

AGREEMENT

between the

REGIONAL SCHOOL DISTRICT NO. 6 BOARD OF EDUCATION

and the

WAMOGO EDUCATION ASSOCIATION

July 1, 2018 through June 30, 2021

I. RECOGNITION.....	1
II. BOARD OF EDUCATION FUNCTIONS.....	1
III. NEGOTIATIONS.....	2
Negotiation Over a Successor Agreement.....	2
Negotiation Over Matters Not Covered by Terms of the Agreement.....	2
IV. GRIEVANCE PROCEDURE.....	2
Purpose.....	2
Definitions.....	3
Time Limits.....	3
Informal Procedure.....	3
Formal Procedure.....	4
Rights of Teachers to Representation.....	5
Miscellaneous.....	5
V. TEACHER CONDITIONS.....	5
Teaching Assignments.....	5
Sixth Assignment (Secondary Level).....	6
Curriculum Planning and Revision.....	6
Substitute Teachers.....	6
Work Day/Work Year.....	6
Preparation Time.....	7
Interactive Distance Learning.....	7
Duties.....	8
VI. LEAVES OF ABSENCE.....	8
Sabbatical Leave.....	8
Sick Leave.....	9
Sick Bank.....	10
Personal Leave.....	11
Conventions, Conferences, and Visitations.....	12
Jury Duty.....	12
Exchange Teachers Leave.....	13
Childbearing and Childrearing Leave.....	13
General Leave of Absence.....	13
Extended Leave for Medical Reasons.....	13
VII. OTHER TEACHER BENEFITS.....	14
Life Insurance.....	14
Health Insurance.....	14

HSA	14
Dental Insurance	16
Long Term Disability.....	16
Flexible Benefits	16
Longevity	16
Severance Pay	16
Extra Pay for Extra Duty	17
Mileage Compensation	17
Compensation for In-service Training.....	17
Tuition Reimbursement	18
TEAM Release Time	18
VIII. SALARY SCHEDULES	19
Definitions of Columns on the Teacher Salary Schedule	19
IX. CONDITIONS OF EMPLOYMENT	20
Policy for Hiring Teachers.....	20
Agriculture Science Teachers	2020
Advancement to a Higher Salary Classification	20
Payment of Salaries	21
Deductions for Absence in Excess of Allowance	21
Computation of Salaries of Regular Teachers for Less Than a Full Year	21
Salary Deductions.....	21
Resignations.....	21
Dues Deduction and Service Fee Deduction	22
Just Cause	22
X. PROCEDURAL.....	23
Position Posting	23
Placement Notification	24
Board Meetings.....	24
Agreement.....	24
Member Access	2424
XI. REDUCTION IN STAFF.....	25
General Statement of Policy	25
Reasons for Elimination of Professional Staff Positions	25
Definitions	25
Procedure	26
Policy Provisions Not Applicable to Promotions	27

Recall Procedure.....	27
Teacher Dismissal.....	28
XII. HOLDOVER.....	28
XIII. SEVERABILITY.....	28
XIV. DURATION.....	29
Signature Page.....	29
XV. APPENDICES.....	30
A. Salary Schedules.....	30
2018-2019 Salary Schedule.....	3030
2019-2020 Salary Schedule.....	3131
2020-2021 Salary Schedule.....	3232
B. EXTRACURRICULAR SALARY SCHEDULES.....	33
Extra Services Schedule.....	36
Department Chair(s)/Coordinators.....	36
C. INITIAL CONTRACT OF EMPLOYMENT.....	38
D. ANNUAL SALARY NOTIFICATION.....	39
E. PAYROLL DEDUCTION AUTHORIZATION.....	40
F. PLAN SUMMARY: DENTAL PROVISIONS.....	41

I. RECOGNITION

- A. This agreement is made and entered into by and between the REGIONAL SCHOOL DISTRICT NO. 6 BOARD OF EDUCATION (hereinafter referred to as the Board) and the WAMOGO EDUCATION ASSOCIATION (hereinafter referred to as the Association).
- B. The Board recognizes the Association as the representative of all the professionally certified employees who are employed by the Board in positions requiring a teaching or special services certificate or durational shortage area permit ("DSAP") and who are not in the Administrator's unit as described by State Statute 10-153b (a) for the purpose of negotiation with respect to salaries and all other conditions of employment for the duration of this Agreement.
- C. Employees holding a DSAP shall be covered by all terms and conditions of this Agreement, except as follows:
 - 1. Tuition Reimbursement (Article VII, Section L).
 - 2. Reduction in Staff (Article XI).
- D. A DSAP holder shall not accrue seniority or length of service for any purpose in the Regional School District No. 6 Public Schools. Notwithstanding the foregoing, if a DSAP holder becomes certified as a teacher and is retained by the Board as an employee after receiving such certification, with no break in service, then the individual shall be credited with seniority and length of service for all purposes under this Agreement, retroactive to the first date of hire by the Board.
- E. The Board shall have the right, in its sole discretion, not to renew and/or to terminate the employment of a DSAP holder, and the DSAP holder shall have no right to file and/or pursue a grievance under this Agreement with respect to such action.

II. BOARD OF EDUCATION FUNCTIONS

Unless expressly limited by a specific section of this Agreement, the rights, powers and authority, whether express or implied, held by the Board over matters involving the Regional School District No. 6 school system, shall remain vested solely and exclusively in the Board, more specifically including but not limited to the rights set forth in Connecticut General Statute 10-220 and 10-221, and the rights to employ, assign and/or transfer teachers; to suspend or dismiss teachers, or not renew teacher contracts, in accordance with the law; to establish job descriptions and from time to time to change such job descriptions; to set policies, practices,

procedures and regulations with respect to employees of the Board and of its schools, and from time to time to change such policies, practices, procedures and regulations; to prepare and submit budgets, and, in its sole discretion, expend monies appropriated by Regional School District No. 6 for the maintenance of the schools; and to make transfers of funds within the appropriate budget as it shall deem desirable.

III. NEGOTIATIONS

A. Negotiation Over a Successor Agreement

Not later than 210 days before the date of budget submission of the year preceding the expiration of this Agreement, the Board and the Association agree to negotiate in good faith in accordance with the procedure set forth herein to secure a successor agreement to include the administration of grievances, salaries, fringe benefits, and all other working conditions, under Section 10-153 of the Connecticut General Statutes. The successor agreement so negotiated shall be binding on, and inure to the benefit of, the Board and each and all of its professional employees below the rank of administrator, and shall be reduced to writing and signed by the Board and the Association.

During negotiations, the Board and the Association shall confer at reasonable times appropriately scheduled with regard for the budgetary calendar and exchange relevant data, points of view, and proposals and counterproposals.

B. Negotiation Over Matters Not Covered by Terms of the Agreement

1. It is the intent and purpose of the parties hereto that this Agreement contains the full and complete Agreement between the Board and Association on all issues negotiated, and neither party shall be required during the term hereof to negotiate upon any issue, whether it is covered or not covered in this Agreement.
2. This Agreement may be amended only by the mutual written agreement of the parties. Any agreement between the parties with respect to a proposed amendment shall be reduced to writing, shall be signed by the Board and the Association, and shall become an addendum to this Agreement.

IV. GRIEVANCE PROCEDURE

A. Purpose

1. 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.
2. Nothing herein contained shall be construed as limiting the right of any member of the unit having a grievance or dispute to discuss the matter informally with any appropriate member of the administration.

B. Definitions

1. "Grievance" shall mean a complaint by a teacher or a group of teachers that, as to him/her or them, there has been a violation, misinterpretation of the contract, rules, regulations, or administrative directives of the Board of Education.
2. "Teacher" shall mean an employee who is employed by Regional School District No. 6 in a position requiring a teaching or special services certificate and is not included in the administrator unit.
3. "Days" shall mean days when school is in session during the school year and legal business days when school is not in session.

C. Time Limits

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the Board and the Association.
2. If a teacher does not file a grievance in writing within thirty (30) days after he 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 any administrator or the Board to render his/her/their decision within the specified time limits shall be deemed a denial of the grievance submitted, and shall enable the aggrieved teacher to appeal the grievance to the next level.

D. Informal Procedure

1. If a teacher feels that s/he may have a grievance, s/he shall first discuss the matter with his/her principal or other appropriate administrator in an effort to resolve the problem informally.
2. If the teacher is not satisfied with such disposition of the matter, s/he shall have the right to have the Association assist him/her in further efforts to resolve the problem informally with the principal. The grievance shall be stated in writing.
3. The principal shall, within five (5) days of the meeting with the aggrieved teacher give a written answer, with a copy to the President of the Association.

E. Formal Procedure

1. Level One - Superintendent of Schools

- (a) If the aggrieved teacher is not satisfied with the disposition of his/her grievance at the informal procedure s/he may, within three (3) days after the decision, file his/her written grievance with the Superintendent of Schools.
- (b) The Superintendent shall, within five (5) days after receipt of the referral, 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 his/her decision and the reasons thereof in writing to the aggrieved teacher, with a copy to the Association.

2. Level Two - Board of Education

- (a) If the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level One, s/he may within three (3) days after the decision, file the grievance with the Board of Education.
- (b) The Board of Education shall, within ten (10) days after receipt of the grievance, meet with the aggrieved teacher and with representatives of the Association for the purpose of resolving the grievance.
- (c) The Board shall, within five (5) days after such meeting, render its decision and the reasons therefor in writing to the aggrieved teacher, with a copy to the President of the Association.

3. Level Three - Arbitration

- (a) If the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level Two, s/he may, within three (3) days after the decision request in writing to the President of the Association that his/her grievance be submitted to arbitration.
- (b) The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration by so notifying the Board of Education in writing, and by filing a demand for arbitration to the Regional Office of the American Arbitration Association. The arbitrator shall be bound by the rules of procedure of the American Arbitration Association. In no case shall said arbitrator add to, subtract from, modify or delete any provision or word of this Agreement. The arbitrator shall hear only one grievance in each case.
- (c) The decision of the arbitrator shall be final and binding upon the Board and the Association.
- (d) The costs for the services of the arbitrator shall be borne equally by the Board and the Association.

F. Rights of Teachers to Representation

1. No reprisals of any kind shall be taken by the Board or by any member of the administration or by the Association or member of the unit against anyone by reason of participation in the grievance procedure or support of any participant thereto.
2. Any party in interest may be represented at any level of the grievance procedure by a person of his/her own choosing, except that s/he 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 be immediately notified and have the right to be present and to state its views at all stages of the procedure.
3. The Association may, if it so desires, call upon the professional services of the Connecticut Education Association for consultation and assistance at any stage of the procedure.

G. Miscellaneous

1. All documents, communications and records dealing with the processing of a 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 prepared by the Association and made available through the Association so as to facilitate operation of the grievance procedure.
3. If the grievance occurs as the result of an action of other than the teacher's immediate superior or affects a group or class of teachers, the grievance may be processed immediately at the level at which it occurs.
4. The Association may elect to process any grievance of any teacher, grievant, or group of individuals on its own behalf at any step of the grievance procedure.

V. TEACHER CONDITIONS

A. Teaching Assignments

1. Teachers initially employed by the Board shall receive their building grade and/or subjects assignments from the Superintendent's office.
2. Teachers already in the system shall receive notification of their tentative assignments for the ensuing school year prior to the close of the current school year.

3. Teachers shall be notified of any changes in their tentative assignments for the ensuing school year, including the schools to which they will be assigned, the grades and/or subjects they will teach, and any special or unusual classes or assignments they will have. In the event of a change in circumstances or conditions prior to the beginning of the next school year, for example, changed financial circumstances of the district, resignations, death, promotion, or leave of absence, such assignments may be changed only as required thereby, with prompt notice to the teacher.

4. **Sixth Assignment (Secondary Level)**

- a. Teachers with a sixth assignment shall have no more than one-third the usual number of duty assignments.
- b. Where practical, nontenure teachers with little or no experience shall not teach a sixth assignment.
- c. If the administration goes to block scheduling there will be no stipend paid for the sixth period or equivalent. The block schedule will average three (3) periods (approximately 90 minutes each) and one (1) hour prep time per day.

B. Curriculum Planning and Revision

The Board of Education and the Association agree to continue the present practice of cooperative curriculum planning and revision by the administration and the staff.

C. Substitute Teachers

The Board of Education and the Association agree to continue the present practice of hiring substitute teachers whenever necessary, provided a substitute is available. However, nothing in this language prevents the district from utilizing Association teachers whose positions have been eliminated under Article XI as substitutes.

D. Work Day/Work Year

- 1. The salary schedule in this Agreement is based on a 7-hour and 5 minute work day, a 186-day work year including 181 student days, a move in evening prior to the start of school, one day of teacher meetings, an open house or parent's night, and four (4) teacher in-service days. To compensate for the move in evening, teachers will work a half-day on the day before winter break.

Wamogo

Four (4) early dismissal days shall be given for final examinations at the high school in return for one parental conference. The parent conference schedule at Wamogo will be from 5:00-8:30 p.m. The student day for the parent conference will be an early dismissal day. Additionally, one early release day will be given

to students for afternoon parent conferences, which will not extend beyond the teacher workday.

Elementary

The last two (2) days of school at the elementary level will be full days for teachers and early dismissal for students. Elementary conference sessions will be scheduled according to past practice.

2. If the Board of Education decides in its discretion to extend the work year or the work day, each teacher shall be compensated at the rate of pay based upon seven hours and five minutes and a 186-day work year for any part of a day or year beyond such normal work day or year.
3. The salary schedule for teachers in the vocational agriculture program shall be based on a 186 day work year. If the Board of Education decides in its discretion to extend the work day beyond a seven hour and five minute work day, the pay shall be based on a seven hour and five minute work day for any portion of a day beyond seven hours and five minutes. If the Board of Education decides in its discretion to extend the vocational agriculture work year beyond the days as described above, the formula in Section IX - Conditions of Employment shall be used.

E. Preparation Time

Each teacher will have at least forty-five (45) consecutive minutes a day duty free preparation time. Teachers shall not be required but may choose to attend meetings during their preparation time.

Any teacher who loses a preparation period because of an assignment to cover classes or other duties shall be paid forty five dollars (\$45) for each such lost preparation period. Elementary teachers will have preparation time while their students are at art, music, P.E., library, World Languages and recess. When the elementary teacher is not scheduled for recess duty it will count as preparation time.

Teachers who lose a preparation period when the library aide is absent will not receive compensation for lost preparation time.

F. Interactive Distance Learning

The parties recognize the importance of aggressively employing technology and online learning to enhance the educational experience of students and effectiveness of teachers. Nothing in this contract in any way restricts the use of any technology including, but not limited to, Interactive Distance Learning or other online learning opportunities for students either originating at the school or being broadcast or hosted elsewhere into the school system. Such programs will be implemented through a consultative procedure including the department head/coordinator, building administrator and department

members. After the consultation, the building administrator will make the decision regarding use of technology, online and/or distance learning.

The purpose of distance and online learning is to promote student learning opportunities and not to reduce the total number of bargaining unit members employed, or hours worked. This does not preclude the use of distance learning to provide an instructional program where limited enrollment or scheduling conflicts preclude a course offering taught by a bargaining unit member in a regular classroom setting.

Any courses currently offered within the school will be not be replaced solely by an online option without mutual agreement by the Association and the Board. A teacher will be assigned to supervise and guide student learning in online courses as appropriate including creating and facilitating group discussions, developing group projects, making adjustments to course resources, and responding to students' question, etc.

G. Duties

All Duties will be assigned equitably among staff.

VI. LEAVES OF ABSENCE

A. Sabbatical Leave

For the purpose of encouraging professional growth and improvement of the local school program through such growth, the Board shall determine annually the number of teachers who may be absent on sabbatical leave, subject to the following conditions:

1. Request for sabbatical leave shall be filed with the Superintendent of Schools not later than February 15, to become effective in the following September. Consideration will be given special situations for late applications when no other person has been accepted.
2. A committee of five (5) will handle all applications. The committee will be made up of two members of the Board, two members of the faculty who have been selected by the faculty, and one administrator.
3. The applicant shall have completed at least six (6) consecutive full years of service at Regional School District No. 6 since his/her last sabbatical leave.
4. Sabbatical leave shall be granted only for an approved scholarly program, travel, or research, contributing to the Regional School District No. 6 system as determined by the committee.
5. A sabbatical leave shall be for a full academic year and the professional staff member shall be paid at one-half (1/2) his/her annual salary rate, provided that the

total compensation of any program grant, scholarship, assistantship or other compensation and the sabbatical pay does not exceed the teacher's full annual salary rate. In this instance "full annual salary rate" shall be defined as that salary from which retirement is calculated.

6. Special sabbatical leave may be granted for one-half (½) the school year at full pay, as defined in paragraph four (4), providing a suitable replacement has been hired to complete the half year. Application for this special sabbatical must be submitted to the Superintendent by February 15.
7. Prior to the granting of such leave, an applicant shall enter into a written agreement with the Board of Education of Regional School District No. 6, in a form specified by the Board, that upon termination of such leave he/she will return to service at Regional School District No. 6 for a period of two (2) years. In default of completing such service, he/she will refund to Regional School District No. 6 an amount equal to such proportion of salary received by him/her while on leave as the amount of service not actually rendered as agreed bears to the whole amount of service agreed to be rendered, unless this failure is due to illness, disability, or death, and shall be so stated on his/her record.
8. The teacher returning from sabbatical leave shall be placed on the appropriate step on the salary schedule as though he/she had been in active service in the system for the year of the sabbatical leave. The sabbatical shall not affect continuity of service.

B. Sick Leave

1. Each professional member of the staff is allotted fifteen (15) days annually, to be accumulated without limitation, for personal illness, without loss of salary. Employees hired before July 1, 1989 shall be permitted to accumulate sick leave without limitation. Employees hired after July 1, 1989 shall be subject to a sick leave accumulation cap of two hundred (200) days.
2. Whenever a teacher is absent from school as a result of personal injury arising out of assault or accident in the course of his/her employment, he/she will receive his/her regular salary less the amount of salary paid by worker's compensation for the period not to exceed one (1) year, and no part of such absence will be charged to his/her annual or accumulated sick leave.
3. On a semi-annual basis, at the end of January and June, any Association member who has not utilized sick time in the previous semester will receive a \$150 bonus.
4. On an annual basis in November, an Association member with a sick leave balance of over 90 days, who has not utilized more than 5 sick days in the last calendar year, may convert sick days for payment. The conversion will be 4 sick days for 1 day of pay. The maximum conversion will be 20 days. Any member that converts sick days into payment will not be eligible, or lose eligibility, for

participation in the sick bank for one year. Payment will be made on or before December 15th.

C. Sick Bank

From time to time, on an as needed basis, a Region 6 Employee and member of the Association, who has exhausted their accrued sick time/paid time off, is suffering from a long term or terminal illness or disability, and a contributor to the Sick Bank can request a donation of days from the Sick Bank.

The Sick Bank will be run by the Region 6 Public Schools and all decisions made for sick bank eligibility are not subject to the Grievance Process and the district is held harmless.

The following constitute the rules for the Sick Bank:

1. Sick Bank Committee
 - a. Effective December 1, 2018, WEA will appoint two members to the Committee for a two-year term. If that appointed member cannot serve the full term then the bargaining unit will replace that member for the remaining balance of the term.
 - b. The Sick Bank Committee will consist of the following membership.
 - (i) Superintendent, or Designee (1)
 - (ii) HR Designee (1)
 - (iii) WEA Representative (2)
 - (iv). Administrator Representative (1)
 - c. The Committee members will be required to sign a confidentiality agreement regarding all employee information received by the Sick Bank.
 - d. The Committee will meet as needed based on the receipt of an employee request.
 - e. If there is no request for a meeting the Committee will meet quarterly to review sick bank balance and procedures.
 - f. The Committee must have a quorum of three members, including one member of the WEA, to meet or make a decision on an employee request.
 - g. The Committee will make the final decision on all employee requests.

2. Enrollment and Contribution

- a. During November 2018, there will be an open enrollment period for all members with at least 4 years of service and at least 30 sick days. The initial sick bank contribution will be four (4) days per employee.
- b. For the purpose of the Sick Bank all time will be calculated in days.
- c. All subsequent enrollments will be held during the annual health insurance enrollment.
- d. On a quarterly basis, the district will share the sick bank balance with the Association president.
- e. The Sick Bank will be replenished outside of the enrollment process when the bank falls below 50 days. During this period a person must contribute to have continued access to the sick bank benefits.

3. Benefit

- a. This Sick Bank will be for the benefit of any WEA member who has contributed to the sick bank during the set enrollment process.
- b. The Sick Bank benefit does not extend to family members.
- c. An Employee, or his/her designee, must apply to the Sick Bank, in writing, to receive days. This letter should be sent to the Superintendent, or designee.
- d. The district holds the right to request additional medical information when making a decision on eligibility.
- e. The employee who receives an approved donation may accumulate up to 45 days of donated sick time.
- f. If the problem extends beyond the initial 45 work days the employee, or his/her designee, may ask for another request for donated sick time for another 45 work days. This additional request does not guarantee automatic approval.

D. Personal Leave

- 1. Professional employees will be allowed two (2) days personal leave for personal reasons. Such leave will be granted at full pay, will not be deducted from accumulated sick leave and is noncumulative. Such employees shall request personal leave directly from the Principal forty-eight (48) hours in advance. Personal leave may be denied only if the Principal feels notification was possible forty-eight (48) hours prior to the personal day. Personal leave for two (2)

consecutive school days must be approved in advance by the Superintendent of Schools. Unused personal days for teachers hired after July 1, 1989 will be added to their accumulated sick leave. Teachers may only use personal leave for days immediately preceding or immediately following school vacations or holidays with the prior written approval of the Superintendent, upon review of the teacher's stated reason for the personal leave request.

2. Up to three (3) days of leave with pay shall be granted when death in the immediate family occurs. Immediate family is defined as mother, father, spouse, son, daughter, brother, sister, grandchildren, or grandparents. Unusual circumstances which necessitate additional leave must be acted upon by the Board of Education.
3. If requested and approved in advance, the teacher may be granted necessary time, not to exceed a total of three (3) working days per school year to fulfill the obligations of going to, attending, and returning from funerals of persons other than members of the immediate family.
4. Since there might be other good and sufficient reasons requiring the absence of the teacher from school, the Board reserves the right to grant this leave at its discretion.
5. Personal leave may not be used for job actions.
6. Up to two (2) days leave with pay may be granted by the Administration when illness occurs in the teacher's household (including children, spouse, parent, spouse's parent or dependent). Such leave, if granted by the Administration, will not be deducted from the teacher's sick leave.
 - a. A teacher may use up to two (2) additional days of sick leave when illness occurs in the teacher's household (including children, spouse, parent, spouse's parent or dependent), if needed. Such leave will be deducted from the teacher's sick leave.

E. Conventions, Conferences, and Visitations

The Superintendent of Schools, or designee, may approve leave for the purpose of attending conventions, conferences, or making visitations at other schools if, in the Superintendent's judgment, such leave is in the best interests of Regional School District No. 6. All requests for conventions, conferences, or visitations must follow Board of Education policy and District process.

F. Jury Duty

Any teacher who is called for jury duty and wishes to fulfill that responsibility shall receive the necessary leave to fulfill this legal obligation. The Board of Education shall be notified within forty-eight (48) hours of the notification of jury duty if possible. 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.

G. Exchange Teachers Leave

In any year teachers may be exchanged for teachers from some other school administration district in the United States or in a foreign country. Such exchange shall include an application process, be reviewed by the Principal, approved by the Superintendent and recommended to the Board of Education for final action. All rights and privileges of the exchanged teacher shall continue in full force and effect during the exchange period.

H. Childbearing and Childrearing Leave

1. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery there from, shall be treated as temporary disabilities for all job-related purposes. Accumulated sick leave shall be available for use during periods of such disability. Disability leave beyond any accumulated sick leave shall be available without pay for such further reasonable period of time as a female employee is determined by her physician to be disabled from performing duties because of pregnancy and conditions attendant thereto, if such leave would be available under the federal Family and Medical Leave Act, ("FMLA"), 29 U.S.C. 2601 *et seq.*, as it may be amended from time to time. Upon return from leave, a teacher shall be assigned to her former or an equivalent position as may be required by the FMLA as it may be amended from time to time.

2. After any FMLA leave has been exhausted, at the employee's request and upon the recommendation of the Superintendent and written request, with the approval of the Board of Education, a teacher may be granted a child-rearing leave of absence without pay for the purpose of care or rearing of a natural or adopted child. Leave under this section may be granted for up to one school year. Upon return from leave, a teacher will be placed in an equivalent position to the extent possible.

I. General Leave of Absence

A teacher may be granted a year's leave of absence at his/her request with the Board's approval. This leave is without any benefits. All insurance, retirement, and other benefits shall continue in force for any employee on leave of absence without pay, provided that the employee pays, monthly in advance, all premiums, contributions, and other costs requisite to keep such benefits in force during such period.

J. Extended Leave for Medical Reasons

If a teacher has entered into a civil union under Connecticut law, and the teacher's civil union partner has a condition, such as a serious illness or the birth of a child, for which a teacher would be eligible for leave under the federal FMLA as it may be amended from time to time if such condition were experienced by the teacher's spouse, the teacher may request that he/she be granted an unpaid leave. If requested under such conditions, the

Board shall grant the teacher an unpaid leave on the same terms and conditions set forth in the federal FMLA as may be applicable to a married individual.

VII. OTHER TEACHER BENEFITS

A teacher must work at least one-half time to be eligible for insurance.

A. Life Insurance

1. The Board will provide \$50,000 life insurance coverage for every eligible teacher. Teachers participating in the District Wellness program will receive \$75,000 life insurance coverage. Supplemental term insurance may be purchased through payroll deduction. The rate will be dependent upon the applicant's age, health and the amount of coverage. A minimum enrollment and volume must be covered at all times.
2. Any unit member with fifteen (15) years experience in the District may, upon retirement, elect to continue \$50,000 life insurance coverage, at retiree's own expense. Retirement is defined as not being employed in a full-time teacher position in the State of Connecticut.

B. Health Insurance

Each eligible bargaining unit member and eligible dependent may enroll in the following health plans, with the premium payments provided below.

1. **ConnectiCare HSA.** The primary insurance will be the ConnectiCare HSA \$2000/\$4000 deductible. Each employee will be responsible for the following premium share:

2018-2019 - 13% of the cost of the premiums and the funding of the HSAs.
2019-2020 – 14% of the cost of the premiums and the funding of the HSAs.
2020-2021 – 15% of the cost of the premiums and the funding of the HSAs.

For 2018-2019 the Board will fund 50% of the HSA accounts of each employee deductible (\$2,000 – single /\$4,000-family).

For 2019-2020 the Board will fund 50% of the HSA accounts of each employee deductible (\$2,250 – single /\$4,500-family).

For 2020-2021 the Board will fund 50% of the HSA accounts of each employee deductible (\$2,500 – single /5,000-family).

Teachers and spouses who enroll in the Wellness Program will receive \$25,000 additional life insurance coverage (\$75,000 vs. \$50,000).

The Board's contributions will be deposited into H.S.A accounts in two equal installments on the first payroll in July and the first payroll in August of the new work year.

PRESCRIPTION PLAN

MAC-B Physician Choice

If a brand name drug is dispensed when a generic equivalent is available and the physician requests the brand, the member does not pay the differential copayment (ancillary). If the member requests the brand the differential copay (ancillary) will apply. Dispense as written (DAW) must be on the prescription.

2. The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-148) has set forth and codified under the Internal Revenue Code (IRC) 4980I the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. The impact of the excise tax is scheduled to take effect in 2018.

Should any Federal statute or regulation pertaining to IRC 4980I be mandated to take effect in the 2017-2018 contract year 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 on the excise tax in accordance with the Teacher Negotiation Act. Such negotiations shall be limited solely to the distribution of payment of the excise tax. Health insurance plan offerings, coverage, design, premium cost share and other related subject matter shall not be subject to this reopener provision unless specifically and mutually agreed upon by the Association and the Board.

3. The Board may change or substitute insurance carriers or managed care organizations as long as the level of benefits are substantially equivalent to the existing program. The substantially equivalent standard shall be applied on program wide analysis including a network that will provide substantially equivalent medical services and shall not be benefit specific. Once the Association is notified that the Board intends to change insurance carriers, the Association has thirty (30) days to examine the new insurance carrier's policy.

If the Association feels that the coverage under the new policy is not substantially equivalent to the policy then in effect, it must object to the change, in writing, during that thirty (30) days. If the parties are unable to informally resolve the matter within the following thirty (30) days, an arbitrator with expertise in the field of insurance shall be mutually selected forthwith or, if the parties cannot agree, shall be selected forthwith by the American Arbitration Association. The arbitrator will be asked to decide the following question: Is the insurance coverage under the substitute insurance carrier's policy substantially equivalent to the insurance coverage under the policy currently in effect? The arbitrator's decision will be binding on both parties.

4. The Board shall maintain a Permanent Insurance Study Committee with equal representation from the Board of Education, educators' unit, and administrators' unit will be formed to investigate ways in which insurance rates for the district can be reduced while maintaining substantially equivalent insurance benefits for all employees. This committee will share its findings with the full Board of Education at appropriate times throughout the fiscal year.

C. Dental Insurance

Payment by the Board of Education (full family benefits) of a dental plan as described in Appendix D reasonable and customary fee schedule, 100% routine treatment, 50% major treatment. Teachers who elect to participate in this plan will contribute to the premium (paid through payroll deduction) based on the rate in effect July 1st of the contract year as follows:

2018-2019 - Board pays 81%, teacher pays 19%

2019-2020 - Board pays 80%, teacher pays 20%

2020-2021 - Board pays 79%, teacher pays 21%

D. Long-term Disability

Payment by the Board of Education of a long-term disability plan with an elimination period of six months, paying 60% of basic monthly earnings up to \$3,000 per month.

E. Flexible Benefits

The Board of Education will provide the following benefits, in accordance with Section 125 of the IRS code:

1. Premium conversion (pre-tax dollars for premium co-pay).
2. Flexible spending accounts for medical reimbursement and dependent care reimbursement.
3.
 - a. For teachers hired prior to July 1, 1995:
The insurance buy-out/buy-down incentive will be \$3,500.
 - b. For teachers hired after July 1, 1995:
The buy-out/buy down incentive will be \$2,000.
 - c. For teachers hired after July 1, 2003:
The buy-out/buy down incentive will be \$1,500.

F. Longevity

\$200 will be granted for each year beyond 15 years of teaching experience in Regional School District No. 6. Longevity will be paid as salary with the regular salary payments. Only unit members employed by Regional School District No. 6 with an effective date prior to July 1, 1997 are eligible for the longevity benefit.

G. Severance Pay

Upon the death or termination of teaching at Regional School District No. 6 schools, the teacher or his/her heirs shall be paid his/her accumulated sick leave beyond two hundred (200) days, based on his/her per diem rate, not to exceed sixty percent (60%) of his/her salary as reported to the Teacher Retirement Board.

1. Notification of termination and election of payment deferral must be given to the Superintendent's office on or before December 31 of the calendar year before retirement.
2. April 15th will become the last date a teacher can rescind his/her notice of intention to retire. After April 15th, a teacher's notice of intention to retire shall be considered irrevocable, and may not be revoked after April 15th, except as described in paragraph 3.
3. In the event there is a life changing event (such as the death of a spouse, a spouse's loss of a job, or divorce) after April 15th, a teacher may rescind his/her
4. intention to retire. In such circumstances, a teacher must rescind his/her notice of intention to retire as soon as possible after the life changing event.
5. Payment will be made during the first fifteen (15) days in July of the fiscal year following the calendar year of retirement or the first fifteen (15) days in January of the following calendar year. Payment may be spread over three (3) calendar years at the teacher's request, pursuant to applicable Internal Revenue Service regulations as they may be amended from time to time, provided notice of the election to defer payment is given on or before December 31 of the calendar year before retirement.
6. Failure to provide such notice shall be considered forfeiture of the benefit. Only unit members employed by Regional School District No. 6 prior to July 1, 1989 are eligible for the benefits described in this section.

H. Extra Pay for Extra Duty

Extra duty for which extra compensation shall be paid and the amounts of such compensation are set forth in the Salary Schedule Section of this Agreement. Teacher participation in extracurricular activities shall be strictly voluntary. Compensation for extra duty assignments will be prorated if a teacher fails for any reason to complete his/her extra duty assignment.

I. Mileage Compensation

Approved mileage shall be compensated at the current I.R.S. rate.

J. Compensation for In-service Training

The Superintendent of Schools may elect compensation for in-service training for activities outside of the school work day. Participation in in-service training shall be on a voluntary basis. Payment will be at the hourly rate listed in the Extra Services Schedules of the contract.

K. Tuition Reimbursement

Teachers who meet the following conditions shall receive partial reimbursement for the cost of tuition incurred in taking college level courses:

1. Courses must be in education or the subject area taught by the individual. Out of subject area or administrative courses may be taken with the approval of the Superintendent.
2. The Board shall make available seventeen thousand dollars (\$17,000) for tuition reimbursement.
3. Teachers will be reimbursed up to a maximum of two (2) courses per contract year.
4. Requests for tuition reimbursement shall be submitted by the teachers to the Association. Tuition reimbursement forms must be submitted to the President of the Association by the dates specified on the form. The Association shall provide the Superintendent with a list of requests for approval which shall include copies of the course registration and tuition costs for each request. The list shall be provided to the Superintendent by June 1.
5. Any teacher whose course is approved for tuition reimbursement shall submit evidence of the costs of tuition and an official transcript identifying the grade received in the course. The teacher must receive a grade of at least a "B" or its equivalent for the entire course to be eligible for tuition reimbursement.
6. If all of the conditions stated above are met, the Board shall reimburse the teacher 60% of the stated tuition costs for the first course (the percentage would be reduced to an equal percentage for all if there were not sufficient funds to cover the 60% level). The percentage for all teachers taking the second course will be 60% (the percentage would be reduced to an equal percentage if there were not sufficient funds to cover the 60% level).
7. The Board is under no obligation to expend the entire budgeted amount in any contract year.

L. TEAM Release Time

Teachers in the TEAM program will be entitled to up to four (4) days of paid release time. Eligible teachers requesting such leave shall submit a written request to the building principal at least two (2) weeks in advance, who shall have discretion to schedule such leave, based upon the needs of the school district.

VIII. SALARY SCHEDULES

A. Definitions of Columns on the Teacher Salary Schedule

1. B.A.- a baccalaureate degree earned at an accredited college or university. Effective July 1, 2018 the BA column (Column IV) shall be eliminated. All teachers in the BA column will be moved horizontally to the new BA/BA+15 column (Column Iva).
2. B.A. +15 - a baccalaureate degree plus fifteen (15) credits beyond the baccalaureate degree in a program earned at an accredited college or university in the field of education or a subject matter discipline taught within the Regional School District No. 6 Public Schools.
3. B.A. +30 - a baccalaureate degree plus thirty (30) credits beyond the baccalaureate degree in a program approved by an accredited college or university in the field of education or a subject matter discipline taught within the Regional School District No. 6 Public Schools, or a one-year master's degree earned at an accredited college or university in the field of education or a subject matter discipline taught within the Regional School District No. 6 Public Schools.
4. B.A. +60 - a baccalaureate degree plus sixty (60) credits beyond the baccalaureate degree in a program earned at an accredited college or university in the field of education or a subject matter discipline taught within the Regional School District No. 6 Public Schools. Qualifications for this column may also be met with a one-year master's degree plus fifteen (15) credits beyond the one-year master's degree in a program earned at an accredited college or university in the field of education or a subject matter discipline taught within the Regional School District No. 6 Public Schools. Effective July 1, 2018 the MA+15/BA60 column (Column Va) shall be eliminated. All teachers in the MA+15/BA60 column will be moved horizontally to the new MA+15/BA60/6th Year/MA+30 column (Column VIa).
5. M.A. + 30 - a one-year master's degree plus thirty (30) credits or a professional diploma or certificate awarded by an approved institution upon completion of a full year study beyond the master's degree in a program specifically set up by the preparing institution. Qualifications for this column may also be met with a second master's degree in a discipline other than the discipline in which the initial master's degree was attained, as long as the second master's degree is in the field of education or a subject matter discipline taught within the Regional School District No. 6 Public Schools.
6. M.A. + 45 - a one-year master's degree plus forty-five (45) credits or a professional diploma or certificate plus fifteen (15) credits awarded by an accredited college or university in the field of education or a subject matter

discipline taught within the Regional School District No. 6 Public Schools. Qualifications for this column may also be met with a second master's degree plus fifteen (15) credits in the field of education or a subject matter discipline taught within the Regional School District No. 6 Public Schools.

- B. Salary Schedules are set forth in Appendix A.
- C. Extracurricular Salary Schedules are set forth in Appendix B.

IX. CONDITIONS OF EMPLOYMENT

A. Policy for Hiring Teachers

Inexperienced teachers will be employed at the minimum salary of the classification set for the academic preparation of the teacher. Exceptions may be made for highly specialized personnel. The general policy will be to offer an experienced teacher not on the faculty a salary equal to or less than that paid to a teacher of the same experience in Regional School District No. 6.

The steps of the basic salary schedule do not mean years of experience.

B. Agricultural Science Teachers

Agricultural Science teachers working beyond 186 days shall be compensated using the formula of $\text{Pay} = (\text{Number of days worked beyond 186}) \times (.004329) \times (\text{salary to which they would be entitled as classroom teachers})$ plus regular salary.

C. Advancement to a Higher Salary Classification

Due to budgetary restrictions, a teacher shall give written notification of credits earned or expected to be earned and used for advancement to a higher classification prior to the first day of January preceding the September 1st date for granting classification and/or step advancement.

Subject to the following conditions, a teacher may be advanced to a higher salary classification during the school year:

1. The teacher must notify the Superintendent of his/her anticipated degree advancement as soon as possible, but no later than January 1st of the school year preceding the year in which advancement is sought.
2. Advancement will be made for the beginning of the school year and on or around January 1st of any year, provided official transcripts are produced for the district within sixty (60) days of the date the credits were granted.

3. It is agreed that all graduate credits earned in the past and in the future by the present staff must be approved by the Board. Any credits as defined above earned toward a degree or salary increase cannot be counted again. Acceptable courses will be left to the discretion of the Superintendent. It is the belief of the Board and the Association that a well-rounded teacher is the most effective and, therefore, the broadest range of graduate level courses as defined above will be accepted.

If, as of June 30, 2007, a teacher has been granted credits to advance to a higher salary column as a result of accumulation of CEU credits, the teacher shall not be moved to a lesser salary column. As of July 1, 2007, teachers shall not be given credit for CEUs for the purpose of advancement on the salary schedule.

D. Payment of Salaries

All teachers will be employed on an annual basis and may choose either twenty-one (21) or twenty-six (26) equal installments on the district's usual pay schedule, with the first payment not to be later than the second Thursday after the opening of school. Teachers may receive July and August payments the earlier of the second payroll in June or at the close of the school year after the completion of school duties for the year.

All payments will be made by direct deposit.

E. Deductions for Absence in Excess of Allowance

For each day of absence in excess of the accumulated paid leave or other approved leave with pay, the deduction from annual salary shall be at the teacher's regular per diem rate (annual salary divided by work year).

F. Computation of Salaries of Regular Teachers for Less Than a Full Year

Regular teachers beginning their services after the opening of the school year, or terminating their services before the close of the school year, will be paid a prorated part of their annual salary equal to their annual salary divided by the teacher work year and then multiplied by the number of days actually served. Vocational agriculture teachers' annual salary shall be divided by the vocational agriculture teacher work year and multiplied by the number of days actually worked.

G. Salary Deductions

The Board will consider authorization of deductions from personnel salaries when requested in writing. A list of approved deductions is available in the Superintendent's office.

H. Resignations

All resignations must be submitted in writing to the Superintendent of Schools, who will notice the Board of Education.

I. Dues Deduction and Service Fee Deduction

1. **Conditions of continued employment.**

All teachers employed by the Regional District No. 6 Board of Education shall, as a condition of continued employment, join the Association or pay the Association a service fee. Said service fee shall be equal to that portion of the dues of the WEA, CEA, and NEA that represents "the costs of collective bargaining contract administration and grievance adjustment." The WEA shall determine the amount of the service fee by October 1.
2. **Members.**

All teachers who elect to join the Association shall sign and deliver to the Association, if they have not already done so, an authorization for the payroll deduction of membership dues of the Wamogo Education Association, the CEA and NEA. Said authorization shall continue in effect from year to year unless such teacher shall notify the Board of Education and the Association in writing in the month of August of any year. If said notice is timely delivered, it shall mean that in the coming school year said teacher shall pay the service fee as described in section one above, and paid in accordance with section three below.
3. **Nonmembers.**
 - A. For those teachers who have not joined the Association and delivered said authorization card by October 1st of the first year of this contract, the Board of Education agrees to deduct the annual service fee from their salaries through payroll deduction. The amount of said service fee shall be equal to that portion of the dues of the WEA, CEA, and NEA that represents "the costs of collective bargaining contract administration and grievance adjustment."
 - B. A teacher may accept the service fee as determined by the Association, or may object to the fee by following the procedures outlined in "Procedures for Determining Amount of Service Fee to be Charged by Local Affiliates of the Connecticut Education Association" available from the Association President.
4. **Subsequent employment.**

Those teachers commencing employment after the date of execution of this contract shall, within thirty (30) days of such commencement, sign and deliver to the Board of Education an authorization card as described in section two of this article or fall under the provisions of section three of this article after such thirty (30) days.
5. **Resignations, retirements, leaves.**

If during the school year, a teacher resigns, retires, receives leave, or has his/her employment terminated, the balance of the annual dues or service fee shall be deducted from his/her final paycheck.

6. **Forwarding of monies.**
The Board agrees to forward to the Wamogo Education Association each month all monies deducted during that month for local dues and local service fee deduction.
7. **Lists.**
No later than the first paycheck in October of each school year, the Board shall provide the Association with a list of all certified employees of the Board of Education who are members of the bargaining unit and the positions held by said employees. The Board shall notify the Association monthly of any changes in said list.
8. **The above condition of employment that is "Dues Deduction and Service Fee Deduction" shall comply in all respects to Connecticut General Statutes Sec. 10-153a. Any change in this law will not necessarily mean a change in this condition.**
9. **The WEA agrees to save harmless and indemnify the Board from all costs, expenses and damages, including attorney's fees, arising out of or incurred by reason of the implementation of dues deductions and service fee deductions.**

J. Just Cause

No teacher shall be given a written reprimand, reduced in rank or compensation, denied an increment, suspended without pay, or denied professional advantage without just cause.

X. PROCEDURAL

A. Position Posting

Vacancies of position which are caused by death, retirement, discharge, resignation, which the Board of Education decides to fill or any new positions created by the Board of Education will be posted pursuant to the following procedures:

1. **The existence of vacancies of position shall be adequately publicized by a notice in every school and via the Region 6 Public Schools website for a period of two weeks. At all times, consideration will be given to present qualified staff members who have evinced an interest in the vacated position.**
2. **Said notice of vacancy of position shall clearly set forth the qualifications for the position.**
3. **Teachers who desire to apply for such vacancies of position shall file their applications in writing with the Superintendent.**

4. In determining whether to grant the transfer, the Superintendent or his/her designee shall apply the following:
 - i) Qualifications and certification of the teacher,
 - ii) Experience in the discipline and/or grade level and/or building,
 - iii) The programming needs and educational interest of the district students
 - iv) Systemwide seniority,
5. During July and August the Superintendent shall notify the W.E.A. President in writing of any vacancy within five (5) days of such vacancy and not less than ten (10) days prior to filling said positions. These vacancies during the summer months shall be posted in all four schools and on the Region 6 website.
6. Preference will be given to qualified staff upon application for an extracurricular position.
7. Homebound instruction vacancies will be posted for one and one-half days if the teacher of the student requiring homebound instruction is not able to tutor.
8. If an opening occurs during the summer months, the Association, recognizing the need to speed up the process of posting in emergency situations, agrees to expedite and shorten the posting period when requested.
9. A decision regarding awarding of the position may be appealed pursuant to the grievance procedure. However, any review of such decision shall be limited to the issue of whether the decision was made in good faith (i.e. not arbitrary or capricious or without rational basis in fact).

B. Placement Notification

The Association President shall be notified in writing of the placement on the salary schedule and the experience of each new employee. The notification shall include the names of school districts and the years experience in each district.

C. Board Meetings The Association President is to be provided with a **digital** copy of the minutes of all official Board meetings. A copy of the agenda of said Board meetings will be given to the Association President prior to any official Board meeting.

D. Agreement

The Board shall, at its expense, provide each teacher, **who so requests**, with one complete text of this Agreement or any successor agreement.

E. Member Access

- a. Representatives of the Association shall be permitted to conduct official Association business on school property at all reasonable times, including during the school day,

provided that this shall not interfere with scheduled meetings or assigned duties of the employees.

- b. If the Board conducts a new teacher orientation program or meeting, the Association shall be provided one hour's time on the agenda to discuss Association business. Additionally, the Association shall have the right to set up a display table, distribute materials, and engage in organizational activities which are non-disruptive of the orientation program. No other competing organization shall be extended this right.
- c. The Board shall notify the Association in writing of all new hires within seven (7) calendar days of hire.

XI. REDUCTION IN STAFF

A. General Statement of Policy

It is recognized that under Sections 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 interests of the state. However, recognizing also that it may become necessary to eliminate professional staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such eliminations become necessary.

B. Reasons for Elimination of Professional Staff Positions

It is recognized that the Board of Education has the sole and exclusive prerogative to eliminate professional staff positions consistent with the provisions of the state statute.

C. 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 of Education who holds a regular certificate issued by the Connecticut State Board of Education and is employed in a teaching position below the rank of Superintendent. For purposes of this Article, "teaching years experience" shall include service as an administrator employed by the Regional School District No. 6 Board of Education.
3. The length of service with Regional School District No. 6 includes time that teachers had prior to regionalization.
4. Years of experience in Regional School District No. 6 shall mean continuous number of years.

D. Procedure

1. The Board of Education 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 of Education will give due consideration to its ability to effectuate position eliminations and/or reduction in staff by:
 - (a) voluntary retirement;
 - (b) voluntary resignation;
 - (c) transfer of existing staff members;
 - (d) voluntary leaves of absence.
3. In the event that it appears necessary to terminate or non-renew 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 s/he recommends for termination or non-renewal. If the Board considers termination or non-renewal of the contract of a teacher, it shall authorize the Superintendent to notify the teacher, in writing, within one week, that termination of his/her contract is under consideration. This notification, and any subsequent proceedings with regard to contract termination, will be in accordance with the provisions set forth in the Connecticut General Statutes.
4. Determination of those who are to be released to be in the following order:
 - (a) Non-tenured teachers: Shall be terminated based on certification and qualification as determined by the Board of Education.
 - (b) Tenured teachers: If a teacher has obtained tenure status, his/her contract of employment may be terminated if his/her position is eliminated, but only if there is no other position in the school system for which the teacher is certified. In the event two or more tenured teachers are then certified for a position, the following criteria shall be used to determine the terminated teacher. The criteria shall determine those to be released in the following order:
 - (1) least number of teaching years experience within the system.
 - (2) least number of years teaching experience in position (elementary or secondary, not grade or subject taught) in the system.
 - (3) least number of years teaching experience in position in any district.
 - (4) least number of years teaching experience in any district.
 - (5) lower degree; i.e., B.A. prior to M.A.
 - (6) least amount of credits in position.

5. No teacher shall be requested to accept a less than full-time position provided a full-time position is available for which such teacher is certified.

E. 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 or non-renewed because of elimination of position is qualified and/or certified for the promotional position.

F. Recall Procedure

1. The name of any tenured teacher whose services have been terminated because of elimination of a position or a reduction in professional staff shall be placed upon a reappointment list and remain on such list for two years, commencing with notification of layoff, following the Board vote to terminate the teacher's contract, provided such teacher does not refuse a reappointment.
2. Any teacher on the reappointment list shall receive a written offer of reappointment at least thirty (30) days prior to the date of reemployment. The teacher shall accept or reject the appointment within ten (10) days. If he/she accepts the appointment, he/she shall receive a written contract at least twenty (20) days prior to the effective date of reemployment.
3. Recall will be based on reversal of the staff reduction criteria.
4. No new teacher shall be hired in a subject area or grade level until all laid-off teachers from that subject area or grade level have been recalled or decline the opening.
5. If the teacher rejects the appointment offer, or does not respond according to the procedure, then the name of the teacher will be removed from the recall list.
6. No new teacher shall be hired in a subject area or grade level before teachers who are laid off from other subject areas or grade levels who are qualified and who possess the necessary certification, are recalled or decline the opening.
7. The temporary separation of a teacher will not affect any fringe benefits earned and/or accumulated, or benefits to be earned and/or accumulated when reemployed, with the exception of salary schedule increments and years of service as applied to teachers' retirement.
8. A teacher terminated and placed on the recall list or placed in a part-time position with recall rights to a full-time position, cannot by a change in certification status, demand and have a position held by a teacher.

G. Teacher Dismissal

It is understood that a layoff is a termination of employment subject to administrative and/or judicial review in the manner set forth in Connecticut General Statutes 10-151 as amended from time to time, and in no other manner. In the case of judicial review under those statutory provisions, the parties agree that the provisions of this article can and should be submitted to the court. However, dismissal of a teacher is not subject to the grievance and arbitration provisions of this Agreement.

XII. HOLDOVER

In the event that the Board and the WEA shall fail to secure a successor agreement as hereinbefore provided in Section III. A., page 3, prior to the termination of this Agreement, this Agreement shall continue for any period not to extend beyond the date of execution of a successor agreement.

XIII. SEVERABILITY

In the event that any provision or portion of this Agreement is ruled invalid by any reason by an authority of established and competent legal jurisdiction, that provision or portion shall be severed from this Agreement, shall not be enforced or implemented, and the balance and remainder of this Agreement shall remain in full force and effect.

XIV. DURATION

This Agreement shall take effect on July 1, 2018 and shall remain in full force and effect until June 30, 2021.

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

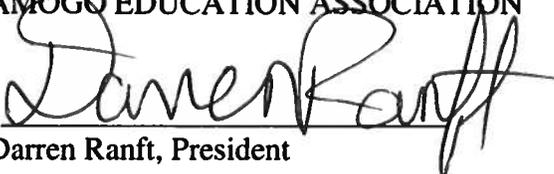
**REGIONAL SCHOOL DISTRICT NO. 6
BOARD OF EDUCATION**

1-26-18
Date

By 
Heather Connor, Chair

WAMOGO EDUCATION ASSOCIATION

1-24-18
Date

By 
Darren Ranft, President

XV. APPENDICES

A. SALARY SCHEDULES

**REGIONAL SCHOOL DISTRICT NO. 6
Teachers' Salary Schedule
2018-2019**

	BA/BA+15	MA/ BA+30	MA+15/ BA+60/ 6TH YR/ MA+30	6TH YR+15/ MA+45
STEP	IVa	V	VI	Via
A	44,529	49,067	51,093	52,523
B	45,849	51,569	54,192	55,623
C	47,167	54,311	57,290	58,959
D	48,669	57,138	60,869	62,775
E	50,175	61,037	65,058	67,060
F	51,678	65,412	69,278	71,584
G	53,210	69,786	73,841	75,857
H	57,232	73,987	78,232	79,716
I		79,343	83,561	85,448
J		84,937	89,095	91,364

All eligible teachers employed in 2017 -2018 will remain on their same step in 2018-2019 except:

All teachers on Step 4 who have 5, 6 or 7 years of service in the district at the end of the 2017-2018 school year shall move to Step C in 2018-2019.

All teachers on Step 5 who have 8 or more years of service in the district at the end of the 2017-2018 school year shall move to Step D in 2018-2019.

All teachers on Step 6 who have 9 or more years of service in the district at the end of the 2017-2018 school year shall move to Step E in 2018-2019.

All teachers on Step 7 who have 10 or more years of service in the district at the end of the 2017-2018 school year shall move to Step F in 2018-2019.

All teachers on Step 8 who have 11 or more years of service in the district at the end of the 2017-2018 school year shall move to Step G in 2018-2019.

**Teachers' Salary Schedule
2019-2020**

	BA/BA+15	MA/ BA+30	MA+15/ BA+60/ 6TH YR/ MA+30	6TH YR+15/ MA+45
STEP	IVa	V	VI	VIa
A	44,872	49,445	51,486	52,927
B	46,202	51,966	54,609	56,051
C	47,530	54,729	57,731	59,413
D	49,044	57,578	61,337	63,258
E	50,561	61,507	65,559	67,576
F	52,076	65,915	69,811	72,135
G	53,620	70,323	74,410	76,441
H	57,947	74,556	78,834	80,330
I		79,954	84,205	86,106
J		85,999	90,209	92,506

All eligible teachers employed in 2018-2019 below maximum will advance one step in 2019-2020.

**Teachers' Salary Schedule
2020-2021**

	BA/BA+15	MA/ BA+30	MA+15/ BA+60/ 6TH YR/ MA+30	6TH YR+15/ MA+45
STEP	IVa	V	VI	VIa
A	45,186	49,791	51,847	53,298
B	46,525	52,329	54,991	56,443
C	47,863	55,112	58,135	59,829
D	49,387	57,981	61,767	63,701
E	50,915	61,938	66,018	68,049
F	52,440	66,377	70,300	72,640
G	53,995	70,816	74,931	76,976
H	58,671	75,078	79,386	80,892
I		80,513	84,794	86,709
J		87,074	91,336	93,662

All eligible teachers employed in 2019-2020 below maximum will advance one step in 2020-2021.

B. EXTRACURRICULAR SALARY SCHEDULES

REGIONAL SCHOOL DISTRICT NO. 6
Extracurricular Salary Schedule
2018-2021

CATEGORY A	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
Boys' Varsity Basketball	\$5,425	\$5,479	\$5,534
Girls' Varsity Basketball	\$5,425	\$5,479	\$5,534
Boys' Assistant Basketball	\$3,642	\$3,678	\$3,715
Girls' Assistant Basketball	\$3,642	\$3,678	\$3,715
Boys' Middle School Basketball	\$2,712	\$2,739	\$2,766
Girls' Middle School Basketball	\$2,712	\$2,739	\$2,766
Boys' Freshman Basketball	\$2,169	\$2,191	\$2,213
Girls' Freshman Basketball	\$2,169	\$2,191	\$2,213
Athletic Site Director	\$2,417	\$2,441	\$2,466
CATEGORY B			
Boys' Varsity Soccer	\$4,157	\$4,199	\$4,241
Girls' Varsity Soccer	\$4,157	\$4,199	\$4,241
Boys' Assistant Soccer	\$2,702	\$2,729	\$2,756
Girls' Assistant Soccer	\$2,702	\$2,729	\$2,756
Boys' Middle School Soccer	\$2,079	\$2,099	\$2,120
Girls' Middle School Soccer	\$2,079	\$2,099	\$2,120
CATEGORY C			
Boys' Varsity Baseball	\$4,157	\$4,199	\$4,241
Girls' Varsity Softball	\$4,157	\$4,199	\$4,241
Boys' Assistant Baseball	\$2,702	\$2,729	\$2,756
Boys' Middle School Baseball	\$2,079	\$2,099	\$2,120
Girls' Middle School Softball	\$2,079	\$2,099	\$2,120
CATEGORY D			
Girls' Field Hockey	\$4,157	\$4,199	\$4,241
Girls' Assistant Field Hockey	\$2,702	\$2,729	\$2,756
Girls' Middle School Field Hockey	\$2,079	\$2,099	\$2,120
Lacrosse	\$4,157	\$4,199	\$4,241
Lacrosse Assistant (J.V.)	\$2,702	\$2,729	\$2,756
CATEGORY E			
Boys' & Girls' Varsity Track	\$4,157	\$4,199	\$4,241
Boys' & Girls' Indoor Track	\$4,157	\$4,199	\$4,241

CATEGORY E (Continued)	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
Boys' & Girls' Assistant Track	\$2,702	\$2,729	\$2,756
Middle School Track	\$2,079	\$2,099	\$2,120
Weight Room Supervisor	\$1,627	\$1,643	\$1,660
CATEGORY F			
Boys' Tennis	\$4,157	\$4,199	\$4,241
Girls' Tennis	\$4,157	\$4,199	\$4,241
CATEGORY G			
Boys' & Girls' Cross Country	\$3,904	\$3,943	\$3,982
Middle School Cross Country	\$2,049	\$2,070	\$2,090
CATEGORY H			
Cheerleading	\$2,714	\$2,741	\$2,768
CATEGORY I			
Swimming	\$4,157	\$4,199	\$4,241
Middle School Swimming	\$2,049	\$2,070	\$2,090
Diving	\$1,626	\$1,642	\$1,659
Middle School Cheerleading Coach	\$1,626	\$1,642	\$1,659
CATEGORY J			
7th Grade Class Advisor	\$927	\$936	\$946
8th Grade Class Advisor	\$927	\$936	\$946
9th Grade Class Advisor	\$1,184	\$1,196	\$1,208
10th Grade Class Advisor	\$1,184	\$1,196	\$1,208
11th Grade Class Advisor (2)	\$1,422	\$1,436	\$1,451
12th Grade Class Advisor (2)	\$1,895	\$1,914	\$1,933
Title IX Coordinator	\$927	\$936	\$946
CATEGORY K			
Peer Counseling Advisor	\$1,700	\$1,717	\$1,734
Capstone Coordinator	\$1,700	\$1,717	\$1,734
Peer Education Advisor	\$733	\$741	\$748
Virtual High School Site Coordinator	\$733	\$741	\$748
Educational Technology	\$733	\$741	\$748
UConn ECE Coordinator	\$733	\$741	\$748
CTE Grant Administrator	\$733	\$741	\$748
Politics Club	\$733	\$741	\$748

	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
CATEGORY L			
Dramatics	\$5,425	\$5,479	\$5,534
Assistant Dramatics	\$3,642	\$3,678	\$3,715
Drama Producer	\$3,642	\$3,678	\$3,715
CATEGORY M			
Timber Team Coach	\$2,318	\$2,341	\$2,365
Equestrian Team & Club Coach	\$5,425	\$5,479	\$5,534
CATEGORY N			
Froshfest Organizer	\$695	\$702	\$709
Odyssey of the Mind Advisor	\$695	\$702	\$709
GSA Advisor	\$695	\$702	\$709
CATEGORY O			
Student Council Advisor	\$1,142	\$1,154	\$1,165
Yearbook Advisor	\$4,157	\$4,199	\$4,241
National Honor Society Advisor	\$1,142	\$1,154	\$1,165
National Art Honor Society Advisor	\$1,142	\$1,154	\$1,165
CATEGORY P			
Elementary Student Council Advisor	\$519	\$524	\$530
6 th Grade Activity Coordinator (3)	\$700	\$707	\$714
CATEGORY Q			
Robotics	\$2,550	\$2,576	\$2,602
Assistant Robotics	\$1,389	\$1,403	\$1,417
FBLA	\$2,525	\$2,550	\$2,576
CATEGORY R			
FFA Advisor (4)	\$1,500	\$1,515	\$1,530
FFA Lead Advisor	\$3,000	\$3,030	\$3,060

The following applies to the above Extracurricular Salary Schedule (Categories A-I and K-S) only:

At the beginning of the 6th and continuing through the 10th year of continuous service in the above categories, an increment of 10% will be added to the base. At the beginning of the 11th and continuing through the 15th year of continuous service, an increment of 20% will be added. From the 16th year of continuous service on, an increment of 30% will be added.

REGIONAL SCHOOL DISTRICT NO. 6
Extra Services Schedule
2015-2018

REGION 6-EXTRA SERVICES SCHEDULE	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
Guidance Director Summer Work	\$4,441	\$4,485	\$4,530
Guidance Counselor Summer Work	\$2,962	\$2,992	\$3,022
Wamogo Library Summer Work	\$1,696	\$1,713	\$1,730
Teacher Mentor	\$1,735	\$1,753	\$1,770
Extracurricular Band	\$3,390	\$3,423	\$3,458
Extracurricular Elementary Art	\$811	\$819	\$827
Extracurricular Secondary Art	\$1,606	\$1,622	\$1,638
Extracurricular Secondary Vocal Music	\$2,117	\$2,138	\$2,160
Extracurricular Elementary Vocal Music	\$811	\$819	\$827
Extracurricular Elementary Band	\$811	\$819	\$827
Elementary Garden Summer Work	\$1,200	\$1,212	\$1,224

Hourly Rates

Homebound Instruction	\$43	\$44	\$44
Curriculum	\$42	\$43	\$43
In-service	\$38	\$39	\$39
Nature's Classroom	\$64	\$64	\$65
Guidance Department – Guidance activity nights	\$42	\$43	\$43

Department Chair(s)/Coordinators

1. Department Chairs/Coordinators at the high school will teach one less class.
2. The Athletic Director will teach one less class.
3. The Director of ASTE will teach a maximum of two courses.

Department Chair(s) Salary:

In order to receive the higher stipend listed below, the Department Chair must supervise and evaluate certified staff as part of their department chair duties.

In addition to the base stipend for Department Chairs, each Department Chair will receive a stipend for each full-time teacher evaluated by the Department Chair, subject to a maximum payment of (even if the teacher evaluates more than seven (7) full-time teachers).

2018-2019 - \$240 per evaluation: maximum \$1,683

2019-2020 - \$243 per evaluation: maximum \$1,699

2020-2021 - \$245 per evaluation: maximum \$1,716

	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
Department Chair or Administrative Certification	5,374	5,428	5,482
Department Coordinator	4,834	4,882	4,931
Department Coordinator-Media Center	4,834	4,882	4,931
Athletic Director	15,567	15,723	15,880
Director of ASTE	15,000	15,150	15,302

Special Projects

A sum of money will be set aside in the professional development budget for innovative special projects.

2018-2019 – up to \$2,406

2019-2020 – up to \$2,430

2020-2021 – up to \$2,454

A committee of three teachers and two administrators will be established to review proposals for special projects. These reviews will take place in October and January of each school year.

Elementary Schools' Extracurricular Project or Program Fund

A sum of money per elementary school will be set aside annually to compensate teachers to support extracurricular projects or programs in each of the elementary schools.

2018-2019 – up to \$602

2019-2020 – up to \$608

2020-2021 – up to \$614

A committee consisting of the building principal and two teachers will review and approve all proposals.

**BOARD OF EDUCATION
REGIONAL SCHOOL DISTRICT NO. 6**

C. INITIAL CONTRACT OF EMPLOYMENT

_____ hereby agrees to serve as teacher in the public schools of the Regional No. 6 School District subject to the conditions stated below, beginning _____, and is responsible to the Board of Education through the Superintendent of Schools, and in return for such service the Board of Education agrees to pay him/her an annual salary of \$_____, with future salary adjustments to be determined by the parties or their legally designated representatives.

This contract may be terminated by mutual consent at any time or terminated or not renewed by the Board of Education in accordance with applicable statutes. The teacher may resign for good reason by submitting at least thirty days' written notice at any time except during the month of August, during which month, unless the contract has been terminated by mutual consent or Board action, the teacher will accept employment with no other Board of Education in Connecticut.

This contract is subject to the Rules and Regulations of the Board of Education for Regional School District No. 6.

This contract will become effective upon receipt of confirmation of valid State of Connecticut teaching certification.

SIGNED:

Employee _____

Board of Education of
Regional School District No. 6

Date _____

By _____
Superintendent of Schools

Date _____

D. ANNUAL SALARY NOTIFICATION

_____ Date

To: _____

According to our records, your salary for the 20__ - 20__ school year will be as follows:

Col. _____	Step _____	\$ _____
Other:		
_____		_____
_____		_____
_____		_____
Total:		\$ _____

plus fringe benefits and conditions as stated in the contract between the Board of Education and the WEA.

You will receive an average pay of \$_____ for _____ pay periods commencing September _____.

If you do not agree with this salary notification, please contact this office as soon as possible.

Christopher Leone
Superintendent of Schools

E. PAYROLL DEDUCTION AUTHORIZATION

I hereby request and authorize the disbursing officer of the Board of Education to deduct from my earnings until notified of termination, an amount required for current year member's dues and such amounts as may be required for dues in each subsequent year all as certified by the Association, such amounts to be paid to such person as may from time to time be designed by the local Association.

This authorization may be terminated only by prior written notice from me by September 15 of any year. Upon termination of employment, the disbursing officer shall deduct any amount due for the current school year. I waive all right and claim for monies so deducted and transmitted and relieve the Board of Education and its officers from any liability therefor.

Date

Employee's Signature

Circle number of deductions: 2, 8, or 16

F. PLAN SUMMARY: DENTAL PROVISIONS

Eligibility

Employees as specified by contract,
Eligible employee's lawful spouse,
Eligible employee's children:

- to age 21 if unmarried, non-student
- to age 25 if unmarried, student

Schedule of Benefits

Annual Deductible:	\$100 per person \$300 per family Applies to Major Services and Orthodontic Treatment
Lifetime Deductible	\$100 per person Applies to Routine/Preventative Services
Coinsurance (After deductible)	100% for Routine/Preventative Services 50% for Major/Orthodontic Services
Plan Maximums: Annual: Course of Treatment:	\$1,500 for Routine and Major Services \$ 500 for Orthodontics (complete course)

Covered Services:

Routine:	Cleaning (2 per fiscal year) Topical Fluoride (2/fiscal year to age 18) Space Maintainers Emergency Visits (even if no services provided) Diagnostic (full mouth x-ray every 24 months; 2 exams per fiscal year) Anesthetics (bone extraction, osseous surgery) Injectable Antibiotics Oral Surgery Fillings Periodontics (2 scalings per year) Root Canal Therapy
Major:	Crowns Orthodontics (children age 6 to 18 years) Prosthetics (dentures, bridges) 441119 v.01

