

**2014-2017**  
**Professional Agreement**  
**between the**  
**Preston, Connecticut, Board of Education**  
**and the**  
**Education Association of Preston**

This Agreement is made and entered into on this \_\_\_\_\_ day of \_\_\_\_\_, 2013, by and between the Preston, Connecticut, Board of Education (hereinafter referred to as the 'Board') and the Education Association of Preston (hereinafter referred to as the 'Association'), unified and affiliated with the Connecticut Education Association and the National Education Association.

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**ARTICLE I**  
**Preamble**

A. This Agreement is negotiated under the General Statutes of the State of Connecticut, as amended, in order (a) to fix for its term as provided in the provision concerning duration, the salaries and other conditions of employment provided herein, and (b) to encourage and abet effective and harmonious working relationships between the Board and the professional staff in order that the cause of public education may be best served.

B. The Board and the Association recognize the importance of responsible participation by the entire professional staff in the education process, planning, and development of the Preston school system. To this end they agree to maintain communication, to inform about programs, to guide in development, and to assist in planning and growth, either by committee, individual consultation, or designated representatives.

C. When Board policies and/or administration regulations and conditions of this Agreement conflict, the conditions of this Agreement shall prevail.

D. Except as is otherwise specifically provided in this Agreement, as the same may be amended from time to time, it is recognized that the Board has and will continue to retain, whether exercised or not, the right, responsibility and prerogative to direct the operation of the public schools in the Town of Preston including but not limited to the following: to maintain public elementary and secondary schools and such other education activities as in its judgment will best serve the interest of the Town of Preston; to give the children of Preston as nearly equal advantages as may be practicable; to decide the need for school facilities to determine the need and program for the summer school, if any; to determine the maintenance and operation of buildings, lands, apparatus and other property used for school purposes; to determine the number, age and qualifications of the pupils to be admitted into each school; to employ, assign and transfer teachers, principals, and assistant principals or other certified personnel; to suspend or dismiss the teachers of the schools; to designate the schools which shall be attended by the various children within the town, to make such provisions as will enable each child of school age residing in the town to attend school for the period required by law and provide for the transportation of children wherever it is reasonable and desirable; to prescribe rules for management, studies, classification and discipline for the public schools; to decide the textbooks to be used; to make rules for arrangement, use and safe-keeping of the school libraries and to approve the books selected therefore and to approve plans for school buildings; to prepare and submit budgets and, in its sole discretion, expend monies appropriated by the town for the maintenance of schools, and to make such transfers of funds within the appropriated budget as it shall deem desirable. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be

exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this Agreement.

E. The Board of Education shall provide each teacher with a copy of this Agreement or any successor Agreement. The Board of Education shall provide the Superintendent of Schools with copies to be given to prospective teachers it intends to hire.

## **ARTICLE 2** **Recognition**

A. The Board hereby recognizes the Association as the exclusive representative, as defined in *Section 10-153a through 10-153g* of the Connecticut General Statutes as amended, for the entire group of certificated professional employees of the Board below the rank of vice principal, other than temporary substitutes.

B. Unless otherwise indicated, the term "teacher" when used hereinafter in this Agreement shall refer to all employees in the above unit.

## **ARTICLE 3** **Profession Negotiations**

The Board and the Association agree to negotiate in good faith, in accordance with procedures set forth in *Section 10-153a through 10-153j* of the Connecticut General Statutes as amended, to secure a successor Agreement relative to all matters concerning salaries and other conditions of employment about which either party wishes to negotiate. This Agreement so negotiated shall bind and inure to the benefit of the Board and Association, and the same shall be reduced to writing and executed.

## **ARTICLE 4** **Grievance Procedure**

### **A. Purpose**

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

### **B. Definitions**

1. "Grievance" shall mean a claim by a teacher that there has been a violation, misinterpretation, misapplication of the provisions of this Agreement.

2. "Days" shall mean working days, except after school closes for the school year, and "days" shall then mean days, Monday through Friday, excepting holidays.

**C. Time Limits**

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. However, the time limits specified may be extended by written agreement of the parties in interest.

2. If a teacher does not file a grievance in writing at level one of the formal procedure within fifteen (15) days after he/she 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 decision rendered at that level.

4. Failure by the Administration or the Board of Education to reply within the specified time limits shall permit the aggrieved to proceed immediately to the next step.

**D. Informal Procedure**

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

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

**E. Formal Procedure**

**1. Level One - School Principal**

(a) If an aggrieved teacher is not satisfied with the outcome of informal procedures, he/she must present his/her claim as a written grievance to his/her principal specifying the nature of the grievance and the remedy requested.

(b) The principal shall, within three (3) days after receipt of the written grievance, render his/her decision in writing to the aggrieved teacher with a copy to the Association president.

2. **Level Two - Superintendent of Schools**

(a) If the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level One, he/she may, within three (3) days after the decision, file his/her written grievance with the Superintendent of Schools.

(b) The Superintendent or his/her designee shall, within five (5) days after receipt of the grievance, meet with the aggrieved teacher and his/her representative for the purpose of resolving the grievance. A full and accurate statement of such hearing shall be kept by the parties and made available to the parties in interest upon request.

(c) The Superintendent or his/her designee shall, within three (3) days after the hearing, render his decision in writing to the aggrieved teacher, with a copy to the Association president.

3. **Level Three - Board of Education**

(a) If the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level Two, he/she may, within five (5) days after the decision file the grievance with the Board of Education.

(b) The Board of Education or its designated committee shall, at its next regular Board meeting (or a date mutually agreed to by the Board and the Association), meet with the aggrieved teacher and with his/her representative for the purpose of resolving the grievance. A full and accurate statement of such hearing shall be kept and made available to the parties in interest upon request.

(c) The Board or its designated committee shall, within three (3) days after such meeting, render its decision in writing to the aggrieved teacher with a copy to the Association president.

4. **Level Four - Arbitration**

(a) If the grievance involves the interpretation or application of a specific provision of this Agreement and, if the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level Three, within five (5) days of the date of the decision, the Association may submit the grievance to arbitration by so notifying the Board in writing.

(b) The chairman of the Board and the president of the Association shall, within five (5) days after such written notice, jointly select a single arbitrator who is an experienced and impartial person of recognized competence. If the

parties are unable to agree upon an arbitrator within five (5) days, the American Arbitration Association shall immediately be called upon to select the single arbitrator.

(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 he/she shall deem requisite.

(d) The arbitrator shall render his/her decision in writing to the parties in interest. The decision of the arbitration shall be binding.

(e) The costs for the services of arbitration shall be borne equally by the Board and the Association.

(f) The arbitrator shall hear and decide one grievance in each case. He/she shall be bound by and must comply with all of the terms of this Agreement. He/she shall not have power to add to, delete from, or modify in any way any of the provisions 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 his/her own choosing, except that he/she may not be represented by a representative, or by an officer of any teacher organization other than the Association. When a teacher is not represented by the Association, a designated representative of the Association shall have the right to be present and to state his/her views at all stages of the procedure.

3. The Association president shall be notified immediately of any grievance processed, formally or informally.

4. No teacher may file for arbitration as an individual but only the Association may file an appeal to arbitration hereunder.

**ARTICLE 5**  
**Salaries**

A. 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.

**B. Methods of Salary Payment**

1. All teachers covered by this Agreement shall be paid in twenty-six (26) installments, as nearly equal as may be, as per payroll distribution dates approved by the Board of Education. He/she will receive all money due by June 30<sup>th</sup> of such academic year either via direct deposit or, if not possible, by a payroll check(s).

2. Where additional credits are earned requiring salary adjustment in accordance with the salary schedule filed as part of the contract with the representative of the Education Association of Preston, such salary adjustments will be made effective September 1<sup>st</sup>. The Superintendent shall be notified prior to December 1<sup>st</sup> of the prior school year of any anticipated changes in teacher credit status affecting placement on the salary schedule.

3. In case of termination of a contract or extended leave without pay during the school year, the basis of payment for the contract served shall be calculated by using the following formula:

$$\frac{\text{No. Days Taught} \times \text{Yearly Salary of Teacher}}{\text{No. Scheduled School Days}}$$

4. The established base salary of the replacement teacher will be in accordance with the teacher's salary schedule in effect. Payment for replacement teachers will be calculated by using the following formula:

$$\frac{\text{Remaining No. Days to be Taught} \times \text{Teacher Salary}}{\text{No. Scheduled School Days}}$$

5. All teachers' salaries shall be liable to lawful deductions for:
- a. Federal income tax withholding
  - b. Connecticut state income tax withholding
  - c. Payment of members to the State Teachers' Retirement Board
6. All teachers' salaries may be subject to voluntary deductions for:
- a. Coreplus
  - b. United Fund
  - c. Professional associations, including the EAP, CEA AND NEA or service fees for the EAP
  - d. Participation in other Board sponsored insurance programs

- e. Tax deferred annuity
- f. IRS Section 125 (Article 31, Section A)
- g. 403(b) contributions
- h. 457 contributions

7. The Board agrees to provide "Electronic Money Transfer (s)" in the following capacities:

Each bargaining unit employee shall complete necessary documentation in order for the Board to implement direct deposit for such employee.

C. **Service Fee**

1. **Deductions**

All teachers newly employed by the Preston Board of Education as of the 2011-2012 school year shall, as a condition of continued employment, join the EAP/CEA/NEA or pay a service fee to the Association. Said service fee shall be equal to the proportion of Association dues uniformly required of members to underwrite the costs of collective bargaining, contract administration, and grievance adjustment. The Association service fee deduction will commence no sooner than January 1<sup>st</sup>. The amount of the service fee shall be certified by the Association to the Board of Education prior to January 1<sup>st</sup> of each year. The amount of the Association service fee deduction shall be twenty (20) equal payments.

2. **Hold Harmless**

The Association agrees to indemnify and hold the Board of Education harmless against any and all claims, demands, suits, damages and costs, including attorneys' fees or any other form of liability that may arise out of, or by reason of, actions taken by the Board of Education for the purpose of complying with the provisions of this Article.

**ARTICLE 6**  
**Professional Growth**

A. 1. Teachers who are earning academic credit toward the Bachelor + 30 or Master's degree from an accredited college or university in order to complete Connecticut State Department of Education certification as a *Professional Educator* must be enrolled in a planned program of study or enrolled in a course within the teacher's specialty or a related area as approved by the Administration.

Reimbursement for course credits for teachers completing the Bachelor + 30 or Master's degree will be paid at the rate of two-thirds (2/3) of the cost per credit hour, not to exceed the University of Connecticut rate for that year. A teacher may request this rate of reimbursement for no more than six credit hours in any one calendar year. The Board will budget four thousand dollars (\$4,000.00) per year for this type of professional activity.

2. Reimbursement shall be made by the second pay period after submission of receipt of payment and a grade report with a minimum B grade.

3. Teachers who have earned a Bachelor + 30 or Master's degree required to complete Connecticut State Department of Education certification as a *Professional Educator* and who have been requested by the Superintendent of Schools to enroll in graduate course work: (1) to improve teaching competency(ies) or (2) to receive graduate training in a special study area to enhance the Mission Statement and General Goals of the District will be reimbursed at a rate of one hundred percent (100%) reimbursement per credit hour not to exceed six (6) credit hours in any one (1) calendar year. Reimbursement shall be made by the second pay period after submission of a receipt of payment and a grade report with a minimum B grade.

To receive training in a special study area to enhance the Mission Statement and General Goals of the District will be determined by the Superintendent of Schools. Such special study areas are included but not limited to: (1) special education service; (2) Limited English Proficiency (LEP) service; (3) integration of technology in curriculum areas; and (4) strategies to improve student performance on the Connecticut Mastery Test (CMT) - specifically the Language Arts and Mathematics.

4. Each year, the Board will allocate funds, the amount determined by the Board, to reimburse teachers at the rate of one hundred percent (100%) for conferences, seminars and/or workshops. Teachers must receive prior approval from the Superintendent of Schools. Such conferences, seminars and/or workshops must be related to the teacher's current assignment and/or the Mission Statement and General Objectives of the District. When such conferences, seminars and/or workshop take place during the student school year, the District will provide 'substitute teacher' coverage at Board expense.

5. The Board will budget ten thousand dollars (\$10,000.00) for 05/11 (ten thousand dollars (\$10,000.00) each year of the Agreement) for the professional activities outlined in A #3 and A #4 of this article.

6. The Board will reserve one-half (½) of the appropriated funds in #5 for the first semester pre-approved requests and one-half of the appropriated funds in #5 for the second semester pre-approved requests.

B. 1. A teacher newly employed by the Preston Board of Education as of July 1, 2014 will be placed on the 2014-2015 salary schedule in the position which reflects his/her degree years of experience as a certified teacher.

2. The teacher will remain in this vertical position until he/she accumulates enough credit hours to move horizontally to one of the following positions: B.A. +15, B.A. +30 or M.A., M.A. +15, or M.A. +30.

C. 1. Whenever a new program is added to the curriculum, the teachers affected shall be trained in its implementation.

2. Teachers will be required to serve on at least one (1) building-level or district-level committee each year. Committees include, but are not limited to: committees that plan student programs and activities and/or committees established with prior approval of the Superintendent of Schools and/or the Board that serve the best interests of the school system. Teachers will select which building-level or district-level committee he/she will serve.

#### **ARTICLE 7** **Degree Definitions**

A. The salary schedules listed in the appendices of this Agreement shall be interpreted and applied in accordance with the following definitions:

**BACHELOR:** A Baccalaureate degree earned at an accredited college or university.

**MASTER:** A Master's degree earned at an accredited college or university in a program related to public school education, or in a program approved by the Board of Education, or a program as outlined under Public Act 74-331, an act concerning teacher certification.

**SIXTH YEAR:** A second Master's degree earned at an accredited college or university in a discipline other than the discipline in which the initial Master's degree was attained in a program related to public school education; or the completion of thirty (30) credit hours beyond the Master's degree earned at an accredited college or university in a program related to public education; or a "Sixth Year Certificate" earned from an accredited college or university.

#### **ARTICLE 8** **Teaching Credits**

For previous teaching as a certified teacher experience outside the district, teachers having been evaluated by the Superintendent and/or the Board of Education shall be placed on the appropriate step on the salary schedule.

**ARTICLE 9**  
**Severance**

A teacher may resign upon written notice to the Superintendent of Schools rendered at least thirty (30) calendar days before the effective date of such resignation stating due cause. No teacher will be released from his/her contract during the months of August and September except by consent of the Board of Education. Upon elimination of a teaching position, any affected teacher shall be given thirty (30) calendar days notification of termination.

**ARTICLE 10**  
**Leaves**

**A. Family and Medical Leave**

Family medical leave shall be provided in accordance with applicable law.

**B. Sick Leave**

1. Each teacher certified by the State Board of Education, and employed by the Preston Board of Education shall be entitled to a maximum of sick leave with pay of fifteen (15) days in each school year unless accumulated sick leave is applicable. Unused sick leave shall be accumulated from year to year, so long as the professional employee remains continuously in the service of the Preston Board of Education and as authorized by such Board, but such authorized leave shall not be more than one hundred sixty (160) days.

2. A doctor's note from the physician treating the teacher for the illness or injury that caused the absence from work may be requested by the Superintendent of Schools for any absence or illness of four (4) or more consecutive days. A doctor's note from the physician treating the teacher for the illness or injury that caused the absence from work may be requested if a review of the teacher's record demonstrates an excessive use of sick leave and/or a pattern of absenteeism during the current academic year. Sick leave taken in the event of a medical illness or injury or follow-up to surgery in accordance with a specific medical directive, as provided by the teachers' treating physician, shall not be considered an excessive use of sick leave for purposes of this Article.

3. Sick days must be taken in either one-half (½) or full day increments.

4. On an annual basis, each member of the Union may contribute one (1) day from his/her accumulated sick leave to a sick leave bank for use of bargaining unit members. Only members of the bargaining unit may contribute to such bank.

The sick leave bank is to aid members of the bargaining unit who are suffering a prolonged illness as attested to in writing by a physician and have exhausted his/her own accumulated sick days.

The bank shall be built to a maximum of forty-five (45) days.

Additions to the bank can only be made in September and February of each contract year in accordance with the maximum number of days allowed as set forth above.

Two (2) members from the bargaining unit (selected by the Union) and two members of management (selected by the Superintendent or his/her designee) shall act as a committee with respect to the limited issue of use of sick leave days held in the sick leave bank.

If a bargaining unit member requires the use of days being held in the sick leave bank, he/she shall apply to the committee. Such application shall set forth the number of days the applicant is seeking.

The committee shall determine on a case-by-case basis whether to grant the days requested, deny the days requested or modify the number of days requested. Denial of sick days from the sick leave bank shall not be subject to the grievance and arbitration procedure set forth in Article 4.

**C. Military Leave**

Military leave shall be provided in accordance with applicable state and federal law.

**D. Personal Leave**

1. Five days per school year. Application for leave shall be made to the Superintendent at least forty-eight (48) hours before taking such leave (except in emergency situations). Approval will not be unreasonably denied.

2. Upon exhaustion of personal leave, time off without pay for legitimate purposes may be granted to an employee upon written request to the Superintendent. A denial of a request for such time shall not be subject to the arbitration process set forth under Article 4.

3. Personal leave is not cumulative.

4. Personal days must be taken in either one-half (½) day or full day increments.

5. Except as set forth below, personal days may not be used during the first or last week of the school year, the day before or after a school recess, the day before or after a weekend or the day before or after a holiday.

“School recess” shall be defined as a scheduled break in school days for a period of greater than one (1) day or a holiday period of greater than one (1) day.

An eligible teacher may use up to two (2) personal days before or after a weekend (one (1) of such days may be used before or after a holiday weekend (i.e. – Memorial Day) or a one (1) day school holiday (i.e. – Veteran’s Day)), provided application is made in accordance with subsection 1 herein.

Additionally, a personal day may be used on a restricted day with prior written approval of the Superintendent or his/her designee. The Superintendent, at his/her discretion, may inquire of the teacher the reason(s) for the need to use a personal day on a restricted day.

In the event that a request to use a personal day on a restricted day is denied, such denial shall not be subject to the grievance and arbitration process set forth under Article 4.

#### **E. Professional Leave**

Time may be allowed for attendance at conventions, participation in education evaluation, school visiting days, and other forms of professional improvement and service without pay deductions if application for attendance has been made, whenever possible, at least fifteen (15) school days in advance of such events, and written approval is granted by the Superintendent of Schools.

Attendance at such events will be followed with a written report if requested by the Superintendent of Schools.

#### **F. General Leave**

1. A teacher may be allowed leave, without loss of salary, to begin programs of study which result from foundation or scholarship grants and which necessitate personal presence in advance of the close of the school year provided adequate replacement can be found. Teachers, after study, will be required to teach at least one (1) year in the Preston school system prior to any resignation.

2. Other extended leaves, with or without salary, may be granted to a teacher at the discretion of the Board.

(a) Subject to prior approval of the Preston Board of Education and, with advance notice of at least sixty (60) days, a teacher may be granted special

leave not exceeding twelve (12) calendar months, said leave to be taken without pay or credit towards salary schedule increments.

(b) Subject to prior approval of the Preston Board of Education and with advance notice of at least sixty (60) days, a teacher may be granted leave for the purpose of advanced study, said leave to be without pay, but with no loss of credit towards salary schedule increments.

(c) A teacher on leave shall be allowed to participate in insurance and fringe benefit programs at her/his own expense.

#### **G. Sabbatical Leave**

Sabbatical leave shall be granted to teachers on any level of preparation subject to the following conditions:

1. No more than one (1) member of the entire professional staff shall be absent on sabbatical leave at any one time.

2. Requests for sabbatical leave shall be received by the Superintendent of Schools in writing no later than January 15<sup>th</sup> of the year preceding the year in which the sabbatical is requested. This deadline may be waived at the discretion of the Superintendent when fellowship grants or scholarships are awarded later in the year, or when the later announcements of specific programs of study make such a deadline unreasonable.

3. Certified personnel shall be eligible for such leave after at least ten (10) consecutive years in the Preston Public Schools exclusive of substitute service. Such service shall be computed as continuous without counting the interruption of military service or Family and Medical Leave.

4. A sabbatical leave shall be for a full academic year and the professional staff member shall be paid one-third of his/her scheduled salary, provided that the total compensation of any program grant, scholarship, assistantship, or other compensation and the sabbatical pay does not exceed the teacher's scheduled annual salary. In this instance, "scheduled annual salary" shall be defined as that salary which the teacher would receive for teaching.

5. The teacher, as a condition to the acceptance of the sabbatical leave, shall agree to return to employment in the Preston Public Schools for two (2) consecutive school years immediately following such leave. In the event that the teacher shall not so return, the teacher shall reimburse the Town of Preston for all sabbatical payments.

6. The teacher returning from sabbatical leave shall be placed upon the appropriate step on the salary schedule as though she/he had been in active

service in the system for the year of the sabbatical leave and every effort will be made to reassign the individual to a like or comparable position. The sabbatical shall not affect continuity of service, sick leave, or payment of insurance premiums. The teacher shall assume payment of her/his retirement contribution for the year of such leave.

7. A teacher shall be eligible for a second sabbatical leave after seven (7) consecutive years of service following her/his first such leave. In the event of conflicts resulting from teachers requesting their first sabbatical leave and teachers requesting their second sabbatical leave, priority shall be given to those teachers requesting such leave for the first time).

**ARTICLE 11**  
**Personal Injury Benefit**

Whenever a teacher is absent from school as a result of personal injury caused by an accident arising out of and in the course of his/her employment, he/she shall be entitled to full salary payments (less the amount of workers' compensation awarded for temporary, total disability benefits or temporary partial disability benefits (if no light duty work is available within the District for the teacher due to said injury)) for the period of such absence not to exceed thirty (30) school days. After thirty (30) days, one-half (½) day will be charged from accumulated sick days for each day absent. Such wage differential shall be subject to applicable state and federal withholdings.

**ARTICLE 12**  
**School Year**

A. A school calendar will be furnished to teachers within five (5) days after approval by the school Board via e-mail to the teacher's Preston Board of Education e-mail address and will also be posted on the Board of Education's website. Students will attend school for one hundred eighty four (184) days.

B. All members of the Association will be required to report for duty one (1) day prior to the opening of school and (2) two days in addition to the student school year. The purpose of said additional days is to provide time during the school year for professional development activities and/or building/district committee activities.

1. The (1) one day prior to the opening of school will be scheduled for general district faculty meetings and building faculty meetings.

2. The (2) days activities/programs during the school year will be planned by the District Professional Development Committee and/or curriculum committees with the prior approval of the Superintendent of Schools.

3. The Board may amend the professional development program during the school year.

C. Should the Board require, or be legally obligated to compel, the attendance of teachers for regular related duties beyond the above enumerated school days in any year, each teacher so affected shall be compensated according to the following:

$$\frac{\text{Extra Days Required} \times \text{Yearly Salary of Teacher}}{\text{No. Scheduled School Days}}$$

**D. Closing of School**

1. Teaching shall be in effect until the closing of school on the last day of classes in June.

2. Teacher responsibility relative to the closing of school in June:

All materials, reports and the like, including school register reports with which teachers are involved with the closing of school in June, must be checked and verified as complete and accurate first by the school principal.

**ARTICLE 13**  
**Length Of School Day**

Classroom teachers and other teachers on the classroom teachers' salary schedule shall not be required to report earlier than one-half hour before the start of the students' class schedule at their school and shall not be required to remain longer than one-half ( $\frac{1}{2}$ ) hour after the end of the students' class schedule at their school. At the middle school homeroom period is to be considered a part of the students' class schedule.

**ARTICLE 14**  
**Teaching Periods**

A. Whenever possible, middle school teachers shall not be assigned to areas having more than three (3) different subjects per grade level per day, except in the case of the self-contained classes.

B. It shall be the policy of the Board to attempt to provide at least one (1) plan period per day to each school teacher. At the middle school it shall be an entire class period occurring between the beginning of Period 1 and the end of the last period.

C. Teachers in the elementary schools shall have a plan period whenever her/his class is with a specialist. When a specialist is not available, every effort will be made to provide coverage.

**ARTICLE 15**  
**After School Meetings, Evening Conferences And Program**

The Board and the Association recognize and agree that teachers' responsibility to their students and their profession entails the performance of duties and the expenditure of time before and/or following the normal student day of reasonable duration and reasonably scheduled. Illustrative of such duties are: (1) being available to students and parents; (2) participating in faculty meetings; (3) participating in such activities for parents and community as open houses; and (4) participating in District-level instructional improvement activities such as curriculum, special services or site-based management teams.

1. The Administration shall attempt to limit the length of principal's and/or Superintendent's faculty meetings to one (1) hour, and generally one (1) meeting per month. The nature of such meetings shall be directly related to school business or, if not, attendance shall be voluntary.

2. Parent-teacher conferences shall be limited to four (4) days per academic year. Two (2) such conferences will not extend beyond 8:00 p.m. and two (2) such conferences will not extend beyond 4:00 p.m.

3. Attendance at the building Open House and one (1) evening program designated by the Board or the Superintendent is mandatory.

4. Administrative coverage will be provided for all mandatory evening meetings and/or mandatory conferences.

**ARTICLE 16**  
**Duty Free Lunch**

Each teacher shall have a minimum of thirty (30) continuous minutes of duty free time during lunch during full length school days. During shortened school days when the students have a lunch period, the duty free time will be the equivalent of the student's lunch period. When teachers are required to stay on half days, provisions shall be made for a lunch period consistent with the student's lunch period.

**ARTICLE 17**  
**Teaching Assignments**

Notification of teaching assignments for the following school year will be received by the professional staff on or before June 1<sup>st</sup> of each year. Should the necessity

arise for subsequent change, the teacher involved will be notified immediately. This notice will include (1) subject(s) taught, and (2) grade(s) level(s) to be taught.

**ARTICLE 18**  
**Co-Curricular Activities**

A. The Co-curricular Study Committee between the Board and EAP will commence in the school year prior to the successor Agreement. Membership shall include: Superintendent of Schools, a member of the Board and four members selected by the EAP. The purposes of such Committee are (1) to review all co-curricular positions and stipends and (2) to make recommendations to the Board and EAP for a stipend scale for the successor Agreement. Such successor Co-curricular Stipend Scale, as recommended by the Committee, shall be included in the negotiations of the successor Agreement between the Board and EAP. The Committee may recommend the establishment of new co-curricular program(s) and/or omission of current program(s) that serve the needs of the school district. Such new program(s) or omission(s) shall be included in the successor Agreement.

B. The Board of Education approves the following extracurricular activities. Such positions and their requirements will be announced when said positions are vacant. Members of the professional staff will have an opportunity to apply for such positions as vacancies occur. Appointments to such positions will be made by the Superintendent of Schools.

**Interscholastic/Intramural Sports**

	<b><u>14-15</u></b>	<b><u>15-16</u></b>	<b><u>16-17</u></b>
Boys' Soccer	\$1,574	\$1,605	\$1,637
Boys' Basketball	\$1,574	\$1,605	\$1,637
Girls' Soccer	\$1,574	\$1,605	\$1,637
Girls' Basketball	\$1,574	\$1,605	\$1,637
Track	\$1,050	\$1,071	\$1,092
Volleyball	\$ 419	\$ 427	\$ 436
Cheerleading	\$1,050	\$1,071	\$1,092
Wrestling	\$1,050	\$1,071	\$1,092
Bowling	\$ 629	\$ 642	\$ 654
Cross Country	\$ 945	\$ 964	\$ 983

**Non-interscholastic Sports Activities**

	<b><u>14-15</u></b>	<b><u>15-16</u></b>	<b><u>16-17</u></b>
Science Fair	\$ 945	\$ 964	\$ 983
Quiz Bowl Grs. 6-8	\$ 210	\$ 214	\$ 218
Student Store Grs. 6-8	\$ 105	\$ 107	\$ 109
Student Government, Grs. 6-8	\$ 629	\$ 642	\$ 654
Student Government, Elem.	\$ 629	\$ 642	\$ 654
Yearbook, Grs. 6-8	\$1,259	\$1,284	\$1,310
Yearbook, Elem.	\$1,259	\$1,284	\$1,310
Geography Bee, Grs. 6-8	\$ 315	\$ 321	\$ 327
8 <sup>th</sup> Grade Overnight Trip Coord.	\$1,259	\$1,284	\$1,310
Newspaper Grs. 6-8	\$ 524	\$ 534	\$ 545
After School Reading, Elem.	\$5,100	\$5,202	\$5,306
After School Reading, Grs. 6-8	\$5,100	\$5,202	\$5,306

**C. Stipends**

1. One Principal designee from the bargaining unit at each school will receive a stipend of eight hundred ninety-one dollars (\$891.00) in 2014-2015, nine hundred nine dollars (\$909.00) in 2015-2016 and nine hundred twenty-seven dollars (\$927.00) in 2016-2017 plus an additional seventy-five dollars (\$75.00) per diem after serving ten (10) days as substitute for the Principal.

	<b><u>14-15</u></b>	<b><u>15-16</u></b>	<b><u>16-17</u></b>
2. 1.0 Position, Athletic Moderator	\$ 945	\$ 964	\$ 983
3. 1.0 Position, Grade 8 Advisor	\$1,259	\$1,284	\$1,310
4. TEAM Mentor	\$ 367	\$ 374	\$ 381
5. Cooperating Teacher	\$ 262	\$ 267	\$ 272
6.. District Level CMT Coordinators (elementary and middle school)	\$1,050 (each)	\$1,071 (each)	\$1,092 (each)
7.. 8 <sup>th</sup> Grade Dinner Dance/Picnic Coordinator	\$ 262	\$ 267	\$ 272
8. Webmaster	\$1,574	\$1,605	\$1,637

D. New activity proposals shall be made to the Superintendent of Schools prior to being instituted. The Board will allocate a minimum of one thousand dollars (\$1,000.00) per year of this Agreement for any new co-curricular activities approved by the Superintendent of Schools. Such new stipend positions shall be first offered to members of the Association. Final approval of any new activities and the stipend to be provided will be the decision of the Superintendent of Schools.

**ARTICLE 19**  
**Use Of School Facilities**

A. In the event that the Association requires the use of school facilities for Association meetings, it shall provide the Superintendent with forty-eight (48) hours written notice of such request. In the event that the request is granted, the use of school facilities by the Association must be scheduled when custodial services are on duty.

B. Space on a bulletin board in each school building, which will be placed in the faculty lounge, shall be provided for the purpose of displays, circulars and other Association material.

**ARTICLE 20**  
**Teacher Communications**

The Association shall have the right to distribute Association communications to teachers through teacher mailboxes, with prior approval of building principal.

**ARTICLE 21**  
**In-Service And Professional Growth Activities**

When appropriate, workshops, seminars, clinics, child study sessions, lectures and other activities designed to improve and enhance the expertise of teachers will be held. In no situation will the teachers be required to remain beyond 4:15 p.m. Reasonable notice shall be given.

**ARTICLE 22**  
**Class Size**

Low pupil-teacher ratio is an important aspect of an effective educational program. Class size shall be determined by the nature of the subject taught and grade level, available classrooms, funds, staff and the education specifications of respective schools. A range of 18-24 pupils shall be deemed most desirable.

**ARTICLE 23**  
**The Study Of The Controversial**

The Board of Education guarantees its support to school personnel who, acting responsibly, encounter unexpected difficulties in connection with classroom study of controversial issues.

**ARTICLE 24**  
**Teacher Transfer**

A. An involuntary transfer of a teacher shall be made only after such teacher has been given an opportunity to meet with the Superintendent or his/her designee, at which time the teacher shall be notified of the reasons for the transfer. In the event the teacher objects to the transfer at this meeting, the teacher will notify the Association, and the Superintendent or his/her designee will meet with the Association's representative to discuss the transfer.

B. If a teaching position is eliminated within the school system, then every attempt shall be made by the Board and Administration to place the teacher involved in another position for which he/she is certified and/or qualified.

**ARTICLE 25**  
**Vacancies**

All newly-established positions or positions becoming vacant as a result of transfers, resignations, retirements, long-term leaves of absence shall be adequately publicized by posting in every school a notice of such newly-established position and/or vacancy as far in advance of the appointment but at least fifteen (15) days in advance of the appointment as long as there is no impact on the designated classroom(s). Additionally, teachers shall be informed of such vacancies via their Board email addresses.

**ARTICLE 26**  
**Travel Reimbursement**

Teachers shall be reimbursed at the established IRS rate per mile to cover the cost of authorized travel expenses using their personal vehicle.

**ARTICLE 27**  
**Protection Of Teachers**

A. Teachers shall report immediately in writing to their principal and to the central office all cases of assault suffered by them in connection with their employment.

B. Such report shall be forwarded through the Superintendent to the Board which 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.

C. The Board agrees to protect the teachers as provided for in *Section 10-235* as amended, of the Connecticut General Statutes.

D. No teacher will be disciplined without just cause. For the purpose of this contract, the lowest level of discipline which just cause applies is a written warning.

**ARTICLE 28**  
**Academic Freedom**

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

B. Teachers will be entitled to full rights of citizenship, and no religious or political activities of any teacher (provided such activities do not take place during her/his working hours) or the lack thereof will be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

C. Teachers shall refrain from using social media in an inappropriate manner, pursuant to Board Policy, 4118.6, Social Networking.

**ARTICLE 29**  
**Equality Of Application**

A. There shall be no reprisals of any kind taken against any teacher by reason of her/his membership in a professional organization or participation in its activities.

B. All provisions of this agreement shall apply to all teachers, without discrimination in regard to age, race, creed, color, religion, nationality, sex, marital status, disability, ancestry, sexual preference or mental disability.

C. An alleged violation of Sections A or B herein shall not be subject to arbitration as set forth under Article 4.

**ARTICLE 30**  
**Reduction In Force (RIF) And Recall**

A. **Separation of Staff:**

The Board has the sole and exclusive prerogative to eliminate professional staff positions, consistent with the provisions of the state statute, 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 professional staff positions may result from

decreases in student enrollment, budgetary constraints or other reasons, as determined by the Board. This policy is adopted to provide a fair and orderly process should such elimination become necessary.

**B. Definitions:**

1. As used herein, the term "days" shall mean calendar days.

2. As used herein, the term "teacher" shall apply to any employee of the Board who holds a regular certificate issued by the Connecticut State Board of Education and is employed in a teaching position covered by this Agreement.

**C. Separation Procedure:**

1. The Board may, in the first instance, exercise its right and power to reduce the number of staff positions without determining which teacher contracts will be terminated, if any, or what other staffing changes will be made to effectuate the purpose of position elimination.

2. Prior to commencing action to terminate teacher contracts under this procedure, the Board will give due consideration to its ability to effectuate the position eliminations and/or reductions of staff by:

- a. Voluntary Retirements;
- b. Voluntary Resignations;
- c. Transfer of Existing Staff Members;
- d. Voluntary Leaves of Absence.

3. In the event it appears necessary to terminate teacher contracts in order to effectuate the elimination of professional staff positions, the Superintendent will propose to the Board, for its consideration, an orderly plan for elimination of positions, identifying professional personnel whose contracts he/she recommends for termination. If the Board considers termination of the contract of a teacher, it shall authorize the Superintendent to notify the teacher in writing. This notification, and any subsequent proceedings with regard to contract termination, will be in accordance with the provisions set forth in the Connecticut Teacher Fair Dismissal Law (*Section 10-151* of the Connecticut General Statutes) and shall not be subject to the grievance and arbitration provisions of this Agreement.

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

- a. **Tenure Status:** If a teacher has attained tenure status, his/her contract of employment may be terminated if his/her position is

eliminated, but only if there is no other position available in the school system for which the teacher is certified and qualified. Therefore, teachers who have acquired tenure will have first preference for retention in positions for which they are certified and qualified.

b. **Other Criteria:** Within the separate categories of tenured teachers and non-tenured teachers, the following criteria will be considered:

- i. areas of certification;
- ii. teaching experience in other positions which may be available;
- iii. qualifications and ability, as determined by evaluation of the teacher's performance;
- iv. total years of experience in the school system;
- v. degree status;
- vi. total years of experience in teaching.

D. Within these criteria and when two or more positions must be eliminated with a consequent reduction in staff, when in the judgment of the Superintendent, staff members under consideration for layoffs have similar skill and ability, then in that event the least senior teacher in the Preston school system shall be laid off.

Seniority will be determined by using total years of service in the Preston Public Schools, regardless of whether such service is continuous or interrupted. A seniority list will be developed and agreed to by both parties.

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.

E. **Recall Procedure:**

If the contract of employment of a teacher is terminated because of elimination of positions, the name of that teacher shall be placed on a recall list and remain on such list for a period of three hundred sixty-five (365) days. If a position becomes available during such three hundred sixty-five (365) day period and the teacher has been selected by the Board of Education as the person on the recall list who is certified and qualified to hold that position, then the teacher will be notified in writing by registered mail, sent to his/her last known address, at least thirty (30) days prior to the anticipated date of re-employment. In determining whether a teacher is qualified for reappointment, the Board of Education shall consider criteria as set forth in "Separation Procedure," Parts C(4)(b) through D above. The teacher shall accept or reject the appointment in

writing within five (5) days of the date of notification of the available position. If the teacher rejects the appointment offer, or does not respond according to this procedure within five (5) days, then the name of the teacher will be removed from the recall list.

**ARTICLE 31**  
**Jury Duty**

Jury duty shall be provided in accordance with applicable state law. Teachers shall advise the Superintendent upon her/his receipt of notice of jury duty.

**ARTICLE 32**  
**Insurance Benefits**

A. 1. **Medical Insurance.**

**PPO Plan**

A summary description of the applicable PPO plan is attached hereto as Appendix A.

**Summary of Plan Design:**

Co-pays:

Office: \$30.00 (Specialist \$40.00)

Hospital: \$500.00

ER: \$150.00

Urgent Care: \$100.00

Outpatient: \$250.00

Prescriptions: \$5/\$30/\$40

Out of Network Ded.: \$1,000/\$2,000

Co-ins. Max (80/20): \$5,350/\$10,700

Out of Pocket Max: \$6,350/\$12,700

The PPO Plan:

- does not cover gastric bypass surgery
- Infertility benefits are subject to the state mandate limits

## **High Deductible Health Plan**

A summary description of the applicable High Deductible Health Plan (HDHP) is attached hereto as Appendix B.

### **Summary of Plan Design:**

The HDHP shall have a \$2,000 single and \$4,000 family deductible for in network services. Prescription drugs are covered as part of the program and are subject to the deductible. Once the deductible is met there shall be no coinsurance in network for covered services, except for prescriptions. Upon satisfaction of the HDHP deductible, prescriptions subject to a managed three tier drug rider with co-pays of \$10 Generic/ \$25 Brand Name/ \$40 Non Formulary Brand Name co-pay (unlimited maximum) (2x retail co-payment for 90-day supply).

The HDHP:

- does not cover gastric bypass surgery
- Infertility benefits are subject to the state mandate limits

Out of network medical services will be subject to an 80% plan / 20% member coinsurance to a maximum of \$2,000 for the individual and \$4,000 for the family. The combined in-and-out-of-network out-of-pocket maximum for these services is \$4,000 for the individual and \$8,000 for the family.

The HDHP described in Appendix B shall be the core insurance plan.

For any teacher wishing to remain in the PPO plan, the Board will contribute toward the cost of that plan, an amount equal to the following: the dollar amount contributed by the Board toward the premium of the HDHP premium.

Any teacher remaining enrolled in the PPO plan shall pay the full difference between the dollar amount contributed by the Board toward the HDHP and the full cost of the PPO plan.

In year one of the contract (July 1, 2014 through June 30, 2015), the Board will contribute sixty percent (60%) of the applicable deductible amount into the employee's established Health Savings Account ("HSA").

In year two of the contract (July 1, 2015 through June 30, 2016), the Board will contribute fifty percent (50%) of the applicable deductible amount into the employee's established HSA.

In year three of the contract (July 1, 2016 through June 30, 2017), the Board will contribute fifty percent (50%) of the applicable deductible amount into the employee's established HSA.

The Board's contribution toward the deductible will be deposited into the HSA accounts on or about July 1<sup>st</sup> (fifty percent (50%) of the Board's contribution toward the deductible) and on or about January 1<sup>st</sup> (the remaining fifty percent (50%) of the Board's contribution toward the deductible) in each contract year.

The parties acknowledge that the Board's contribution toward the funding of the HDHP is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed teachers. The Board shall have no obligation to fund any portion of the HDHP deductible for retirees or other individuals upon their separation from employment.

Member of the Association will contribute a co-pay toward the annual premiums in the following amounts for the HDHP:

Effective July 1, 2014 the Board shall pay 88% toward the HDHP premium. The employee shall pay the remaining 12%.

Effective July 1, 2015 the Board shall pay 87% toward the HDHP premium. The employee shall pay the remaining 13%.

Effective July 1, 2016 the Board shall pay 86% toward the HDHP premium. The employee shall pay the remaining 14%.

The Board shall adopt an Internal Revenue Code Section 125 pre-tax premium account for teachers who wish to have health insurance contributions may be made from pre-tax dollars.

2. **Dental Insurance:** Dental Insurance is offered to Association members. Members shall pay a premium share toward the cost of this plan equal to the percentage premium share contribution for the health insurance selected by the employee under Section A. 1. above. Members may add family members at their cost.

3. **Life Insurance:** A twenty thousand dollar (\$20,000.00) term life insurance policy shall be provided for members of the Association.

#### **ADDENDUM DETAILING HEALTH/DENTAL PLANS IN APPENDIX A**

B. A teacher who has retired from the Preston school system through the Connecticut Teacher's Retirement may, when permitted by the insurance carrier, elect to carry any or all existing group insurance plans for the duration of their

retirement, provided arrangements for payment of the premium are made with the Administration office of the Preston school system by the retired person.

C. In the event that the State of Connecticut establishes a health insurance plan which may be offered to local Boards of Education, the Board and the Association agree to meet to confer on the issue. If the parties agree they may reopen the contract on that subject only. If the parties cannot agree to implement the plan, the issue will not be subject to further negotiations during the contract year or subject to arbitration.

D. Any teacher may waive all of the health insurance coverage provided by the Board as of July 1<sup>st</sup> of each year and receive twenty percent (20%) of the total cost of the core insurance plan offered by the Board for waiving individual coverage to a maximum of one thousand five hundred dollars (\$1,500.00), twenty percent (20%) of the total cost of the core insurance plan offered by the Board for waiving two person coverage to a maximum of two thousand dollars (\$2,000.00), or twenty percent (20%) of the total cost of the core insurance plan offered by the Board for waiving family coverage to a maximum of four thousand dollars (\$4,000.00) to be paid on or after November 1<sup>st</sup> of each year. Teachers wishing to waive insurance coverage shall deliver a signed, witnessed waiver to the Superintendent's office prior to August 1<sup>st</sup> of each school year.

Any teacher who has obtained a voluntary waiver of insurance coverage pursuant to this section may revoke this waiver at any time by serving a signed, witnessed written revocation to the Superintendent of Schools. Upon receipt of such voluntary revocation notice, the Superintendent of Schools will promptly notify the appropriate insurance carrier(s) of the reinstatement request and take steps to have the coverage(s) reinstated. There shall be no lapse of coverage, and the teacher will be required to meet all provisions as outlined in A of this article. Reinstatement of insurance coverage will follow all applicable State laws.

Teachers who request reinstatement will be required to repay the Board within thirty days the per diem rate of any funds received as outlined in E of this article.

E. The Association shall be notified of any insurance premiums returned to the Town of Preston, and said premiums will be refunded proportionately to the insured members of the Association.

### **ARTICLE 33** **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 document. To achieve further 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 34**  
**Holdover**

In the event that the Board and the Association shall fail to secure a successor Agreement as hereinbefore provided prior to the termination of this Agreement, the Association and the Board may mutually agree to 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 35**  
**Severability Of Agreement**

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.

**ARTICLE 36**  
**Instructional Assistants (Aides)**

A. The Board and Association agree that a teacher's primary responsibility is to teach the children of Preston, Connecticut, and that his/her energy should be utilized to this end. The Board and Association recognize that Teacher Aides and other part-time clerical employees are useful in order to implement this principle. Therefore, the Board will attempt to employ Teacher Aides and part-time clerical employees sufficient in number to relieve teachers of some duties, including recess and lunch duty, in order that more of the teacher's time may be utilized in the instruction and preparation of the day's activities.

B. As in the past, aides may be used in the system as class size or class problems point to the necessity, in the judgment of the Board.

**ARTICLE 37**  
**Safe And Healthy Workplace**

The Board shall provide and properly maintain a safe and healthful work environment including but not limited to teacher bathrooms. The Board shall be responsible for providing and maintaining a work environment free of hazards that are caused or are likely to cause illness, injury or accident to members of the teachers' bargaining unit.

No teacher shall be subject to restraint, interference, coercion, discrimination or reprisal for making a complaint or filing a report about an unsafe or unhealthy work environment.

**ARTICLE 38**  
**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 39**  
**National Board Certification**

Up to two (2) teachers per contract year who successfully obtain National Board Certification shall be reimbursed up to one thousand dollars (\$1,000.00) for the cost of application for such certification. The amount of reimbursement of up to one thousand dollars (\$1,000.00) for the cost of application will be determined by the amount that the teachers received or will receive from the state in reimbursement.

**ARTICLE 40**  
**Miscellaneous**

Bargaining unit members who work in FTE positions of less than 1.0 (including bargaining unit members whose work year is reduced) shall be eligible for health insurance benefits (with applicable premium share) (as set forth in Article 31), sick leave (as set forth in Article 10, Section B), personal leave (as set forth in Article 10, Section D), group life insurance (as set forth in Article 31) and tuition reimbursement (as set forth in Article 6) on a pro-rata basis (i.e. - .8 position, .8 of the aforementioned benefits and leave, .6 position, .6 of the aforementioned benefits and leave).

**ARTICLE 41**  
**Duration**

The provisions of this Agreement shall be effective as of July 1, 2014 and shall continue and remain in full force and effect to and including June 30, 2017.

**SIGNATURE BLOCK**

In witness whereof, the parties have caused these presents to be executed by their proper officers, hereunto duly authorized, on the day and year first above written.

**WITNESSES**

\_\_\_\_\_

**PRESTON, CT, BOARD OF EDUCATION**

*Janet L. Clancy*  
Signed by

11-7-13  
Date

**WITNESSES**

*Christy J. Fe...*

**EDUCATION ASSOCIATION OF PRESTON**

*Laura M. Riley*  
Signed by

*Judith...*  
Signed by

11/6/13  
Date

**APPENDIX A**

<b>2014-2015 Salary Schedule</b>						
<b>Step</b>		<b>BA</b>	<b>BA +15</b>	<b>MA</b>	<b>MA +15</b>	<b>MA +30</b>
<b>1</b>		\$47,109	\$50,001	\$54,750	\$58,394	\$62,430
<b>2</b>		\$47,703	\$50,598	\$56,315	\$59,976	\$63,974
<b>3</b>		\$48,300	\$51,195	\$57,881	\$61,560	\$65,401
<b>4</b>		\$48,896	\$51,791	\$59,446	\$63,141	\$67,069
<b>5</b>		\$49,489	\$52,387	\$61,016	\$64,721	\$68,618
<b>6</b>		\$50,089	\$52,983	\$62,583	\$66,307	\$70,167
<b>7</b>		\$50,685	\$53,272	\$64,147	\$67,890	\$71,719
<b>8</b>		\$51,406	\$54,309	\$65,715	\$69,475	\$73,269
<b>9</b>				\$67,284	\$71,059	\$74,822
<b>10</b>				\$68,854	\$72,644	\$76,372
<b>11</b>				\$70,792	\$74,980	\$78,419
<b>12</b>				\$72,732	\$77,317	\$80,464
<b>13</b>				\$74,909	\$79,806	\$82,807
<b>14</b>				\$77,276	\$82,498	\$85,361

Effective July 1, 2014, all teachers not at the maximum step shall move up one (1) step on the salary schedule.

<b>2015-2016 Salary Schedule</b>						
<b>Step</b>		<b>BA</b>	<b>BA +15</b>	<b>MA</b>	<b>MA +15</b>	<b>MA +30</b>
<b>1</b>		\$47,816	\$50,751	\$55,571	\$59,270	\$63,366
<b>2</b>		\$48,419	\$51,357	\$57,160	\$60,876	\$64,934
<b>3</b>		\$49,024	\$51,962	\$58,750	\$62,483	\$66,382
<b>4</b>		\$49,629	\$52,568	\$60,337	\$64,088	\$68,075
<b>5</b>		\$50,232	\$53,173	\$61,931	\$65,692	\$69,647
<b>6</b>		\$50,841	\$53,778	\$63,522	\$67,302	\$71,219
<b>7</b>		\$51,445	\$54,071	\$65,109	\$68,909	\$72,795
<b>8</b>		\$52,434	\$55,395	\$66,701	\$70,517	\$74,368
<b>9</b>				\$68,294	\$72,125	\$75,944
<b>10</b>				\$69,886	\$73,733	\$77,517
<b>11</b>				\$71,854	\$76,105	\$79,595
<b>12</b>				\$73,823	\$78,476	\$81,671
<b>13</b>				\$76,033	\$81,004	\$84,049
<b>14</b>				\$78,822	\$84,148	\$87,068

Effective July 1, 2015, all teachers not at the maximum step shall move up one (1) step on the salary schedule.

<b>2016-2017 Salary Schedule</b>						
<b>Step</b>		<b>BA</b>	<b>BA +15</b>	<b>MA</b>	<b>MA +15</b>	<b>MA +30</b>
<b>1</b>		\$48,533	\$51,512	\$56,405	\$60,159	\$64,317
<b>2</b>		\$49,145	\$52,127	\$58,017	\$61,789	\$65,908
<b>3</b>		\$49,760	\$52,742	\$59,631	\$63,420	\$67,377
<b>4</b>		\$50,373	\$53,357	\$61,242	\$65,050	\$69,096
<b>5</b>		\$50,985	\$53,971	\$62,860	\$66,678	\$70,692
<b>6</b>		\$51,603	\$54,584	\$64,474	\$68,311	\$72,288
<b>7</b>		\$52,217	\$54,882	\$66,086	\$69,942	\$73,887
<b>8</b>		\$53,483	\$56,503	\$67,701	\$71,575	\$75,483
<b>9</b>				\$69,318	\$73,207	\$77,083
<b>10</b>				\$70,935	\$74,839	\$78,680
<b>11</b>				\$72,932	\$77,246	\$80,789
<b>12</b>				\$74,930	\$79,654	\$82,896
<b>13</b>				\$77,173	\$82,219	\$85,310
<b>14</b>				\$80,398	\$85,831	\$88,810

Effective July 1, 2016, all teachers not at the maximum step shall move up one (1) step on the salary schedule.