

AGREEMENT

between

EDUCATION ASSOCIATION OF CANTON

and

CANTON BOARD OF EDUCATION

July 1, 2018 through June 30, 2021

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AGREEMENT
between
EDUCATION ASSOCIATION OF CANTON
and the
CANTON BOARD OF EDUCATION

ARTICLE I
RECOGNITION

This Agreement is made pursuant to section 10-153b et seq. of the Connecticut General Statutes between the Canton Board of Education (the “Board”) and the Education Association of Canton (the “Association”) affiliated with the Connecticut Education Association and National Education Association, which association the Board recognizes as the exclusive negotiation representative for all certified professional personnel, including teachers employed under Durational Shortage Area Permits (DSAP’s), other than substitutes and members of the Administrators' Association of Canton, Inc. (AAC) for the duration of the contract.

Unless otherwise indicated, the term “teacher” when used hereinafter shall refer to all employees covered by this agreement.

All lawful rights, powers and authorities of the Board shall continue to remain exclusively vested in the Board.

The Board and the Association agree to negotiate in accordance with state law, 10-153 a-n, as amended.

No assignment of interest or responsibility contained herein will be made by the Association to any other teacher representative organization until termination of this contract.

The Board agrees not to negotiate at any time with any teacher organization other than the Association in regard to changes in salaries or other conditions of employment to become effective during the term of this Agreement.

The Board shall notify the Association in writing of all new hires within seven (7) calendar days of hire.

ARTICLE II SALARIES

A. Salary Schedules

1. Salary schedules shall be those set forth in Tables I, II, and III for the term therein indicated.
2. Degree Definition
 - a. Bachelor Scale - A baccalaureate degree earned at an accredited college or University.
 - b. Master's Scale - A master's degree earned at an accredited college or university, or the completion of thirty (30) graduate level credits beyond the baccalaureate degree at an accredited college or university, or thirty (30) hours in a program approved by the Superintendent of Schools in Canton.
 - c. Sixth Year Scale - A "sixth year certificate" from an accredited college or university, or thirty (30) hours of graduate level courses beyond the qualifications for the master's status or a second master's degree in a discipline other than the discipline in which the initial master's degree was earned; provided, however, in each case, that the further study shall contribute to the performance of the teacher's assignment, as judged by the Superintendent of Schools in Canton and the Canton Board of Education.
 - d. Credits and courses shall mean graduate level hours, credits and courses as certified by the accredited college or university.
3. Degree Advancement
 - a. Any teacher anticipating to advance on the salary schedule due to a degree change or increase in credits earned must submit in writing to the Superintendent of Schools that he/she anticipates an advancement on the salary schedule by December 15th of the year prior in order for the change to become effective in the following contract year.
 - b. Any teacher seeking advancement to a higher salary schedule must submit an official transcript and degree, or photocopies of same to the Superintendent of Schools no later than September 1 (October 1 for summer school credits) of the year for which the advancement is required. These documents will become part of the teacher's file records.

- c. If a teacher who receives, prior to September 1 (October 1 for summer school credits) of a given year, sufficient academic credit to warrant advancement to a higher salary schedule fails to submit an official transcript and degree or photocopies of same to the Superintendent as set forth above, such teacher may submit an official transcript and degree or photocopies of same to the Superintendent no later than February 1 of the following year. A teacher who submits the specified documents by February 1 will advance for the remainder of the year.

4. Initial Step Placement

| 2018-19 | | 2019-20 | | 2020-21 | |
|---------|------|---------|------|---------|------|
| Year | Step | Year | Step | Year | Step |
| 0-1 | 2 | 0-2 | 2.5 | 0 | 2 |
| 2 | 3 | 3 | 3.5 | 1-3 | 3 |
| 3-4 | 4 | 4-5 | 4.5 | 4 | 4 |
| 5-7 | 5 | 6-8 | 5.5 | 5-6 | 5 |
| 8 | 6 | 9 | 6.5 | 7-9 | 6 |
| 9 | 7 | 10 | 7.5 | 10 | 7 |
| 10-11 | 8 | 11-12 | 8.5 | 11 | 8 |
| 12-13 | 9 | 13-14 | 9.5 | 12-13 | 9 |
| 14 | 10 | 15 | 10.5 | 14-15 | 10 |
| 15 | 11 | 16 | 11.5 | 16 | 11 |
| 16 | 12 | 17 | 12.5 | 17 | 12 |
| 17 | 13 | 18 | 13.5 | 18 | 13 |
| 18+ | 14 | 19+ | 14 | 19+ | 14 |

Notes: If years of full time classroom experience are in a position not covered by state certification laws (private school) - years of experience will be multiplied by a .75 factor.

If the last full time teaching experience was 5-10 years ago - years of experience will be multiplied by a .667 factor (if over 10 years - a .5 factor).

Realizing there will be situations in which exceptional placements will have to be made, the Superintendent has the prerogative to make said placement; however he/she will do so only after discussing the reasons with the President of the EAC or his/her designee.

5. Part-time Teacher Pay Formula

Part-time professional personnel hired for fractional positions shall be paid at standard percentage rates, e.g.:

- 4/5 position – 80% of appropriate full-time annual salary
- 3/5 position – 60% of appropriate full-time annual salary

Such teachers shall be given preparation time and duty assignments on a pro-rata basis.

B. Extracurricular Activities

1. Teacher participation in extracurricular activities shall be voluntary.
2. Remuneration for such activities shall be listed in Table IV.
3. All extra duty vacancies which the Board decides to fill shall be posted in every school for ten (10) school days prior to filling such vacancy. In the event that an emergency vacancy in coaching or extra-duty assignment occurs in mid-season, after notification of the EAC President, the vacancy shall be posted in every school for three (3) days prior to filling such vacancy. Nothing contained herein shall be construed to prohibit the Board from also seeking outside applicants.
4. When qualifications among outside applicants and applicants from within the bargaining unit are relatively equal, preference for the position shall be given to members of the bargaining unit.
5. It is understood and agreed by and between the undersigned parties that the listing of the number of positions/activity set forth on Table IV shall not be construed to be a staffing requirement. The Board of Education retains the right to establish only such positions as it deems necessary.
6. In the event that a teacher, appointed to a position, petitions administration to split the stipend with another teacher, the EAC and the Superintendent must mutually agree to this arrangement.
- 7.a. Coaches salaries shall be paid at the end of the particular season, on a fixed date, as set forth in a payment schedules mutually agreed by the Superintendent and the EAC President/Designee. Salaries shall not be withheld for failure to return equipment.
- 7.b. Athletic coaches employed under this agreement are required to participate in an evening informational session with players and their parent/guardian at the beginning of each sport season that they are employed as a coach.

Coaches will be paid the appropriate stipend, as reflected in Tables V, VI and VII. Reimbursement for services performed shall be submitted to the Athletic Director. Stipends for Fall sports shall be paid no later than December 1, Winter Sports no later than March 1 and Spring sports no later than the 26th pay period.

C. Extended Employment

If and when the Canton Board of Education or its duly authorized representatives should request the services of teaching personnel in their normal capacities during vacation, holidays or other periods not normally considered a part of the regular teaching year, as herein defined; such services shall be termed "extended employment." A teacher shall be compensated for such employment at a per diem rate of 1/186th of his/her annual base salary for the current academic year of employment or at flat rate of 1/10th of his/her annual base salary for the working days of a calendar month.

Whenever a teacher is requested to engage in instructional work which takes place outside of the regularly contracted day(s), such as designing new courses and curricular units and conducting summer tutorial programs and summer training programs, and including work related to the Canton Academy program, the teacher shall be compensated at the rate of \$36.54 per hour:

Whenever a teacher is requested to engage in non-instructional work, such as seventh grade orientation day and evening detention, the teacher shall be compensated the rate of \$34.00 per hour.

Curriculum work shall be posted in all Canton schools a minimum of two (2) weeks prior to hiring.

D. Cafeteria Duty

The principal of the high school shall appoint from among qualified volunteers necessary personnel for high school cafeteria duty. Those serving such duty shall not have teacher preparation time and shall take lunch period during such cafeteria duty. Remuneration listed in Table IV shall be shared equitably by the number of teachers performing cafeteria duty on a pro-rata basis.

E. Tuition Reimbursement

The Board agrees to establish an account to be funded in the amount set forth below for each of the contract years to be used for tuition reimbursement for courses taken at an approved institution:

| | |
|--------|----------|
| 7/1/18 | \$70,000 |
| 7/1/19 | \$75,000 |
| 7/1/20 | \$80,000 |

Reimbursement shall be made on the following basis:

1. The Board will reimburse teachers for up to sixty percent (60%) of the cost of undergraduate or graduate courses in subject areas: (a) to which the teacher seeking reimbursement is assigned; (b) which will lead to certification in an additional area in which the Board may have need of certified personnel; (c) or which, in the sole judgment of the Board or its designee, will make a meaningful contribution to more effective performance of the duties to which the teacher is assigned.
2. Any teacher desirous of reimbursement shall make application for approval in writing to the Superintendent prior to course enrollment. Eligibility for reimbursement is contingent upon the Superintendent's approval of the course, which may be rejected only with good cause, and subject further to the limitations set forth above in subsection 1 of this article and successful completion of the course.

Nothing contained herein shall require the Board to make expenditure for reimbursement in excess of the total amount set forth above and, accordingly, entitlement to reimbursement shall be submitted by June 1.

F. Professional Development Reimbursement

The Board agrees to establish the professional development reimbursement procedures for the teachers in the Canton schools. All conferences or other professional activities shall be approved by the principal to be eligible for reimbursement. The total amount agreed to shall be determined by the Board each contractual year.

G. Inter-School Travel

All members of EAC with responsibilities for or in more than one school shall be reimbursed for the use of their automobile at the current IRS rates as of June 30th of each year of the Agreement.

Such payment shall be made semi-annually upon submission of a mileage report to the Superintendent.

**ARTICLE III
FRINGE BENEFITS**

A. Insurance Programs

All "employees," as identified in Article I who are .5 FTE or more shall be eligible for the insurance programs as set forth below:

1. High Deductible Health Plan/Health Savings Account

The Board will offer the High Deductible Health Plan/Health Savings Account (“HSA Plan”) described below for all teachers.

The HSA plan shall include the following components:

| | In-Network | Out-of-Network |
|---|--------------------------------------|--|
| Annual Deductible (individual/aggregate family) | \$2,000/4,000 | |
| Co-insurance | N/A | 20% after deductible up to co-insurance maximum |
| Co-insurance Maximum (individual/aggregate family) | N/A | \$3,000/\$6,000 |
| Cost Share Maximum (individual/aggregate family) | \$5,000/10,000 | |
| Lifetime Maximum | Unlimited | Unlimited |
| Preventive Care | Deductible not applicable | 20% co-insurance after deductible, subject to co- insurance limits |
| Prescription Drug Coverage | Treated as any other medical expense | |

Prescription Drug Coverage will be provided through the Managed Public Sector 4 Program. Following exhaustion of the deductible, prescription drugs shall be subject to post-deductible co-payments of \$10/25/40 (retail), and a two times co-payment for mail order.

The Board will fund fifty percent (50%) of the applicable HSA deductible amount. One-half of the Board’s contribution toward the deductible will be deposited into the HSA accounts in July and the remaining one-half will be deposited into the HSA accounts in January.

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

Wellness Incentive: The health insurance plan set forth in this Article shall include a wellness incentive program, designed to provide early diagnosis and appropriate information to patients so that they and their health care professionals can determine appropriate, timely courses of treatment as needed. The wellness program will include age-based preventive physical examinations and age-based preventive screenings. If a teacher and the teacher’s spouse (as applicable) fulfill all applicable requirements of the wellness program for a plan year, the Board will contribute an additional five percent

(5%) of the applicable deductible under the HSA plan into the teacher’s HSA for the following year.

Health Reimbursement Account: A Health Reimbursement Account (“HRA”) shall be made available for any teacher who is precluded from participating in a Health Savings Account (“HSA”) because the teacher receives Medicare and/or veterans’ benefits. The annual maximum reimbursement by the Board for teachers participating in the HRA shall not exceed the dollar amount of the Board’s annual HSA contribution for teachers enrolled in the HSA.

2. Blue Cross/Blue Shield Dental Plan - Full service dental coverage for initial and routine oral exams and prophylactics, x-rays, denture relining and repair, routine fillings, simple extractions, and endodontics within coverage limits. Dental Rider A (Caps and Crowns) will be made available, at Board expense for teacher only, dependents entirely at teacher expense.
3. Long Term Disability - After a 180-day exclusion, 60% of base salary up to a maximum of \$3,000.00 per month.
4. Group Life Insurance - For employees hired prior to July 1, 2012 the following provisions shall apply: Death benefit shall be 200% of basic-annual salary to a maximum benefit of \$200,000. Accidental Death and Dismemberment (AD&D) benefit of 400% of basic annual earnings to a maximum of \$200,000.

For employees hired on or after July 1, 2012, the Board will provide term life insurance in the amount of \$50,000, with double indemnity for accidental death and dismemberment.

B. Cost Sharing

The Board of Education and the employees will share in the cost of insurance, based upon the fully insured rate, for coverages set forth in Article III A. (1-2) as follows.

| | 2018-19 | 2019-20 | 2020-21 |
|-----------------|----------------|----------------|----------------|
| HSA Plan | 20.0% | 21.0% | 22.0% |
| Dental | 22.5% | 23.5% | 24.5% |

C. Section 125

The Board of Education shall offer a “full flex” Section 125 pre-tax premium-conversion account to all teachers for the purpose of allowing teachers to meet their insurance premium contribution and to cover medical expenses (traditional and limited use) and dependent care. The parties shall select a third party administrator by mutual agreement.

D. Change of Insurance Carriers

The Board shall have the right to change insurance carriers, plans and/or to self-insure in whole or in part in order to provide the insurance set forth above, provided that there shall be no reduction or diminution in the above coverage and no increase in expense to bargaining unit members and provided further that changes which require second opinions, pre-admission screening or like requirement shall not be construed to be changes in coverage.¹

The president of the Association shall be notified in writing within thirty (30) days of all intention to change carriers, plans and/or to self insure, and shall have a reasonable opportunity to review the proposed changes. Should the Association and the Board disagree that the changes proposed will provide coverages at least equal to the coverages described above at no additional cost to staff members, the disagreement(s) shall be subject to impartial arbitration as set forth in Article V of this Agreement, preferably before any arbitrator with experience and expertise in insurance matters. Should either party so elect, such arbitration shall be expedited under the Rules of the American Arbitration Association for expedited arbitration.

E. Excise Taxes

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.

Should any Federal statute or regulation pertaining to IRC §4980I and/or any material amendment to IRC §4980I and/or any related and/or similar state or federal law, be mandated to take effect during the term of this Agreement triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations 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, and premium cost share. Other negotiated subject matters shall not be subject to this reopener provision.

¹ The only diminution in administration will be in second opinions, pre-admission screening or like requirements.

**ARTICLE IV
CONDITIONS OF EMPLOYMENT**

A. Leave Policy

1. Sick Leave

Each teacher shall be entitled to fifteen (15) days leave with pay each year for personal illness with the right to accumulate unused days from year to year for a total of one hundred eighty-six (186) days.

Applicable only to teachers hired prior to July 1, 1999: Each teacher retiring from teaching under the Connecticut Teachers' Retirement Act having accumulated fifteen (15) years of service in the district shall be paid for forty-five percent (45%) of his/her accumulated sick leave based upon his/her average base pay over the highest three (3) years of service. Payment shall be made during July of the fiscal year after termination of employment, provided notice in writing of intent to terminate is given prior to February 1, otherwise payment shall be made during the next succeeding July.

2. Personal and Emergency Absences

Each teacher shall be allowed a maximum of five (5) personal days per year for:

- a. religious holidays;
- b. serious illness of the spouse, parent or child of the teacher or a member of the teacher's household (or another relative of the teacher, upon approval of the Superintendent);
- c. up to five (5) days in the event of the death of a spouse, parent or child, and up to two (2) days in the event of the death of another relative of the teacher (unless otherwise approved by the Superintendent).
- d. legal matters beyond the employee's control; and
- e. other reasons of a personal or emergency nature, communicated to the Superintendent, which make absence from school unavoidable and necessary.

The teacher shall notify the Superintendent in writing for the impending personal absence stating the reason for such leave. This leave will not be used preceding or following a school holiday unless the Superintendent in his/her sole discretion

approves. Additional paid personal absence may be granted upon approval of the Superintendent of Schools, at his/her sole discretion, following written request with statement of reasons. Denial of such additional leave shall be grievable only to Level Three of the grievance procedure set forth in Article V of this Agreement. Teachers will make reasonable efforts to schedule appointments, including medical and dental, during non-school hours.

3. Sabbatical Leave

Sabbatical leaves of one-half (1/2) or one (1) full year may be granted at the discretion of the Board to certified personnel upon recommendation by the Superintendent for purposes of approved study, travel or planned program of professional activity subject to the following conditions:

- a. Sabbatical leaves may be granted only to those who have completed seven (7) years' service in Canton, and who have a master's degree or thirty (30) hours above a bachelor's degree.
- b. Requests for sabbatical leave must be received by the Superintendent no later than January 1 of the school year preceding the school year in which the sabbatical leave is requested. The Board will render final action on such applications and inform applicants of its decision before March 1. Applications will include an outline of the purpose, the program, the activities (itinerary), and the interim and final report which will constitute the sabbatical leave program.
- c. A teacher on sabbatical leave will be paid fifty percent (50%) of his/her annual contract rate of the contract year preceding the sabbatical leave. Insurance programs shall be continued and all normal deductions shall be made.
- d. The teacher shall agree to return to employment in Canton for one (1) year for each semester of leave granted to him/her. If the teacher does not return, he/she must repay the full amount of reimbursement granted him/her; if he/she returns for only one (1) year to Canton, he/she must repay one-half (1/2) of the full amount of reimbursement granted him/her. No leave shall be granted unless the applicant agrees in writing to comply with this requirement.
- e. Not more than one (1) staff member will be granted sabbatical leave in each year.
- f. Any subsequent changes in the planned program must be approved by the Superintendent of Schools.

- g. The applicant will attempt to secure financial grant-in-aid as a possible means of reducing the cost of the program to the community. It shall be understood that the total amount of compensation received from all sources shall not exceed the recipient's placement on the Canton salary schedule for the year of the sabbatical leave. Any monies in excess of the recipient's Canton salary shall be deducted from the one-half (1/2) of the full salary.
- h. The Board reserves the right to reject any and all requests for sabbatical leaves of absence. Decisions of the Board regarding requests for sabbatical leaves of absence are not subject to the grievance procedure in Article V.

4. Childrearing Leave

Upon request, any tenured teacher who is expecting a child or who has received acceptance to adopt a child shall be granted a long-term leave of absence for childrearing purposes. The "ordinary" request for childrearing leave shall be made at least thirty (30) days prior to its commencement. However, in extraordinary situations the thirty (30) days' notice shall be relaxed.

Such leave shall be for a maximum of eighteen (18) months and shall be unpaid with no accrual of benefits. Teachers may continue to participate in the Board's medical and dental insurance plans at their own expense, except to the extent paid continued coverage is required by law. Leaves commencing through January 31 of any year shall terminate at the beginning of the following school year or at the end of the second marking period of the following year. Leaves commencing February 1 through August of any year shall terminate at the end of the second marking period of the following school year or the beginning of the second following school year. If the Board determines that termination of the leave at the end of the second marking period would negatively impact the educational program of the students directly involved, the leave shall terminate at the beginning of the school year indicated above. Teachers who have been granted childrearing leave would be given priority in filling a vacancy in their area of certification.

5. Other Leaves of Absence

Other leaves of absence may be granted at the discretion of the Board.

6. Seniority Accrual

Seniority shall not accrue for leave time under 3, 4 and 5 above.

7. Family and Medical Leave

Teachers who are eligible will be granted unpaid family and medical leaves of absence in accordance with applicable state and federal law.

8. Jury Duty Leave

- a. A teacher required to perform jury duty shall be granted a leave of absence for the duration of said jury duty. During the period of jury duty a teacher shall suffer no loss of pay, but in no event shall total compensation, including jury duty pay, exceed the teacher's regular salary.
- b. Leave for jury duty shall not be deducted from sick or personal leave.

B. Work Year

The salaries set forth in this Agreement shall be based on a work year consisting of 186 days (including 183 instructional days), except for new personnel who may be required to attend additional orientation sessions. For each day over the agreed number of days, teachers' shall be paid as set forth in Article II, Section C. 1.

C. Workday

1. Except as otherwise provided, the K-12 teachers' workdays shall be a total of seven (7) hours and twenty (20) minutes including thirty-five (35) minutes of unassigned time, which shall be determined by the administration and shall be for activities related to teaching and pupil needs
2. Teachers shall not ordinarily be required to remain more than a total of five (5) hours per month after their normal workday for meetings each week, provided that teachers shall not be required to remain more than two (2) hours in any given week.
3. Teachers shall have an uninterrupted, duty-free lunch period of one-half (1/2) hour.
4. Non-teaching duty assignments for all eligible teachers at the High School shall be changed each semester. Duty assignments at the Middle School will not rotate.
5. President of the Association shall be duty-free.
6. Teachers at the elementary level will not be assigned to lunch duty.
7. Evening Parent-Teacher Conferences

Teachers shall be required to attend up to three (3) evening parent-teacher conferences each year if such conferences are scheduled by the Board.

D. Promotions

All teachers shall be given adequate opportunity to make application for positions other than classroom teacher. If in the determination of the Superintendent the qualifications are substantially equal, preference shall be given to qualified teachers currently employed by the Board.

E. Dues Deduction and Service Fee Deduction

1. Conditions of Continued Employment

All teachers employed by the Board shall, as a condition of continued employment, join the Association 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.

2. Deductions

The Board agrees to deduct from each teacher an amount equal to the Association membership dues or service fee by means of payroll deductions. The amount of Association membership dues and service fees shall be certified by the Association to the Board prior to the opening of school each year. The total amount of dues shall be deducted equally from 20 pays annually, beginning in September and ending in June, from all teachers regardless of the total number of annual pays elected.

3. Subsequent Employment

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

4. Forwarding of Monies

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

5. Lists

The Association shall submit to the business office a list of all teachers and the amount of dues or fees to be deducted for each teacher by noon on August 1 of

each year. No later than the first paycheck in October of each school year, the Board shall provide the Association with a list of all teachers employed by the Board and the positions held by said teachers. The Board shall notify the Association monthly of any changes in said list.

6. Reference to the Association

The singular reference to the “Association” herein shall be interpreted as referring to the Education Association of Canton, the Connecticut Education Association, and the National Education Association.

7. Save Harmless

The Association shall hold the Board harmless against any and all claims, demands, liabilities, lawsuits, attorneys fees or other costs which may arise out of or by reason of, actions taken against the Board as a result of the enforcement or administration of this section.

F. Preparation Periods

All secondary teachers shall, in addition to their lunch period, have at least one (1) preparation period per day, during which they shall not be assigned to any other duties. All elementary teachers shall, in addition to their lunch period, have a minimum of two and one-half (2.5) hours of preparation periods per five (5) days week, during which they shall not be assigned to any other duties.

All preparation periods shall be on a weekly schedule, with prior notice to the teacher. Teachers who are asked and agree to serve substitution duties during their preparation period shall be compensated at the rate of \$20.50 per thirty-minute period and \$27.00 per forty-five minute period:

G. Department Heads

Department heads shall be assigned:

1. three (3) teaching periods per day;
2. other periods for department responsibilities;
3. no homeroom responsibilities;
4. no duty roster assignment.

H. Grade Leader

Payment is set forth in Table IV.

I. Class Load

1. The normal schedule for full-time subject area secondary school teachers shall be five (5) subject area classes per day as follows:
 - a. The normal workload for a high school teacher shall be five (5) class periods, one (1) duty period and one (1) preparation period. The normal workload for a middle school teacher shall be five (5) class periods, one (1) Team meeting or duty period, one (1) Advisory Meeting (non-instructional), and one (1) preparation period.
 - b. When it is necessary to fill a sixth (6th) period class teaching position, a qualified teacher shall be appointed under the following conditions:
 - i. The sixth period shall be in lieu of that teacher's scheduled duty period;
 - ii. An effort will be made to minimize the number of different courses, preparations, and levels of instruction, as well as the number of students assigned;
 - iii. An effort will be made to minimize the number of times a given teacher shall be assigned to a sixth period.
 - iv. Prior to assigning a sixth period, the administration will first seek volunteers. No teacher will be involuntarily assigned to teach a sixth period when a qualified volunteer is available.
 - v. Assignment of a teacher to a sixth period shall not be used to reduce a three-fifths (3/5) or more position.
 - vi. The teacher assigned a sixth period shall be compensated for such period at 20% of his/her base annual pay.
 - vii. No other consideration, agreements, or incentive shall be offered to the teacher who volunteers, nor shall any pressure be brought to bear upon any teacher to seek the position.

J. Professional Development

1. Release time will be provided to teachers for curriculum planning revision, conferences, and/or other professional development activities. Early dismissal days shall be scheduled at the discretion of the Board.
2. For each Mentee (per the TEAM Program), a Mentor Teacher shall be granted four (4) hours of release time in each school year to meet with the Mentee. In no event shall the total release time, regardless of the number of Mentees, exceed twelve (12) hours per school year. Compensation as set forth in Table IV.

K. Professional Growth

If specialized instruction for teachers is necessary to implement new content of existing programs, then such instruction shall be provided by or financed by the Board.

The Board shall provide continuing assistance to all staff members in the proper utilization of all materials available, and in the screening and use of all instructional materials.

To be included in all changes and additions are:

1. written statement of purpose and objectives;
2. listing of expected outcomes from such programs; and
3. functional means of evaluating all such programs.

All of the above will be carried out in cooperation with representatives of the teaching staff.

L. Teacher Facilities

1. There shall be space in each classroom in which teachers may safely store and lock instructional materials and supplies.
2. If space is available, a teacher workroom in each school containing adequate equipment and supplies to aid in the preparation of instructional materials shall be provided.
3. An appropriately furnished room in each school to be used as a faculty lounge (said room to be in addition to the aforementioned teacher workroom) shall be provided.
4. Each school shall contain well-lighted, well-supplied, and clean teachers' restrooms.

M. Pay Periods

A teacher shall have a choice of twenty-two (22) or twenty-six (26) equal pay periods. Payments shall be made biweekly on the same day as other employees. In the case of election of twenty-six (26) equal pay periods, a balloon payment will be made covering the twenty-second through twenty-sixth payments at the time of payment of the regular twenty-second check. The initial paycheck for the year will be issued the first Friday of the work year per current practice. Payment during the Christmas break shall be arranged by mutual agreement of the parties.

All teachers shall be paid by direct deposit.

Subject to all applicable laws, the last check of those people terminated, resigned, or retired will be held until work is completed.

N. Tax Shelter Annuities

The Board agrees to forward all monies to companies per pay period and deposits will be made as often as investment companies allow.

The Board shall make available a Section 457 Plan of its choosing. The plan participants shall be responsible for any administrative fees associated with the plan.

O. Teaching Assignments and Transfers

1. All teachers shall be notified in writing of their assignments and schedules 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 as soon as practical, but not later than June 15 or the last day of the teachers' work year, whichever is later.
2. In order to insure that pupils are taught by teachers working within their areas of competence teachers shall not be assigned except in accordance with the regulations of the Connecticut State Board of Education.
3. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building shall file with the office of the Superintendent a written statement indicating their desires. Such statements shall include the grade and/or subjects to which the teacher wishes to be assigned and the school or schools to which he/she wishes to be transferred.
4. Teachers are assigned by the Superintendent of Schools. The Superintendent will be guided in these assignments by what, in the Superintendent's judgment, is best for students, considering the needs of the schools, the training and experience of

the teacher and the preferences of the teacher. The preferences of the individual teacher will be considered but shall not be determinative. Any involuntary assignment or transfer shall be made only after a meeting between the teacher involved, a representative of the Association and the Superintendent, at which time the teacher shall be notified of the reasons for this assignment or transfer.

5. In arranging schedules for teachers who are assigned to more than one (1) school, an effort will be made to limit the amount of interschool travel. Such teachers shall be notified of any change in their schedule as soon as practicable. All necessary travel shall be compensated at the IRS mileage reimbursement rate. Driving time is not to be included in the one-half (1/2) hour duty-free lunchtime.
6. Teacher assignments or transfers shall not be made on the basis of age, race, creed, religion, nationality, sex, sexual orientation, gender identity or expression, marital status, or other protected category.
7. To the extent feasible, when transfers are required, volunteers shall be transferred first.
8. When involuntary transfers become necessary, length of service in the school system shall be considered in determining which teacher shall be transferred.

P. Forced Staff Reduction

1. Forced staff reduction occurs when the total number of full-time positions or fraction thereof established and budgeted by the Board of Education from funds appropriated by the town or other source is less than the total number of full-time equivalent employees qualified and available in these positions.
2. Forced staff reduction can result in dismissal from employment or displacement from assignment. Conditions that may result in the elimination of positions thus occasioning forced staff reduction include:
 - a. decline in student enrollment;
 - b. change in curriculum or program;
 - c. severe financial conditions;
3. Teachers with temporary emergency permits will be dismissed from employment if their use would result in termination of employment of fully certified regularly contracted teachers.
 - a. Teachers employed under Durational Shortage Ares Permits (DSAP's) shall be considered for layoff before any certified staff member whose

certification and experience qualifies him/her for the position held by the DSAP. Teachers holding DSAP's have no rights under this procedure.

4. Remaining teachers (non-tenured and tenured) shall be designated as to their certification/field/discipline/area (elementary, science, music, English, etc.) and level (K-8, 7-12, K-12, etc.).
5. Non-tenured teachers in a designated certification area and level that requires dismissal shall be dismissed before any tenured teacher. If there are more non-tenured teachers than are needed for dismissal, the factors to be considered shall be (a) performance and (b) length of service.
6. Tenured teachers (already designated as to certification area and level shall be placed in length of tenured-service bands of thirty (30) months (1 to 30, 31 to 60, 61 to 90, etc.). When forced staff reduction is necessary in a designated area and level among tenured teachers, the lowest tenured service band of thirty (30) months that contains tenured teachers will indicate those teachers from whom the forced staff reduction will be made.
7. When it is necessary to determine dismissal or displacement from assignment among tenured teachers in a length of tenured service band, the following factors shall be used as positive determiners:
 - a. specified unique abilities and/or competencies possessed to meet needs of remaining positions;
 - b. amount, applicability, and recency of experience relative to needs of remaining positions;
 - c. amount, applicability, and recency of preparation relative to remaining positions;
 - d. highest degree status recognized for salary purposes by the Board of Education;
 - e. longest, total experience recognized for salary purposes by the Board of Education.
8. Any reductions from full to part-time positions within a certification group will be considered as a partial separation and subject to the criteria of separation.

Q. Recall Procedure

1. The name of any teacher whose services have been terminated because of the elimination of position or a reduction in professional staff shall be placed upon a

reappointment list and remain on such list for two years 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 in writing within ten (10) days. If he/she accepts the appointment, he/she shall receive a written contract at least fifteen (15) days prior to the effective date of reemployment, where possible.
3. Recall will be based on a reversal of the staff reduction criteria.
4. No new teacher shall be hired in an area of certification until all laid-off teachers from that area of certification have been recalled or declined the opening.
5. Teachers being recalled shall be placed on the list and given all earned benefits of all teachers whose length of seniority is the same as that of the returning teacher.

R. Just Cause

No teacher shall be disciplined, reprimanded, reduced in rank or compensation, denied an increment, suspended, or denied professional advantage without reasonable and just cause.

S. Personnel File

No material which is negative in nature originating after original employment shall be placed in a teacher's personnel file unless the teacher has been notified and has had an opportunity to sign, date, and review the material. A teacher may submit a written notation regarding any material in his/her file, and the same shall be attached to the file copy of the material in question. When the teacher is asked to sign material placed in his/her file, such signature shall be understood to indicate his/her awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material. No anonymous complaint shall be placed in any teacher's file.

T. Other Conditions

1. Without defining or limiting the term, other "conditions of employment" shall be as set forth in Article IX, replaced by Section 4000, of the Canton Board of Education Policy Handbook. The Board agrees that no revision of said article shall be adopted by it during the term of this Agreement without prior discussion with the Association. If any such revision is deemed by the Association to significantly adversely affect any group of teachers, recourse may be had to the grievance procedure hereinafter provided.
2. On an annual basis, no later than June 15th each teacher and the Association shall receive an electronic copy of his/her payroll authorization/salary agreement.

3. Upon agreement between the Board of Education and the Association, this collective bargaining agreement will be provided electronically to each teacher no later than 30 days after the signing of the contract.

ARTICLE V GRIEVANCE PROCEDURE

A. Definitions

1. A “grievance” is a complaint by a teacher or group of teachers that, as to him, her, or them, there has been a violation, misinterpretation or misapplication of the provisions of this Agreement, or of the rules, regulations, administrative policies or directives of the Board, or that he, she, or they have been treated unfairly or in a manner inconsistent with established policy or practice.
2. An “aggrieved person” is the person or group of persons making the complaint.
3. A “party at interest” is any person or persons who might be required to take action or against whom action might be taken in order to resolve the complaint.
4. “Days,” when used in this article, shall, unless otherwise indicated, mean working school days.

B. Procedure

1. Informal Procedure

Any aggrieved person shall first discuss the matter with his/her principal or any other appropriate administrator, either directly or through the Association’s school representative, and make every effort to resolve the problem at this level.

2. Level One - School Principal

If the aggrieved person is not satisfied with the disposition of his/her grievance at the informal level, or if no decision is rendered within five (5) days, and in any event within (30) calendar days after occurrence, he/she may submit his/her grievance in writing as a formal grievance to the principal, who shall render a written decision within five (5) days to the aggrieved person and, if such person so desires, to the Association school representative.

3. Level Two - Superintendent of Schools

- a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One or if no decision has been rendered within five (5) days after presentation of the grievance in writing, he/she may, directly or through the Association, file a written request for appeal within five (5) days after receipt of the decision at Level One, or, if no decision is given, within five (5) days after the decision was due.
- b. Within five (5) days after the receipt of the appeal, the Superintendent shall meet with the aggrieved (and representatives of the Association, if involved). A record shall be kept of the hearing by the Superintendent or his/her designee.
- c. The Superintendent shall render a written decision to the aggrieved person, with a copy to Association, if involved, within five (5) days after the hearing.

4. Level Three - Board of Education

- a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two or if no decision has been rendered within five (5) days after presentation of the grievance in writing, he/she may, through the Association, file a written request for appeal with the Board Chairperson within five (5) days after receipt of the decision at Level Two, or, if no decision is given, within five (5) days after the decision was due.
- b. Within fifteen (15) days after the receipt of the appeal, the Board, or a committee thereof shall meet with the aggrieved and representatives of the Association. A record shall be kept of the hearing by the Board secretary or his/her designee.
- c. The Board Chairperson shall render a written decision to the aggrieved person, with a copy to the Association, within ten (10) days after the hearing.

5. Level Four - Impartial Arbitration

- a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Three, or if no decision has been rendered within ten (10) days, the aggrieved may file a request for arbitration with the Association.

- b. The Association may submit the grievance to arbitration by written notice to the Board Chairperson, and by filing a request for arbitration with the American Arbitration Association pursuant to its rules. Such notice and request for arbitration shall be given within fifteen (15) days after receipt of written decision at Level Three or, if no decision is given, within fifteen (15) days after the decision was due.
- c. The arbitrator shall act in accordance with the AAA rules and shall be without power or authority to add to, delete from or modify this agreement or to make any decision which requires the commission of an act prohibited by law or which is in violation of the Agreement. Such decision shall be final and binding, except as otherwise provided by law.
- d. The expense of such arbitration shall be borne equally by the Board and the Association.

C. Miscellaneous

- 1. If in the judgment of the Association a grievance affects a group or class of teachers or involves a matter policy or precedent, the Association may submit such a grievance in writing, beginning at Level Two, or carry the grievance to the next level, even though the aggrieved person or persons do not wish to do so.
- 2. Decisions at all levels of the grievance procedure shall be in writing setting forth the decision and the reasons therefore.
- 3. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- 4. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of procedure.
- 5. Nothing contained herein shall be construed as limiting the right of any teacher having a problem to discuss the matter informally and confidentially with any appropriate member of the administration or with any appropriate member of the Association.
- 6. When a grievance is submitted by an individual teacher without Association involvement at Levels One and Two, the principal and/or Superintendent shall notify the Association that the grievance exists stating the aggrieved person's name, date of filing and the nature of the grievance.
- 7. The number of days indicated at each level is a maximum and every effort should be made to complete the successive steps in less time if possible; provided, however, that the time limits indicated may be extended by mutual agreement of

the parties at the level concerned, with a corresponding change in any related time limits, but in no event for a period to exceed ten (10) additional days at each step.

8. In the event a grievance is filed on or after June 1, every effort shall be made to resolve the same prior to the end of the school term or as soon thereafter as is practicable.
9. Failure at any level in the procedure to communicate the decision on a grievance within the specified time limits shall entitle the aggrieved person to proceed to the next step. Failure at any level in this procedure to appeal a grievance within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
10. No reprisals of any kind shall be taken by either party or by any member of the administration against any party at interest or any other member of the Association by reason of his/her participation in the grievance procedure.

ARTICLE VI VIRTUAL LEARNING

- A. The intent and purpose of virtual learning is to provide a vehicle for the cooperative offering, exploration of, and sharing of educational opportunities among districts, along with the opportunity for students to take courses not offered in our School District in an interactive format.
- B. It is not the purposed of virtual learning to reduce the total number of bargaining unit positions, members employed, or hours worked as a result of the implementation of a virtual learning environment. This does not preclude the use of virtual learning to provide an instructional program where limited enrollment precludes a course offering taught by a bargaining unit member in a regular classroom setting.
- C. All virtual learning classes must be taught or overseen by a certified teacher, who is qualified to teach the subject and level of the virtual learning course. The District will first seek volunteers for such assignments prior to assigning a teacher to teach a virtual learning course.
- D. The Board of Education shall post all positions involved with virtual learning (i.e., Virtual High School Site Coordinator) as per contract.
- E. The Board of Education shall provide teachers the necessary training to prepare them for virtual learning assignments. The Board shall provide the training as part of professional

development for teachers so assigned. All technological equipment and support services shall be provided by the Board.

- F. Teachers and coordinators shall be provided with the necessary release time to confer and prepare for required responsibilities.
- G. In addition, the parties agree that if issues develop during the term of the contract not addressed herein, the parties agree to enter in mid-stream bargaining in accordance with the provision of C.G.S. 10-153 (e).

**ARTICLE VII
TERMS OF AGREEMENT**

The terms of this Agreement shall be for July 1, 2018 to June 30, 2021.

CANTON BOARD OF EDUCATION

EDUCATION ASSOCIATION OF CANTON

Julie Auseré, Chair

Susanne M. Russell, President

Date

Date

TABLE I – 2018-2019 SALARY SCHEDULES
(1.50% GWI, NO STEP)

| Step | BA | MA | 6 th Yr |
|------|--------|--------|--------------------|
| 2 | 45,179 | 50,061 | 52,180 |
| 3 | 46,377 | 51,403 | 53,652 |
| 4 | 47,681 | 52,896 | 55,390 |
| 5 | 49,042 | 54,475 | 57,260 |
| 6 | 50,500 | 56,065 | 59,669 |
| 7 | 51,320 | 57,633 | 61,921 |
| 8 | 52,779 | 60,637 | 65,756 |
| 9 | 54,359 | 64,389 | 69,857 |
| 10 | 56,119 | 68,402 | 74,301 |
| 11 | 59,462 | 73,531 | 79,831 |
| 12 | 63,233 | 78,124 | 84,411 |
| 13 | 68,244 | 83,064 | 89,339 |
| 14 | | 89,243 | 95,506 |

TABLE II – 2019-20 SALARY SCHEDULES
 (All advance one-half step, 1.50% GWI)

| Step | Bachelor | Masters | Sixth Year |
|------|----------|---------|------------|
| 2.5 | 46,465 | 51,493 | 53,710 |
| 3.5 | 47,734 | 52,931 | 55,339 |
| 4.5 | 49,087 | 54,491 | 57,170 |
| 5.5 | 50,518 | 56,099 | 59,341 |
| 6.5 | 51,674 | 57,701 | 61,707 |
| 7.5 | 52,830 | 60,022 | 64,796 |
| 8.5 | 54,373 | 63,451 | 68,824 |
| 9.5 | 56,068 | 67,391 | 73,160 |
| 10.5 | 58,657 | 72,031 | 78,222 |
| 11.5 | 62,268 | 76,965 | 83,353 |
| 12.5 | 66,725 | 81,802 | 88,179 |
| 13.5 | 69,267 | 87,445 | 93,809 |
| 14 | | 90,582 | 96,939 |

Effective at the beginning of the 2019-20 contract year, teachers who are not at the maximum step shall advance one-half of a step on the salary schedule.

TABLE III – 2020-21 SALARY SCHEDULES
 (All advance one-half step, 1.50% GWI)

| Step | Bachelor | Masters | Sixth Year |
|------|----------|---------|------------|
| 2 | 46,544 | 51,574 | 53,757 |
| 3 | 47,779 | 52,956 | 55,274 |
| 4 | 49,122 | 54,494 | 57,064 |
| 5 | 50,524 | 56,122 | 58,991 |
| 6 | 52,027 | 57,759 | 61,472 |
| 7 | 52,872 | 59,375 | 63,793 |
| 8 | 54,374 | 62,470 | 67,743 |
| 9 | 56,002 | 66,335 | 71,969 |
| 10 | 57,816 | 70,469 | 76,547 |
| 11 | 61,259 | 75,753 | 82,244 |
| 12 | 65,145 | 80,485 | 86,963 |
| 13 | 70,306 | 85,574 | 92,040 |
| 14 | | 91,940 | 98,393 |

Effective at the beginning of the 2020-21 contract year, teachers who are not at the maximum step shall advance one-half step on the salary schedule.

TABLE IV - ACTIVITY SALARIES
2018-2021

| | Points | 2018-19 | 2019-20 | 2020-21 |
|---|---------------|----------------|----------------|----------------|
| Class Advisors: | | | | |
| Senior | 7 | 1,866 | 1,894 | 1,922 |
| Junior | 5 | 1,333 | 1,353 | 1,373 |
| Sophomore | 4 | 1,067 | 1,083 | 1,099 |
| Freshman | 4 | 1,067 | 1,083 | 1,099 |
| Clubs | | | | |
| Task Forces/Violence | 3 | 800 | 812 | 824 |
| International Club | 3 | 800 | 812 | 824 |
| International Club (CIS) | 3 | 800 | 812 | 824 |
| FCCLA | 3 | 800 | 812 | 824 |
| Connecticut Forum | 3 | 800 | 812 | 824 |
| Art Club | 3 | 800 | 812 | 824 |
| Search | 3 | 800 | 812 | 824 |
| Math Team 7-8 | 3 | 800 | 812 | 824 |
| Creative Writing | 4 | 1,067 | 1,083 | 1,099 |
| Debate | 4 | 1,067 | 1,083 | 1,099 |
| Technology | 4 | 1,067 | 1,083 | 1,099 |
| SFS | 4 | 1,067 | 1,083 | 1,099 |
| Mock Trial | 4 | 1,067 | 1,083 | 1,099 |
| Model UN | 4 | 1,067 | 1,083 | 1,099 |
| Mu Alpha Theta Club Advisor | 4 | 1,067 | 1,083 | 1,099 |
| Rho Kappa National Honor Society | 4 | 1,067 | 1,083 | 1,099 |
| Spanish Honor Society | 4 | 1,067 | 1,083 | 1,099 |
| Science National Honor Society | 6 | 1,599 | 1,623 | 1,647 |
| Drama Club (HS and MS) | 6 | 1,599 | 1,623 | 1,647 |
| Jazz Band 7-8 | 5 | 1,333 | 1,353 | 1,373 |
| Jazz Band 9-12 | 10 | 2,665 | 2,705 | 2,746 |
| Jazz Ensemble CIS | 5 | 1,333 | 1,353 | 1,373 |
| HS Jazz Workshop Director, 9-12 | 5 | 1,333 | 1,353 | 1,373 |
| MS Jazz Combo Director, 7-8 | 5 | 1,333 | 1,353 | 1,373 |
| Yearbook 7-8 | 5 | 1,333 | 1,353 | 1,373 |
| Yearbook 9-12 | 10 | 2,665 | 2,705 | 2,746 |
| Chamber Singers 7-8 | 5 | 1,333 | 1,353 | 1,373 |
| Chamber Singers CIS | 5 | 1,333 | 1,353 | 1,373 |
| CATA – Canton Adolescents Taking Action | 5 | 1,333 | 1,353 | 1 |
| Peer Counseling | 5 | 1,333 | 1,353 | 1,373 |
| Chemistry Club | 3 | 800 | 812 | 824 |
| CHS-TV | 5 | 1,333 | 1,353 | 1,373 |
| Athletic Council | 5 | 1,333 | 1,353 | 1,373 |
| PBIS Coach | 5 | 1,333 | 1,353 | 1,373 |
| National Honor Society | 6 | 1,599 | 1,623 | 1,647 |

TABLE IV - ACTIVITY SALARIES
(continued)

| | Points | 2018-19 | 2019-20 | 2020-21 |
|--|-------------|---------|---------|---------|
| Newspaper 9-12 | 6 | 1,599 | 1,623 | 1,647 |
| Newspaper 7-8 | 4 | 1,067 | 1,083 | 1,099 |
| Math Team 9-12 | 5 | 1,333 | 1,353 | 1,373 |
| Student Council 9-12 | 10 | 2,665 | 2,705 | 2,746 |
| Student Council 7-8 | 7 | 1,866 | 1,894 | 1,922 |
| Student Advisory Council CIS | 7 | 1,866 | 1,894 | 1,922 |
| Technology Club Advisor/Theater Manager | 10 | 2,665 | 2,705 | 2,746 |
| Yearbook CIS | 5 | 1,333 | 1,353 | 1,373 |
| Esteem | 10 | 2,665 | 2,705 | 2,746 |
| Nature's Classroom Coordinator | 3 | 800 | 812 | 824 |
| HS Music Teacher, 9-12 Festivals | 3 | 800 | 812 | 824 |
| MS Music Teacher, 7-8 Festivals | 3 | 800 | 812 | 824 |
| HS/MS Music Teacher, 7-12 Festivals | 3 | 800 | 812 | 824 |
| Team/Grade Leaders | 8 | 2,133 | 2,165 | 2,197 |
| CIS Audio Visual | 4 | 1,067 | 1,083 | 1,099 |
| Mentor Teacher (per Mentee)* | 1 | 266 | 270 | 274 |
| Test Coordinator – CBPS, CIS, CMS | 3 per grade | 800 | 812 | 824 |
| AP Coordinator | 2 | 532 | 540 | 548 |
| CAPT Administrator | 2 | 532 | 540 | 548 |
| Percussion Ensemble | 5 | 1,333 | 1,353 | 1,373 |
| Virtual High School Site Coordinator | 6 | 1,599 | 1,623 | 1,647 |
| Invention Convention/Science Club Advisor | 3 | 800 | 812 | 824 |
| International Club | 3 | 800 | 812 | 824 |
| Canton Leo Club | 5 | 1,333 | 1,353 | 1,373 |
| Be the Change Club | 3 | 800 | 812 | 824 |
| Future Problem Solvers | 3 | 800 | 812 | 824 |
| Kid-Lit – CIS | 3 | 800 | 812 | 824 |
| Art Club – CMS | 3 | 800 | 812 | 824 |
| Science Club – CMS | 3 | 800 | 812 | 824 |
| Robotics Club – CHS | 3 | 800 | 812 | 824 |
| Unified Sports | 1 | 266 | 270 | 274 |
| To be split among participants: | | | | |
| Intramurals | 4 | 1,067 | 1,083 | 1,099 |
| MS Musical Stage Prod. | 30 | 7,996 | 8,116 | 8,238 |
| HS Musical Stage Prod. | 30 | 7,996 | 8,116 | 8,238 |
| Cafeteria Duty | 18 | 4,798 | 4,870 | 4,943 |
| Specialists and Supervisor Stipends | | | | |
| Department Chairs | | 6,160 | 6,252 | 6,346 |
| Director of Guidance | | 6,160 | 6,252 | 6,346 |
| Professional Dev Facilitator | | 3,385 | 3,436 | 3,488 |
| Title IX Coordinator | | 3,385 | 3,436 | 3,488 |
| Math and Science Curriculum Facilitator (CBPS & CIS) | | 3,089 | 3,135 | 3,182 |
| World Language Curriculum Facilitator | | 3,089 | 3,135 | 3,182 |

TABLE IV - ACTIVITY SALARIES
(continued)

The following guidelines will be used to distribute the funds listed in the following stipends only:

High School Musical Stage Production:*

Producer: 10%

Stage Director: 25%

Choreographer: 15%

Musical Director: 20%

Orchestra Director: 10%

Technical Director: 15%

Costume Director: 5%

*Note: A person may assume more than one role depending upon the musical production

Middle School Intramurals - To be divided by the number of participants.

Cafeteria Duty - To be divided by the number of participants.

TABLE V - 2018-19 COACHES' SALARY SCALE

| | | | | |
|-------------------|---------------|---------------|---------------|---------------|
| B/G Basketball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 4,728 | 5,172 | 5,649 | 6,254 |
| JV | 3,546 | 3,878 | 4,238 | 4,691 |
| Freshman | 2,840 | 3,105 | 3,390 | 3,754 |
| MS | 2,365 | 2,585 | 2,826 | 3,129 |
| Wrestling | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 4,728 | 5,172 | 5,649 | 6,254 |
| JV | 3,546 | 3,878 | 4,238 | 4,691 |
| MS | 2,365 | 2,585 | 2,826 | 3,129 |
| Field Hockey | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,782 | 4,138 | 4,518 | 5,005 |
| JV | 2,840 | 3,104 | 3,390 | 3,754 |
| MS | 2,270 | 2,483 | 2,712 | 3,005 |
| B/G Soccer | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,782 | 4,138 | 4,518 | 5,005 |
| JV | 2,840 | 3,104 | 3,390 | 3,754 |
| Freshman | 1,704 | 1,863 | 2,034 | 2,252 |
| MS | 2,270 | 2,483 | 2,712 | 3,005 |
| Softball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,782 | 4,138 | 4,518 | 5,005 |
| JV | 2,840 | 3,104 | 3,390 | 3,754 |
| MS | 2,270 | 2,483 | 2,712 | 3,005 |
| Baseball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,782 | 4,138 | 4,518 | 5,005 |
| JV | 2,840 | 3,104 | 3,390 | 3,754 |
| MS | 2,270 | 2,483 | 2,712 | 3,005 |
| Cheerleading | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 1,985 | 2,170 | 2,373 | 2,629 |
| MS | 1,190 | 1,301 | 1,425 | 1,577 |
| B/G Cross Country | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,840 | 3,104 | 3,390 | 3,754 |
| JV | 2,128 | 2,327 | 2,543 | 2,817 |
| MS | 1,704 | 1,863 | 2,034 | 2,252 |

TABLE V - 2018-19 COACHES' SALARIES
(continued)

| | | | | |
|--------------------|---------------|---------------|---------------|---------------|
| B/G Tennis | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,840 | 3,104 | 3,390 | 3,754 |
| JV | 2,128 | 2,327 | 2,543 | 2,817 |
| MS | 1,704 | 1,863 | 2,034 | 2,252 |
| | | | | |
| B/G Golf | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,840 | 3,104 | 3,390 | 3,754 |
| JV | 2,128 | 2,327 | 2,543 | 2,817 |
| MS | 1,704 | 1,863 | 2,034 | 2,252 |
| | | | | |
| Football | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity Head Coach | 5,674 | 6,208 | 6,777 | 7,507 |
| Assistant | 3,546 | 3,878 | 4,238 | 4,692 |
| | | | | |
| B/G Track & Field | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,840 | 3,105 | 3,390 | 3,754 |
| JV | 2,128 | 2,327 | 2,543 | 2,817 |
| | | | | |
| B/G Indoor Track | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,782 | 4,138 | 4,518 | 5,005 |
| JV | 2,840 | 3,105 | 3,390 | 3,754 |
| | | | | |
| B/G Lacrosse | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,782 | 4,138 | 4,518 | 5,005 |
| JV | 2,840 | 3,105 | 3,390 | 3,754 |
| | | | | |
| Volleyball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,840 | 3,105 | 3,390 | 3,754 |
| JV | 2,128 | 2,327 | 2,543 | 2,817 |

TABLE VI - 2019-20 COACHES' SALARY SCALE

| | | | | |
|-------------------|---------------|---------------|---------------|---------------|
| B/G Basketball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 4,799 | 5,250 | 5,734 | 6,348 |
| JV | 3,599 | 3,936 | 4,302 | 4,761 |
| Freshman | 2,883 | 3,152 | 3,441 | 3,810 |
| MS | 2,400 | 2,624 | 2,868 | 3,176 |
| Wrestling | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 4,799 | 5,250 | 5,734 | 6,348 |
| JV | 3,599 | 3,936 | 4,302 | 4,761 |
| MS | 2,400 | 2,624 | 2,868 | 3,176 |
| Field Hockey | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,839 | 4,200 | 4,586 | 5,080 |
| JV | 2,883 | 3,151 | 3,441 | 3,810 |
| MS | 2,304 | 2,520 | 2,753 | 3,050 |
| B/G Soccer | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,839 | 4,200 | 4,586 | 5,080 |
| JV | 2,883 | 3,151 | 3,441 | 3,810 |
| Freshman | 1,730 | 1,891 | 2,065 | 2,286 |
| MS | 2,304 | 2,520 | 2,753 | 3,050 |
| Softball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,839 | 4,200 | 4,586 | 5,080 |
| JV | 2,883 | 3,151 | 3,441 | 3,810 |
| MS | 2,304 | 2,520 | 2,753 | 3,050 |
| Baseball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,839 | 4,200 | 4,586 | 5,080 |
| JV | 2,883 | 3,151 | 3,441 | 3,810 |
| MS | 2,304 | 2,520 | 2,753 | 3,050 |
| Cheerleading | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,015 | 2,203 | 2,409 | 2,668 |
| MS | 1,208 | 1,321 | 1,446 | 1,601 |
| B/G Cross Country | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,883 | 3,151 | 3,441 | 3,810 |
| JV | 2,160 | 2,362 | 2,581 | 2,859 |
| MS | 1,730 | 1,891 | 2,065 | 2,286 |

TABLE VI - 2019-20 COACHES' SALARIES
(continued)

| | | | | |
|-----------------------|-------------------|-------------------|-------------------|-------------------|
| B/G Tennis | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,883 | 3,151 | 3,441 | 3,810 |
| JV | 2,160 | 2,362 | 2,581 | 2,859 |
| MS | 1,730 | 1,891 | 2,065 | 2,286 |
| B/G Golf | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,883 | 3,151 | 3,441 | 3,810 |
| JV | 2,160 | 2,362 | 2,581 | 2,859 |
| MS | 1,730 | 1,891 | 2,065 | 2,286 |
| Football | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity Head Coach | 5,759 | 6,301 | 6,879 | 7,620 |
| Assistant | 3,599 | 3,936 | 4,302 | 4,762 |
| B/G Track & Field | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,883 | 3,152 | 3,441 | 3,810 |
| JV | 2,160 | 2,362 | 2,581 | 2,859 |
| B/G Indoor Track | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,839 | 4,200 | 4,586 | 5,080 |
| JV | 2,883 | 3,152 | 3,441 | 3,810 |
| B/G Lacrosse | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,839 | 4,200 | 4,586 | 5,080 |
| JV | 2,883 | 3,152 | 3,441 | 3,810 |
| Volleyball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,883 | 3,152 | 3,441 | 3,810 |
| JV | 2,160 | 2,362 | 2,581 | 2,859 |

TABLE VII - 2020-21 COACHES' SALARY SCALE

| | | | | |
|-------------------|---------------|---------------|---------------|---------------|
| B/G Basketball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 4,871 | 5,329 | 5,820 | 6,443 |
| JV | 3,653 | 3,995 | 4,367 | 4,832 |
| Freshman | 2,926 | 3,199 | 3,493 | 3,867 |
| MS | 2,436 | 2,663 | 2,911 | 3,224 |
| Wrestling | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 4,871 | 5,329 | 5,820 | 6,443 |
| JV | 3,653 | 3,995 | 4,367 | 4,832 |
| MS | 2,436 | 2,663 | 2,911 | 3,224 |
| Field Hockey | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,897 | 4,263 | 4,655 | 5,156 |
| JV | 2,926 | 3,198 | 3,493 | 3,867 |
| MS | 2,339 | 2,558 | 2,794 | 3,096 |
| B/G Soccer | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,897 | 4,263 | 4,655 | 5,156 |
| JV | 2,926 | 3,198 | 3,493 | 3,867 |
| Freshman | 1,756 | 1,919 | 2,096 | 2,320 |
| MS | 2,339 | 2,558 | 2,794 | 3,096 |
| Softball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,897 | 4,263 | 4,655 | 5,156 |
| JV | 2,926 | 3,198 | 3,493 | 3,867 |
| MS | 2,339 | 2,558 | 2,794 | 3,096 |
| Baseball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,897 | 4,263 | 4,655 | 5,156 |
| JV | 2,926 | 3,198 | 3,493 | 3,867 |
| MS | 2,339 | 2,558 | 2,794 | 3,096 |
| Cheerleading | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,045 | 2,236 | 2,445 | 2,708 |
| MS | 1,226 | 1,341 | 1,468 | 1,625 |
| B/G Cross Country | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,926 | 3,198 | 3,493 | 3,867 |
| JV | 2,192 | 2,397 | 2,620 | 2,902 |
| MS | 1,756 | 1,919 | 2,096 | 2,320 |

TABLE VII - 2020-21 COACHES' SALARIES
(continued)

| | | | | |
|-----------------------|-------------------|-------------------|-------------------|-------------------|
| B/G Tennis | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,926 | 3,198 | 3,493 | 3,867 |
| JV | 2,192 | 2,397 | 2,620 | 2,902 |
| MS | 1,756 | 1,919 | 2,096 | 2,320 |
| B/G Golf | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,926 | 3,198 | 3,493 | 3,867 |
| JV | 2,192 | 2,397 | 2,620 | 2,902 |
| MS | 1,756 | 1,919 | 2,096 | 2,320 |
| Football | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity Head Coach | 5,845 | 6,396 | 6,982 | 7,734 |
| Assistant | 3,653 | 3,995 | 4,367 | 4,833 |
| B/G Track & Field | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,926 | 3,199 | 3,493 | 3,867 |
| JV | 2,192 | 2,397 | 2,620 | 2,902 |
| B/G Indoor Track | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,897 | 4,263 | 4,655 | 5,156 |
| JV | 2,926 | 3,199 | 3,493 | 3,867 |
| B/G Lacrosse | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 3,897 | 4,263 | 4,655 | 5,156 |
| JV | 2,926 | 3,199 | 3,493 | 3,867 |
| Volleyball | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
| Varsity | 2,926 | 3,199 | 3,493 | 3,867 |
| JV | 2,192 | 2,397 | 2,620 | 2,902 |

Memorandum of Understanding
Between
Canton Board of Education
And
Education Association of Canton

Athletic Director

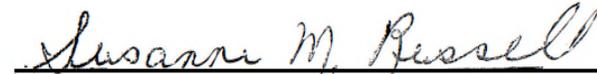
This Memorandum of Understanding is by and between The Canton Board of Education (the "Board") and the Education Association of Canton (the "Association"), which is the exclusive bargaining agent of the teachers' unit. The parties hereto agree that effective July 1, 2015, the position Athletic Director shall be excluded from the bargaining unit.

CANTON BOARD OF EDUCATION

EDUCATION ASSOCIATION OF CANTON



Leslee B. Hill, Chair



Susanne M. Russell, President

12/17/14

Date

12/17/14

Date