$865.24	\$891.20
2	Best Buds	\$840.04	\$865.24	\$891.20
2	Grade 8 Advisor	\$840.04	\$865.24	\$891.20
3	Grade 7 Advisor	\$980.05	\$1,009.45	\$1,039.73
5	Key User	\$1,260.05	\$1,297.85	\$1,336.79
5	Ski Club	\$1,260.05	\$1,297.85	\$1,336.79
6	Yearbook	\$1,400.08	\$1,442.08	\$1,485.34
6	Art	\$1,400.08	\$1,442.08	\$1,485.34
6	Debate Club	\$1,400.08	\$1,442.08	\$1,485.34
8	Drama	\$1,680.06	\$1,730.46	\$1,782.37
8	Jazz Band	\$1,680.06	\$1,730.46	\$1,782.37
8	Select Chorus	\$1,680.06	\$1,730.46	\$1,782.37
8	Robotics	\$1,680.06	\$1,730.46	\$1,782.37

*Stipends may be split among multiple individuals for the same position, upon recommendation of the building principal, if prior written approval of the Superintendent has been obtained.

Appendix C

Stipends for Extra Duties and Responsibilities*

Memorial Stipend Chart

Level	Activity	Dollar Amount		
		2026-27	2027-28	2028-29
1	Grade 5 Advisor	\$710.50	\$731.82	\$753.77
1	Math Olympiad Grade 5	\$710.50	\$731.82	\$753.77
2	Student Senate	\$852.64	\$878.22	\$904.57
5	Key User	\$1,278.97	\$1,317.34	\$1,356.86
8	Drama	\$1,705.26	\$1,756.42	\$1,809.11
8	Select Chorus	\$1,705.26	\$1,756.42	\$1,809.11
8	Jazz Band	\$1,705.26	\$1,756.42	\$1,809.11

*Stipends may be split among multiple individuals for the same position, upon recommendation of the building principal, if prior written approval of the Superintendent has been obtained.

Appendix C

Stipends for Extra Duties and Responsibilities*

*Brewster and Lyman Elementary Schools
Stipend Chart*

Level	Activity	Dollar Amount		
		2026-27	2027-28	2028-29
5	Key User	\$1,278.97	\$1,317.34	\$1,356.86

Appendix C

Stipends for Extra Duties and Responsibilities*

The Board may establish and eliminate student clubs/activities in its discretion. Proposals for new clubs and/or student activities may be made by teachers at each school building. Such proposals shall include at least the following information, and any other information as may be required by the building principal:

- The scope of responsibility for the proposed club/activity;
- The minimum number of students anticipated to be participating in the proposed club/activity;
- The number of hours required for the proposed club/activity; and
- The proposed stipend rate for the proposed club/activity.

Such proposals shall be submitted to the building principal for review and tentative approval. The building principal may recommend changes to the club/activity in their discretion. Upon tentative approval by the building principal, the club and/or activity proposal shall be forwarded to the Superintendent, who has the authority to approve such clubs/activities in their discretion. The total funds available for student clubs/activities shall be aggregated at each school building based on the school district budget for the applicable year, and the Superintendent may approve new clubs/activities within the aggregate fund established at each school building. While clubs/activities that exceed the aggregate total at a particular school building may be approved by the Superintendent, the establishment of any such clubs/activities in excess of the aggregate budgeted amount will require the prior approval of the Board of Education.

Unless otherwise approved by the Superintendent or designee, Appendix C payments for club/activity positions shall be made with the regular payroll process twice yearly for clubs/activities that run for the full school year (the last pay day in January and the last pay day in June); and once per year for clubs/activities that run only in the spring semester (the last pay day in June). Advisors must submit to their principal documentation of the activities of their clubs/activities (e.g., dates of meetings and other activities) and the number of students in attendance at such activities on the first Friday in January and the first Friday in June (or the following workday if such day is a holiday). Payments for the stipends are contingent on submission of the documentation described above.

While an incumbent teacher employed during the 2013-2014 contract year continues to serve in consecutive terms for the same Appendix C activity and remains continuously employed by the Board as a teacher, they shall be paid under the terms and conditions set forth in the 2013-2014 Appendix C between the parties, with the BA Step one rate adjusted to the rate in effect for the applicable year under the Agreement. In the event that the incumbent teacher no longer is employed by the Board as a teacher, but continues to serve as an advisor, such individual shall move to the Appendix C for the current agreement. In the event that the incumbent teacher no longer continues to serve in such capacity, any newly appointed teacher shall move to the Appendix C for the current agreement. A teacher who currently holds a position and is on an approved leave of absence shall, if s/he is appointed to and returns to the same position, be treated as an incumbent.

Appendix D

Guidance Counselors and Team Leaders Stipends

	Stipend Amount 2026-27	Stipend Amount 2027-28	Stipend Amount 2028-29
Subject Area Team Leaders – 9-12	\$5,744	\$5,916	\$6,093
Mathematics			
World Language			
English			
Science			
Social Studies			
Related Arts (2)			
Team Leaders – Elementary	\$5,744	\$5,916	\$6,093
Kindergarten (2)			
Grade 1 (2)			
Grade 2 (2)			
Grade 3 (2)			
Grade 4 (2)			
Grade 5			
Outdoor Learning			
Related Arts (2)			
Team Leaders - Middle	\$5,744	\$5,916	\$6,093
Grade 6			
Grade 7			
Grade 8			
Content Leaders			
Language Arts			
Math			
Related Arts			
Science			
Social Studies			
Team Leaders – Student Services & Special Education	\$5,744	\$5,916	\$6,093
Elementary (3)			
Middle School			
High School			
K-12 Strategic Action Plan Designer (4)	\$6,893	\$7,100	\$7,313
TEAM Mentors	\$1,731	\$1,783	\$1,836
ELL Coordinator	\$2,308	\$2,377	\$2,448

Team Leaders shall have one (1) less duty than other teachers in their respective buildings.

Guidance Counselors and Team Leaders – Beyond Employment Year

Guidance Counselors and Team Leaders who are requested by the Superintendent to work beyond the normal employment year as defined in Article 24 of this Agreement will be paid on a per diem basis of their appropriate annual salary when called in beyond the employment year for the following reasons:

Guidance counselors: for work as related to scheduling, new student registration and program development.

Team Leaders: for work related to program development and staffing

Other Teachers – Beyond Employment Year

Teachers who are requested by the Superintendent or designee to work beyond the normal employment year as defined in Article 24 of this Agreement to provide homebound/tutorial instruction or to develop curriculum and other extra duties at after school events will be paid hourly at a rate of:

2026-27	2027-28	2028-29
Per Hour		
\$36.62	\$37.72	\$38.85

Teachers who are requested by the Superintendent or designee to work beyond the normal employment year as defined in Article 24 of this Agreement to perform special duties as requested by the Superintendent or designee shall be paid their per diem rate. The teachers who are requested will come to a mutual agreement with the Superintendent or designee as to a set amount of time/days prior to the work commencing.

Teachers who are requested by the Superintendent or designee to work the extended school year will be paid an hourly rate as follows:

	2026-27	2027-28	2028-29
	Per Hour		
1. ESY Supervisor:	\$80.98	\$83.41	\$85.91
2. Pupil Personnel Staff:	\$69.88	\$71.98	\$74.14
3. Other Certified Staff:	\$47.70	\$49.13	\$50.60

A p p e n d i x E
C o a c h i n g S t i p e n d s

2 0 2 6 - 2 0 2 9

Stipend	Category	Sport
2026-27		
2027-28		
2028-29		
\$9,465	Level I	Head Basketball (v) (2) Head Football (v)
\$6,853	Level II	Head Soccer (v) (2) Asst. Basketball (jv) (2) Head Cheerleading Head Indoor Track (2) Head Outdoor Track (2) Head Baseball (v) Head Softball (v) Football (Asst.) Head Girls' Volleyball (v)
\$4,745	Level III	Asst. Basketball (f) (2) Asst. Soccer (jv) (2) Asst. Baseball (jv) Head Tennis (2) Head X-Country (2) Head Golf (co-ed) Indoor Track (Asst.) (2) Cheerleading (Asst.) Outdoor Track (Asst.) (2) Asst. Softball (j.v.) Asst. Girls' Volleyball (jv) Asst. Football (Freshman) Unified Sports
\$3,689	Level IV A	H.S. Asst. Tennis (2) M.S. Basketball (v) M.S. Baseball M.S. Softball M.S. Soccer (v) (2)
\$2,109	Level B	M.S. Asst. Basketball (jv) (2) M.S. X-Country (3) M.S. Cheerleading M.S. Asst. Soccer (jv) (2) M.S. Asst. Baseball M.S. Asst. Softball M.S. Unified Sports H.S. Asst. Unified Sports

While an incumbent coach employed as a teacher during the 2013-2014 contract year continues to serve in consecutive seasons for the same sport, which shall include a promotion within the same sport, and remains continuously employed by the Board as a teacher, they shall be paid under the terms and conditions set forth in the 2013-2014 Appendix E-3 between the parties, with the BA Step one rate adjusted to the rate in effect for the applicable year of the Agreement. In the event that the incumbent coach no longer is employed as a teacher in the Board, but continues to serve as a coach, such coach shall move to the Appendix E for the current agreement. In the event that the incumbent coach no longer continues to serve in such capacity, any newly appointed coach shall move to the Appendix E for the current agreement. A teacher who currently holds a position and is on an approved leave of absence shall, if s/he is appointed to and returns to the same position, be treated as an incumbent.

Payment for athletic stipends will be made by the Board five times during the school year, as follows:

1. After the conclusion of all middle school fall sports.
2. After the conclusion of all high school fall sports.
3. After the conclusion of all middle school winter sports.
4. After the conclusion of all high school winter sports.
5. After the conclusion of all middle and high school spring sports.

Appendix F



Regional School District #13

Group #04388
Delta Dental PPO Plus Premier™

Full Dental with Rider A	In-Network		Out-of-Network
	If a Delta Dental PPO™ Dentist is Used	If a Delta Dental Premier® is Used	If a Non-Participating Dentist is Used
Preventive & Diagnostic Exams Cleanings Bitewing X-Rays Fluoride Treatments	100%	100%	100%
Basic Fillings Simple Extractions Stainless Steel Crowns Root Canals (Endodontics) Repair of Dentures	100%	100%	100%
Major Crowns, Inlays, & Onlays – (Not part of a bridge) Oral Surgery – Limited on CPT code Apicoectomy Space Maintainers	50%	50%	50%
Maximum (per person)	Unlimited	Unlimited	Unlimited
Deductible Per Person Family Maximum Waived for	None None	None None	None None

Over 300,000 participating dental offices nationwide participate with the national Delta Dental system, although you may choose any fully licensed dentist to render necessary services. Participating dentists will be paid directly by Delta Dental to the extent that services are covered by the contract. Non-participating dentists will bill the patient directly, and Delta Dental will make payment directly to the member. Maximum benefit may be derived by utilizing the services of a participating dentist.

Where the eligible patient is treated by a Delta Dental PPO dentist, the fee for the covered service(s) will not exceed the Delta Dental PPO maximum allowable charge(s). Where the eligible patient is treated by a Delta Dental Premier dentist who does not participate in Delta Dental PPO or by a *Participating Specialist*, the dentist has agreed not to charge eligible patients more than the dentist's filed fee or Delta Dental's established maximum plan allowance, and Delta Dental will pay such dentists based on the least of the actual fee, the filed fee, or Delta Dental's established maximum plan allowance for the procedure(s). Claims for services provided by dentists who are neither Delta Dental Premier, Delta Dental PPO dentists, or *Participating Specialists* are paid based on the lesser of the dentist's actual charge or the prevailing fee.

Visit your own dentist. If you do not have a dentist, there is a directory available with your plan administrator listing participating dentists. You may call 1-800-DELTA-OK and a list of participating dentists located in your area will be mailed directly to your home, or you may access our Website at www.deltadentalct.com.

During your FIRST appointment, tell your dentist that you are covered under this program. Give him/her your Group's name, its Delta Dental Group Number and your Member ID number.

If you have any questions regarding your benefits, you may contact our Customer Service Department Monday through Thursday, 8:00 a.m. to 6:30 p.m. EST and Friday, 8:00 a.m. to 5:00 p.m. EST, at 1-800-452-9310.

This overview contains a general description of your dental care program for your use as a convenient reference. Complete details of your program appear in the group contract between your plan sponsor and Delta Dental of New Jersey, Inc. which governs the benefits and operation of your program.

The group contract would control if there should be any inconsistency or difference between its provisions and the information in this overview. 2019



Regional School District #13

Group #04388
Delta Dental PPO Plus Premier™

Flex Dental	In-Network		Out-of-Network
	If a Delta Dental PPO™ Dentist is Used	If a Delta Dental Premier® is Used	If a Non-Participating Dentist is Used
Preventive & Diagnostic Exams, Cleanings, X-Rays Periodontal Maintenance (frequency limitations apply) Fluoride Treatments (Frequency limitations apply) Space Maintainers, Sealants Emergency Palliative Treatment	100%	100%	100%
Basic Fillings, Extractions Root Canals (Endodontics) Oral Surgery Repair & Reline of Dentures, Repair Bridges General Anesthesia Stainless Steel Crowns	80%	80%	80%
Major Crowns, Inlays, Onlays, & Gold Restorations Bridges & Recement Bridges Full & Partial Dentures	50%	50%	50%
Annual Maximum (per person)	\$ 2,000	\$ 2,000	\$ 2,000
Annual Deductible Per Person Family Maximum Waived for	\$25 \$75 Preventive, Diagnostic & Major	\$25 \$75 Preventive, Diagnostic & Major	\$25 \$75 Preventive, Diagnostic & Major
Orthodontics Children Only to age 19 Lifetime Maximum	50% \$ 1,000	50% \$ 1,000	50% \$ 1,000

Over 300,000 participating dental offices nationwide participate with the national Delta Dental system, although you may choose any fully licensed dentist to render necessary services. Participating dentists will be paid directly by Delta Dental to the extent that services are covered by the contract. Non-participating dentists will bill the patient directly, and Delta Dental will make payment directly to the member. Maximum benefit may be derived by utilizing the services of a participating dentist.

Where the eligible patient is treated by a Delta Dental PPO dentist, the fee for the covered service(s) will not exceed the Delta Dental PPO maximum allowable charge(s). Where the eligible patient is treated by a Delta Dental Premier dentist who does not participate in Delta Dental PPO or by a *Participating Specialist*, the dentist has agreed not to charge eligible patients more than the dentist's filed fee or Delta Dental's established maximum plan allowance, and Delta Dental will pay such dentists based on the least of the actual fee, the filed fee, or Delta Dental's established maximum plan allowance for the procedure(s). Claims for services provided by dentists who are neither Delta Dental Premier, Delta Dental PPO dentists, or *Participating Specialists* are paid based on the lesser of the dentist's actual charge or the prevailing fee.

Visit your own dentist. If you do not have a dentist, there is a directory available with your plan administrator listing participating dentists. You may call 1-800-DELTA-OK and a list of participating dentists located in your area will be mailed directly to your home, or you may access our Website at www.deltadentalct.com.

During your FIRST appointment, tell your dentist that you are covered under this program. Give him/her your Group's name, its Delta Dental Group Number and your Member ID number.

If you have any questions regarding your benefits, you may contact our Customer Service Department Monday through Thursday, 8:00 a.m. to 6:30 p.m. EST and Friday, 8:00 a.m. to 5:00 p.m. EST, at 1-800-452-9310.

This overview contains a general description of your dental care program for your use as a convenient reference. Complete details of your program appear in the group contract between your plan sponsor and Delta Dental of New Jersey, Inc. which governs the benefits and operation of your program. The group contract would control if there should be any inconsistency or difference between its provisions and the information in this overview.

2019