

**PROFESSIONAL AGREEMENT**

**BETWEEN**

**SUFFIELD BOARD OF EDUCATION**

**AND**

**SUFFIELD EDUCATION ASSOCIATION**

**July 1, 2013 to June 30, 2016**

2548579v1  
November 21, 2012

TABLE OF CONTENTS		
ARTICLE	ARTICLE #	PAGE
ACADEMIC FREEDOM	ARTICLE 28	31
ASSOCIATION LEAVE	ARTICLE 36	35
ASSOCIATION RIGHTS	ARTICLE 49	41
CHILDREARING LEAVE	ARTICLE 35	34
CLASS SIZE	ARTICLE 16	23
COACHING STIPENDS	APPENDIX C	51
CONFERENCE LEAVE	ARTICLE 38	36
DEFINITIONS	ARTICLE 3	6
DEGREE DEFINITIONS	ARTICLE 8	12
DURATION	ARTICLE 59	46
DUTY FREE LUNCH	ARTICLE 21	28
EDUCATOR CERTIFICATION	ARTICLE 54	43
EMPLOYMENT YEAR	ARTICLE 17	24
EXCHANGE TEACHERS LEAVE	ARTICLE 33	33
EXTRA PAY FOR EXTRA DUTY	ARTICLE 7	11
EXTRA PAY FOR SUPERVISORY POSITIONS	APPENDIX B	49
EXTRA REMUNERATION FOR EXTRA DUTY	APPENDIX E	57
FIFTH DISEASE	ARTICLE 52	42
GENERAL LEAVE	ARTICLE 39	36
GENERAL PROVISIONS	ARTICLE 45	40
GRIEVANCE PROCEDURE	ARTICLE 5	7
INSURANCE BENEFITS	ARTICLE 10	14
JOB SHARING	ARTICLE 40	37
JURY DUTY	ARTICLE 31	32
JUST CAUSE	ARTICLE 27	31
LEAVE FOR NEGOTIATION AND GRIEVANCE REP	ARTICLE 37	36
NO STRIKE	ARTICLE 46	41
NON-DISCRIMINATION CLAUSE	ARTICLE 47	41
PAYROLL DEDUCTIONS	ARTICLE 12	19
PERSONAL INJURY BENEFITS	ARTICLE 14	20
PERSONAL LEAVE	ARTICLE 30	32
PERSONNEL DATA SHEETS	ARTICLE 50	42
PERSONNEL FILES	ARTICLE 26	30
PLACEMENT ON THE SALARY SCHEDULE	ARTICLE 9	12
PREAMBLE	ARTICLE 1	4
PREGNANCY DISABILITY LEAVE	ARTICLE 34	34
PREPARATION TIME	ARTICLE 20	27

PROFESSIONAL DEVELOPMENT PLAN	APPENDIX D	54
PROFESSIONAL NEGOTIATION	ARTICLE 4	6
PROMOTIONS	ARTICLE 44	40
PROTECTION OF TEACHERS	ARTICLE 13	20
RECOGNITION	ARTICLE 2	5
RETIREMENT NOTICE	ARTICLE 57	44
SABBATICAL LEAVE	ARTICLE 32	32
SALARY PAYMENT	ARTICLE 6	10
SALARY SCHEDULE	APPENDIX A	47
SEPARATION AND RECALL	ARTICLE 15	21
SERVICE INCREMENT	ARTICLE 11	18
SEVERABILITY	ARTICLE 48	41
SICK LEAVE	ARTICLE 29	31
SPECIAL SCHOOL PROGRAMS	ARTICLE 22	28
SPECIAL TEACHER REQUIREMENTS	ARTICLE 24	29
STUDENT MASTER TEACHER	ARTICLE 23	28
SUMMER SCHOOL	ARTICLE 53	42
TEACHER FACILITIES	ARTICLE 25	30
TEACHER TRANSFER	ARTICLE 42	38
TEACHING ASSIGNMENTS	ARTICLE 41	38
TEACHING PERIODS	ARTICLE 19	26
TEMPORARY REPLACEMENT TEACHERS	ARTICLE 56	44
TRANSPORTATION ALLOWANCE	ARTICLE 51	42
TUITION REIMBURSEMENT	ARTICLE 55	43
VACANCIES	ARTICLE 43	39
VIRTUAL LEARNING	ARTICLE 58	45
WORK DAY	ARTICLE 18	25

THIS AGREEMENT IS MADE AND ENTERED INTO ON THIS \_\_\_\_ Day of \_\_\_\_\_, 2012, by and between the Suffield Board of Education (herein after referred to as the “Board”) and the Suffield Education Association (herein after referred to as the “Association”), affiliated with the Connecticut Education Association and the National Education Association.

WITNESSETH:

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Suffield, CT is their primary aim and responsibility; and

WHEREAS, the Board has a statutory obligation pursuant to 10-153 a-g inclusive, of the Connecticut General Statutes, as amended, to negotiate with the Association, or its successor. The Association or its successor has the statutory right to negotiate as the exclusive representative of its teaching and special service personnel with respect to salaries, hours as defined therein, and all other conditions of employment; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

THE PARTIES HEREBY AGREE AS FOLLOWS:

ARTICLE 1  
PREAMBLE

A. This Agreement is negotiated under 10-153a through 10-153g of the Connecticut General Statutes, as amended, in order to fix for its term the salaries, hours as defined therein, and all other conditions of employment provided herein.

B. This Agreement contains the full and complete agreement between the Board and the Association on all negotiable issues. The parties may mutually agree to negotiate during the term of this agreement or may negotiate if ordered to do so by an authority of competent jurisdiction.

ARTICLE 2  
RECOGNITION

A. The Board hereby recognizes the Suffield Education Association as the exclusive representative of the certified professional employees who are employed by the Suffield Board of Education in positions requiring a teaching or other certificates and are not included in administrators' unit or excluded from the purview of paragraph 10-153a to 10-153g inclusive. The Association was designated as the exclusive representative of the certified professional employees pursuant to a designated petition certified by the Suffield Board of Education, February 17, 1971.

B. The Board agrees that it will not negotiate with any individual or organization of teachers other than the Suffield Education Association, as long as said Association retains organizational recognition status.

C. Subject to the provisions of this Agreement, the Association recognizes that the Board and the Superintendent of Schools reserve and retain full rights, authority and discretion, in the proper discharge of their duties and responsibilities, to control, supervise and manage the schools and its professional staff under governing law, ordinance, rules and regulations.

D. In accordance with the provisions of Public Act 03-174, employees working in a teaching position solely on the basis of a Durational Shortage Area Permit (DSAP) shall be included in the bargaining unit. Such individuals shall be covered by all terms and conditions of the collective bargaining agreement, except as follows:

1. A DSAP holder shall not accrue seniority or length of service for any purpose of this Agreement. Notwithstanding the foregoing, if a DSAP holder becomes certified as a teacher and is retained continuously 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 employment by the Board.
2. 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.
3. DSAP holders shall have no bumping rights or recall rights under this Agreement.

ARTICLE 3  
DEFINITIONS

As used in this Agreement, the following terms shall have the respective meaning as set forth below:

1. "Board" - the Board of Education of the Town of Suffield, CT or a designated Committee made up of duly elected Board members.
2. "Superintendent" - the Superintendent of Schools for the Town of Suffield, CT or his/her designee.
3. "Association" - the Suffield Education Association.
4. "Teacher" - all personnel as defined in Article 2 - Recognition.
5. "Association Representative" - the duly designated representative of the Suffield Education Association in each school building.
6. "PR & R" - the Professional Rights and Responsibilities Committee of the Suffield Education Association.
7. "Preparation Period" - preparation periods are those periods in which the teacher is involved in the preparation of classroom materials, lesson plans, and consultations requested by the Administration.

ARTICLE 4  
PROFESSIONAL NEGOTIATION

The Board and the Association agree to negotiate in good faith pursuant to Section 10-153d of the Connecticut General Statutes as amended, in accordance with the procedure set forth therein, to secure a Successor Agreement relative to all matters concerning salaries, hours as defined therein and other conditions of employment. The Agreement, so negotiated, shall be reduced to writing and shall be signed by the Board and the Association.

ARTICLE 5  
GRIEVANCE PROCEDURE

Definitions

1. “Grievance shall be defined as a complaint by a teacher or a group of teachers that as to him, her, them, there has been a misapplication, a misinterpretation, or violation of a specific term or terms of this Agreement, to the detriment of the teacher or teachers.
2. “Teacher” shall mean any member of the unit as defined in Article 2, “Recognition”.
3. “Party in interest” shall mean the person or persons making the claim, and their designated representative provided herein, and the Board of Education.
4. “Days” shall mean days when school is in session, except after May 1<sup>st</sup> when days shall be calendar days, so that the matter may be resolved before the end of the school term, or as soon as possible thereafter. However, for teachers who work during the summer, “days”, for purposes of filing and processing grievances during July and August shall be calendar days excepting weekends or holidays on which the Board of Education office is closed.
5. “AAA” shall mean the American Arbitration Association.
6. “File” shall mean the teacher shall present the written grievance to the appropriate administrator or his/her designee in person. The grievance shall be dated and initialed by both the administrator and the grievant when received.
7. “Render” shall mean the appropriate administrator or his/her designee shall present the written decision to the teacher in person. The decision shall be dated and initialed by both the administrator and the grievant when received.
8. “ADRC” shall mean the American Dispute Resolution Center.

Time Limits

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the parties in interest.
2. If a teacher does not file a grievance in writing within twenty (20) days after he/she knew or should have known of the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived. For grievances which arise during the summer recess, the twenty (20) days shall

run from the first day of school in the fall, except with respect to teachers who work during the summer as provided in Section 4 above.

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 Board to render his/her or its decision within the specified time limits shall allow the aggrieved to pursue the grievance to the next level.

#### Informal Procedure

1. If a teacher feels that he/she may have a grievance he/she 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, he/she shall have the right to have the Association assist him/her in further efforts to resolve the problem informally with the principal or other appropriate administrators.

#### Formal Procedure

##### 1. Level One - Principal

(a) If the teacher is not satisfied with the disposition of the matter in the informal procedure, he/she may file his/her written grievance with the principal.

(b) The principal shall, within five (5) days from the filing of the grievance, render a written answer, with a copy to the President of the Association.

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

(a) If the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level One, he/she may, within five (5) days after the receipt of the decision, file his/her written grievance with the Superintendent of Schools.

(b) The Superintendent shall, within five (5) days after receipt of the grievance meet with the aggrieved teacher and with the representatives of the Association, if the teacher so desires, for the purpose of resolving the grievance.

(c) The Superintendent shall, within five (5) days after the hearing, render his/her decision and the reason thereof in writing to the aggrieved teacher, with a copy to the President of the Association.



3. Level Three - Board of Education

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

(b) The Board of Education shall, within ten (10) days after the receipt of the grievance, meet with the aggrieved teacher and with the representatives of the Association for the purpose of resolving the grievance.

(c) The Board shall, within ten (10) days after such hearing render its decision and the reasons therefore in writing to the aggrieved teacher, with a copy to the President of the Association.

4. Level Four - Arbitration

(a) If the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level Three, he/she 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 in writing and by filing a demand for arbitration under the Voluntary Labor Arbitration Rules of the AAA or the ADRC, or the Board and the Association shall jointly select an experienced and impartial arbitrator to act as the administrator of the proceedings.

(c) The arbitrator selected shall confer promptly with the representative of the Board and the Association, shall review the record of prior hearings, and shall hold such further hearings with the parties in interest as he/she shall deem requisite.

(d) The Arbitrator shall be bound by the Voluntary Labor Arbitration Rules. He/She shall be bound by and must comply with all of the terms of this agreement. He/She shall have no power to add to, delete from, or modify in any way any of the provisions of this agreement. The decision of the arbitrator shall be final and binding upon all parties in interest.

(e) The costs of the services of the arbitrator shall be born equally by the Board and the Association.

## RIGHTS OF TEACHERS TO REPRESENTATION

1. No reprisals of any kind shall be taken by either party or by any member of the administration against any participant in the grievance procedure by reason of such participation.
2. Any party in interest may be represented at any level of the grievance procedure by any member of the bargaining unit of his/her own choosing or by a representative designated by the Association, except that he/she may not be represented by a representative or by an officer of any teacher organization other than the Association. When a teacher is not represented by the Association, the Association shall immediately be notified and has 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.

## 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 approved by the Superintendent and made available through the Association.
3. If the grievance occurs as a 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 a grievance of any teacher, grievant, group of individuals or party in interest, on its own behalf at any step of the grievance procedure.

## ARTICLE 6 SALARY PAYMENT

- A. The salaries of all teachers covered by this Agreement are set forth in the Appendices which are attached hereto and made a part of this Agreement.
- B. Method of Payment

All teachers shall elect to receive their full salary in either twenty-one two (22) equal installments per year or twenty- two (22) installments equal to 1/26<sup>th</sup> of their salary plus one (1) balloon installment equal to 4/26<sup>th</sup> of their salary. Any teacher who has elected the balloon paycheck option will be paid the balance of his/her earned salary for a

school year in a single payment which will be issued not later than June 30<sup>th</sup>. Payment shall be made in a manner which does not increase the employee's withholding tax liability, subject to compliance with applicable state and federal law.

When the regular payday falls on a holiday or other non-work day, payments will be made on the preceding workday. Paychecks during scheduled vacations may be picked up by or mailed to teachers in accordance with existing practice. Upon the employee's request, there will be direct deposit of paychecks at the bank of his/her choice providing that there is no additional cost to the Board of Education.

Payment shall be made on alternate Thursdays beginning no later than the 2<sup>nd</sup> Thursday in September.

A teacher who wishes to change his/her payment option for the following year must notify the Superintendent in writing by June. This selection will remain in effect until a teacher informs the Superintendent in writing of a change in payment option by June.

C. Upon initial employment, a teacher will elect one of the two payment options as described in Section B. However, teachers who begin employment in the middle of a school year will not have the option of the balloon check until the following school year.

D. If termination of employment comes prior to the end of the regular school year, such teacher's pay will be prorated on the basis of the number of days worked.

## ARTICLE 7 EXTRA PAY FOR EXTRA DUTY

A. Extra duty for which extra compensation shall be paid and the amounts of such compensation are set forth in Appendix E, which is attached hereto, and made a part of this Agreement.

B. Teacher participation in extra duty activities in the extra duty pay schedule in Appendix E shall be strictly voluntary. Teacher participation in other extra duty activities involving students outside the normal school hours shall also be strictly voluntary. The Board reserves the right to accept a volunteer. The Board may employ a person outside the bargaining unit if no qualified Association member applies for such employment within the initial posting period.

ARTICLE 8  
DEGREE DEFINITIONS

The salary schedules listed in the appendices of this Agreement shall be interpreted and applied in accordance with the following definitions and in compliance with the Professional Development Program outlined in Appendix D:

Bachelor	A baccalaureate degree earned at an accredited college or university.
Master's or Equivalent**	A master's degree earned at an accredited college or university; the completion of thirty-six (36) credits beyond the baccalaureate degree.
Sixth Year or Master's +30 or Equivalent	A second master's degree in a discipline other than the discipline in which the initial master's degree was attained, or a Sixth Year Certificate from an accredited college or university.
Sixth Year +15 Master +45 or Equivalent	A second master's degree in a discipline other than the discipline in which the initial master's degree was attained plus fifteen (15) credits beyond the master's degree; or a "Sixth Year Certificate" plus fifteen (15) credits beyond from an accredited college or university; or eighty-one (81) credits beyond the baccalaureate degree.
Doctorate	A doctoral degree from an accredited college or university. ** Persons initially employed in Suffield after June 30, 1985, shall be required to earn a master's degree to advance to this preparation level.

ARTICLE 9  
PLACEMENT ON THE SALARY SCHEDULE

- A. Initial employment in the Suffield Public Schools.
1. New teachers to the Suffield Public Schools shall be placed on the appropriate step on the salary schedule. Full credit shall be granted on the prevailing schedule for prior teaching experience. However, teachers with the maximum years of teaching experience may be hired up to two steps below the stated maximum. The Superintendent may place a teacher "two steps above" that teacher's years of previous teaching experience. The extent to which credit shall be granted shall be determined by the Superintendent. If the teacher is hired pursuant to the alternate route to certification or as a second career candidate following traditional preparation routes to certification, credit may be granted, not to exceed ten years, at the Superintendent's discretion.

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

1. Annual increments for each year of service in the Suffield School System, provided that the Board of Education may withhold individual increments for unsatisfactory service.
2. Degree status as defined under "Degree Definitions" Article 8.
3. As of September 1, 1976, there shall be no military service credit except that those teachers receiving military credit on that date shall continue to receive such credit at the rate then in effect.

C. Any teacher expecting a change in degree status must notify the Superintendent no later than January 2 in order to be placed on the appropriate salary schedule for the following school year.

1. Teachers submitting documentation of said degree achievement prior to September will be placed on the new salary schedule for the first paycheck of the new school year.
2. Any teacher submitting documentation of degree achievement between September 1 and March 1 of the new school year, will be placed on the new salary schedule beginning with the next paycheck.
3. Teachers who submit documentation after March 1 of the new school year will not be placed on the appropriate schedule until September of the following school year.
4. The reason for notification no later than January 2 is in order that funds may be budgeted to meet the salary change in the next fiscal year.

D. In order for a teacher to be placed on the M.A., M.A.+30 or M.A.+ 45 salary column as a result of the completion of courses, the courses must be approved by the Superintendent or his/her designee in advance, as part of a planned program or individual courses, from an accredited university and in a subject area or field that is beneficial to the teacher's position in Suffield and the Suffield Public Schools.

In any given twelve month period, teachers may advance on the pay schedule no more than one (1) column and no more than one step.

ARTICLE 10  
INSURANCE BENEFITS

1. The Board shall provide the following insurance benefits for each teacher and eligible dependents for the period of July 1, 2013, through June 30, 2016:
2. Life Insurance: The Board shall provide \$50,000 group term life insurance paid by the Board; at least \$50,000 additional life insurance may be purchased by the employee, up to the extent allowed by the carrier.
3. On an annual basis, participating teachers shall elect one of two health insurance plans offered by the Board:
  - (a) a PPO plan with benefit levels as set out below;
  - (b) an HSA plan with benefit levels as set out below.

The HSA (Health Savings Account) plan shall be the core insurance plan. For any teacher wishing to remain in the PPO plan, the Board will contribute an amount equal to the dollar amount contributed by the Board toward the premium of the HSA plan for the teacher's coverage level. Any teacher remaining enrolled in the PPO plan shall pay the full difference between the dollar amount contributed by the Board and the full cost of the PPO plan.

Teachers may change plan options during the year upon the occurrence of a Qualified Life Event as defined in Internal Revenue Code Section 125, without the imposition of pre-existing limits, late entrant requirement or medical evidence requirements, as per the insurance carrier's requirements.

For the 2013-14 school year, the HSA plan shall have the following components:

	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)	\$1500/3000	
Co-insurance	0% after deductible	20% after deductible up to co-insurance maximum
Co-insurance Maximum (individual/aggregate family)	\$1500/3000	
Cost Share Maximum (individual/aggregate family)	\$3000/6000	
Lifetime Maximum	Unlimited	\$1,000,000
Preventive Care	Deductible waived	N/A
Prescription Drug Coverage	Treated as any other medical expense, Subject to deductible, once deductible is met, then \$10/30/45 copay per prescription	20% co-insurance after deductible, subject to co-insurance limits

Effective July 1, 2014, the HSA plan shall have the following components:

	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)	\$2000/4000	
Co-insurance	0% after deductible	20% after deductible up to co-insurance maximum
Co-insurance Maximum (individual/aggregate family)	\$3,000/6,000 (Out of network Coinsurance and In-network post deductible RX copays)	
Cost Share Maximum (individual/aggregate family)	\$5,000/10,000	
Lifetime Maximum	Unlimited	\$1,000,000
Preventive Care	Deductible waived	N/A
Prescription Drug Coverage	Treated as any other medical expense, Subject to deductible, once deductible is met, then \$10/30/45 copay per prescription	20% co-insurance after deductible, subject to co-insurance limits

The Board will contribute 50% of the deductible amount in 2013-14, 2014-15 and 2015-16. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts throughout the course of the year, on the Board's payroll dates. The parties acknowledge that the Board's 50% contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed teachers. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

Effective July 1, 2013, the PPO shall have prescription drug programs, with the following co-payment structure:

#### Managed Prescription Drug Program

##### Retail:

\$10 per prescription for generic drugs

\$30 per prescription for formulary

\$45 per prescription for non-formulary

Mail order:  
 \$15 per prescription for generic drugs  
 \$40 per prescription for formulary  
 \$50 per prescription for non-formulary

Retail duration: 30 days  
 Mail order duration: 90 days  
 unlimited maximum

Co-payments for PPO Plan:

Office Visit Co-pay	\$25
Urgent Care Co-pay	\$50
Emergency Room Co-pay	\$100
Inpatient Hospitalization Co-pay	\$250
Outpatient Surgery Co-pay	\$100

<i>Out-of-network services</i>	
Deductible	\$300/700/1000
Co-insurance	\$800/1000/1500
Out-of-pocket Maximum	\$1000/1500/2500

Premium Cost share:

	2013-14	2014-15	2015-16
HDHP/H.S.A	17%	18%	19%
Dental Plan	18%	18%	19%

- The Board shall provide the current Co-Pay Dental Plan and Dental Rider A, with deductibles of \$25 for individuals and \$50 per family or an alternate plan as the parties may mutually agree upon in writing.

Participating employees shall contribute the following percentages of the applicable premium rates, and the Board shall contribute the following percentages of the applicable premium rates. The Board shall make available and IRC Section 125 premium conversion plan available to employees making such contributions:



5. The Board of Education shall provide the Association with copies of insurance rate changes within 14 days after it receives rate changes from the carrier, in any event no later than April 1. Participating employees shall make a yearly election for Option 1, Option 2 or Option 3 by May 31 of each year.
6. The Board shall have the right to change insurance carriers and/or to self-insure in whole or in part in order to provide the insurance coverage set forth above, provided that there shall be no reduction or diminution in the above coverage and no increase in expense to any bargaining unit members, and provided further that coverage which results from change in carriers and/or self-insurance are at least equal to coverage described above, in terms of coverage, benefits and administration. Network shall not be a factor in considering if coverage, benefits or administration are at least equal.

The President of the Association shall be notified in writing within 30 days of any intention to change carriers and/or self-insure and shall have a reasonable opportunity to review the proposed changes. Should the Board and the Association disagree that the changes proposed will provide coverage at least equal to the coverage, benefits and administration described above at no additional cost to staff members the disagreement(s) shall be subject to impartial arbitration as set forth in Article 5 of this Agreement, preferably before an arbitrator with experience and expertise in insurance matters. Arbitration may be demanded by either party and, should either party elect, such arbitration shall be expedited under the Rules of AAA or ADRC for expedited arbitration. No change in carrier or institution of self-insurance shall be made until the arbitrator has rendered his/her award.

7. The Board shall provide 50% of the cost of full benefits for teachers employed less than 0.5 F.T.E. with the teacher paying the remaining 50% of the cost. For employees hired on or after 7/1/99, the Board shall provide 50% of the cost of full benefits for teachers employed 0.5 F.T.E. or less, with the teacher paying the remaining 50% of the cost.
8. Having successfully performed his/her contract obligations to the school system, a teacher who resigns after completion of the school year to take a new position the following school year is entitled to appropriate benefits through August 31 of the final year of employment, unless benefits are available through the teacher's new employer.
9. The Board shall allow continuation of all existing health care insurance for any teacher upon retirement at no cost to the Board of Education. Such coverage shall be equal to the terms in the current master agreement between the Board and the Association. It is understood that if a retiring teacher wishes to continue in the insurance plan, payments must be made by the teacher at the appropriate time. For teachers employed in Suffield as of September 1, 1987, the Board shall pay 1.5% of the premium for each year of service in Suffield for the first five years of

retirement or until age 65, whichever comes first. The teacher may elect to continue in the group at his/her own expense.

10. The Board shall establish and maintain an IRS Section 125 Flexible Spending Account (FSA) for all members. The account shall be designed to permit exclusion from taxable income each teacher's share of health and medical premiums, deductibles, co-insurance, and unreimbursed medical expenses as well as the cost of dependent care. The dependent care account shall have a \$5,000 maximum and the medical account shall have a maximum amount as approved by the Board annually of no less than \$1,000.

ARTICLE 11  
SERVICE INCREMENT

In recognition of length and quality of service rendered to the Suffield Public Schools, the Board of Education may upon the annual recommendation of the Superintendent:

1. Pay an amount in addition to regular salary to teachers who have served twenty or more years under contract in the Suffield Public Schools.
2. Pay an amount in addition to regular salary to teachers who have served twenty-five or more years under contract in the Suffield Public Schools. The Board will attempt to pay the service increment at the first organization meeting of the year.

Upon filing initial application, said longevity stipends shall be granted annually unless withheld for cause. The Board shall provide a written statement of reason in case a stipend is withheld from a teacher in a given year, together with suggestions for improvement leading to reinstatement of a stipend in subsequent years. Such statement shall be provided within twenty (20) days of the Board action to withhold.

Applications for initial or reinstatement of stipends must be made by November 1 of the preceding year and will be reviewed by the Board of Education together with a recommendation by the Superintendent. Final Board action on such applications shall be taken not later than February 1 of the school year in which they are submitted. Upon recommendation of the Superintendent and at the discretion of the Board, exceptions may be made for persons whose cumulative service is not all in the Suffield Public Schools.

	<u>20 years</u>	<u>25 years</u>
2013-2016	\$748.00	\$964.00

Persons initially employed in Suffield after June 30, 1996, will not be eligible for a service increment.

ARTICLE 12  
PAYROLL DEDUCTIONS

- A. In addition to those payroll deductions required by law, including state income tax, employees may request deductions be taken from their salary for such reasons as (1) employee contributions to Board provided insurance benefits (health, FSA, life and dental) or (2) employee contributions to Board approved providers of Life Insurance or IRC 403(b) Tax Sheltered Annuity Plans and Long Term Care. All requests for deductions must be in writing on an approved authorization form.
- B. Upon request, there will be direct deposit to the life insurance or annuity plan providing there is no additional cost to the Board of Education and the Board will provide a current list of approved plans.
- C. Paperwork may be submitted to the business office prior to the first business day of the month to participate or modify participation in these plans.
- D. Dues Deduction and Service Fee Deduction
  - 1. All teachers employed by the Suffield Board of Education shall, as a condition of continued employment, join the Association or pay a service fee to the Association. Said service fee should be equal to the proportion of Association dues uniformly required of members to underwrite the cost of collective bargaining, contract administration and grievance adjustments.
  - 2. The Suffield Board of Education 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 the deduction from each paycheck for membership dues shall be equal to the total Association membership dues divided by the number of paychecks from and including the first paycheck in September through and including the last paycheck in June. The amount of the deduction for service fee from each paycheck shall be equal to the total service fee divided by the number of paychecks from and including the first paycheck in January through and including the last paycheck in June. The Association shall, no later than August 1 of each year, give written notice to the Business Office of the amount of dues and those of the CEA and NEA, which are to be deducted in that school year under such authorization. The amount of service fee shall be certified by the Association to the Board of Education prior to January 1 of each school year.
  - 3. The balance of the annual dues shall be deducted from the final paycheck of any employee resigning his position, receiving a leave of absence or terminating his employment after the opening of school.
  - 4. The right to refund to employees monies deducted from their salaries under such authorization shall lie solely with the Association. The Association agrees to

reimburse any employee for the amount of any dues deducted by the Board and paid to the Association, which deduction is by error, in excess of the proper deduction and agrees to hold the Board harmless from any claims of excessive deduction.

5. No later than the first paycheck in October of each school year, the Board of Education shall provide the Association with a list of all employees of the Board of Education and the positions held by said employees. The Board shall notify the Association monthly of any changes in said list.
6. The singular reference to the “Association” herein shall be interpreted as referring to the Suffield Education Association, the Connecticut Education Association, and the National Education Association.
7. The Association shall indemnify and save the Board and/or the town harmless against all claims, demands, suits, judgments, or other forms of liability including attorney’s fees and the cost of administrative hearings that shall or may arise out of, or by reason of, action taken by the Board of Education for the purpose of complying with the provisions of this article.

ARTICLE 13  
PROTECTION OF TEACHERS

The Board of Education agrees to save teachers harmless in accordance with 10-235a and 10-236a of the Connecticut General Statutes, as amended.

ARTICLE 14  
PERSONAL INJURY BENEFITS

Whenever a teacher is absent from school as a result of personal injury caused by an accident arising out of and in the course of his/her employment within the meaning of the Worker’s Compensation Act, he/she shall be paid full salary (less the amount of any worker’s compensation award made for temporary disability due to said injury) for a maximum of the first thirty days of such accident, and no part of such 30 days shall be charged to his/her annual accumulated sick leave. After the above 30 days, said teacher is eligible to use accumulated sick leave. Sick leave so used will be charged against the teacher’s sick leave bank at the rate of 1/3 of a day of sick leave for each day of disability beyond the 30 day full salary period. In no case shall the combination of sick leave and workman’s compensation exceed the employee’s normal pay.

ARTICLE 15  
SEPARATION AND RECALL

A. GENERAL STATEMENT

It is recognized that under 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 Article 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 statutes. Elimination of professional staff positions may result from reasons including but not limited to decreases in student enrollment, changes in curriculum, severe financial conditions, or other circumstances as determined by the Board of Education.

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 covered by this contract.

D. PROCEDURE

1. The Board of Education may, in the first instance, exercise its right and power to reduce the number of professional 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 elimination and/or reduction in professional staff by:
  - (a) voluntary retirements
  - (b) voluntary resignations
  - (c) transfer of existing staff members
  - (d) voluntary leaves of absence

3. In the event that it appears necessary to terminate teacher contracts in order to effectuate the elimination of professional staff positions, the Superintendent will propose to the Board for its consideration, an orderly plan for elimination of positions, identifying professional personnel whose contracts he/she recommends for termination.
4. The following criteria will be used to select those employees whose contracts are to be considered for termination as a consequence of elimination of professional staff positions:

Criteria for determining which teacher(s) shall remain: Pursuant to Connecticut General Statute 10-151(b), as amended within the separate categories of tenure teachers and non-tenure teachers, the following criteria will be used in the order listed:

- (a) Areas of certification.
  - (b) Total years of experience in the Suffield School System;
  - (c) Total years of teaching experience;
  - (d) Degree status as determined by the total number of hours of accepted professional development credits beyond the Bachelor's Degree;
  - (e) Qualifications and ability as determined by a written evaluation of the teacher's performance as well as consideration of degree status.
5. It is understood that a layoff is a termination of employment subject to administrative and/or judicial review in the manner set forth in the subsections of Section 10-151 of the Connecticut General Statutes as amended, and in no other manner. A layoff under this Article is not subject to arbitration under ARTICLE 5 of this contract. Notification and any subsequent proceedings will be in accordance with Section 10-151 of the Connecticut General Statutes as amended.

#### E. POLICY PROVISIONS NOT APPLICABLE TO PROMOTION

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

#### F. RECALL PROCEDURE

If the employment of a teacher is terminated because of elimination of positions, the name of the teacher shall be placed on a reappointment list and remain on such list for two (2) full years unless such teacher obtains employment as a public school teacher in another district, other than on a substitute basis, during that period. If a position becomes open during such period, the teacher who has been selected by the Board of Education as the person on the recall list who is certified to hold that position, as determined in D(4)(e), will be notified in writing by registered mail, sent to his/her last known address, at least thirty (30) days prior to the anticipated date of re-employment. The teacher shall accept or reject the appointment in writing within fifteen (15) days of date of letter

registration. If the appointment is accepted, the teacher shall receive a written contract within twenty days (20) of the receipt of the teacher's reply by the Board of Education. If the teacher rejects the appointment offer or does not respond according to this procedure within fifteen (15) days, then the name of the teacher will be removed from the recall list. Teachers recalled under provisions of this Article shall have all previously earned sick leave and personal leave days reinstated.

**G. REDUCTION FROM FULL TO PART-TIME EMPLOYMENT**

1. Subject to all preceding sections of this Article and Section 10-151 of the Connecticut General Statutes, a full-time teacher whose position is to be reduced to a part-time position shall receive two separate letters as follows:
  - (a) Notification of elimination of the position.
  - (b) Offer of a part-time position.
2. Teachers who accept part-time teaching positions or non-certified positions in Suffield as a result of the elimination of their full-time position shall remain on the recall list. They shall be offered the first available full-time teaching position for which they are certified and qualified.

H. All Administrators employed by the Suffield Board of Education who are covered by the provisions of the Teacher Fair Dismissal (Tenure) Law and who are laid off from work due to a reduction in administrative staff shall have rights to displace teachers covered by this Agreement, in positions where said administrators are qualified and certified as determined by Article 16 of the Professional Agreement in a manner provided by applicable law. No administrator shall be discriminated against with respect to such displacement rights by virtue of his/her service outside the teacher bargaining unit.

ARTICLE 16  
CLASS SIZE

The size of given classes or the number of pupils met by individual teachers will vary according to educational objectives, physical limitations, safety factors and staffing patterns. The Board wishes to maintain class size(s) and teacher load which reflect both educational goals and the community's willingness to support recommended practices.

To all instructional settings, factors such as staff competency, adult: pupil ratio and educational goals shall influence Board and administrative decisions pertaining to class size. The following, while not absolute limitations, are considered by the Board to be firm guidelines:

Kindergarten	No more than 25 - NOT AVERAGED
Grades 1-5	No more than 25 - NOT AVERAGED FOR EACH GRADE LEVEL FOR EACH SCHOOL

- Grades 6-8
- Academic Subjects (English, Math, Science, Social Studies, Reading) No more than 25 - NOT AVERAGED FOR EACH ACADEMIC AREA FOR EACH GRADE
  - Industrial Arts, Home Economics - No more than 20 - NOT AVERAGED
  - Physical Education - Maximum of 25 students per instructor - NOT AVERAGED
  - World Language and Music - No more than 25 - NOT AVERAGED
  - Special Needs Classes - No more than 18 - NOT AVERAGED
- Grades 9-12
- Regular Classes - No more than 30 - NOT AVERAGED (ROOM SIZE A FACTOR)
  - Advanced Specialized (i.e., 3rd and 4th year Language, Accounting 2 and 3, advanced mathematics) - No more than 25 - NOT AVERAGED (ROOM SIZE A FACTOR)
  - General Level and Special Education Classes - No more than 18 - NOT AVERAGED
  - Laboratory - No more than 20 - NOT AVERAGED
  - Shops - No more than 20 - NOT AVERAGED
  - Physical Education - Maximum of 25 students per instructor - NOT AVERAGED

ARTICLE 17  
EMPLOYMENT YEAR

Members of the bargaining unit (who are not new teachers in Suffield) shall be compensated for school years during the term of this Agreement in accordance with the salary schedule set forth herein based upon an employment year of one hundred eighty eight (188) days including at least two non-instructional days, such work year to be scheduled at the discretion of the Board of Education at a time contiguous with the student school year. One of these non-instructional days is to be scheduled immediately before the start of the school year and one is to be scheduled immediately following the end of the school year as a teacher work day (no in-service, no meetings) for the express purpose of-preparing/cleaning classrooms and materials for start or end of school year. New teachers shall have an employment year of eighty-nine (189) days, including one



induction day. Should the Board in its discretion extend the work year, as defined above, members of the bargaining unit shall be compensated at a per diem rate based on their annual salaries for every such day at the rate of 1/188 and 1/189 for new teachers.

ARTICLE 18  
WORK DAY

A. Teachers shall be required to report twenty (20) minutes before the start of the student school day and to remain twenty (20) minutes after the close of the student school day except for after school meetings and regularly scheduled activities, provided that such required time before and after school shall not exceed a total of thirty (30) minutes. Teachers at the Middle School may be assigned to duty for more than twenty (20) minutes before the student school day with equal compensatory time to be taken as scheduled by mutual agreement between the teacher and principal. In addition, in special cases, teachers may be allowed to arrive late and/or leave early with the permission of the immediate supervisor.

If the required work day for teachers is extended beyond the required work hours in effect in 2003-04 by the Board during the term of this Agreement beyond that set forth above, the Board shall compensate affected members of the bargaining unit at a rate of compensation based upon a pro-rating of their annual salaries equal to a percentage of the time that the required work day is extended.

B. Any faculty meeting of teachers scheduled by the Principal, Teacher Leader, or the Superintendent, after regular school hours, may be required of all teachers. Any such meetings after regular school hours, unless of extraordinary nature, will be held not more than once per week. Such meetings shall commence at the end of the regular contractual day except in extraordinary circumstances. Meetings shall not be more than 60 minutes, except in extraordinary circumstances. This provision does not apply to release time.

C. Teachers are expected to attend Parent Conferences, Open Houses, and Parent Night programs. The required total yearly evening program time shall be 12 hours or fewer at each level. Scheduling of such conference time shall be the responsibility of the building level administrators.

Any participation in other afternoon/evening/weekend programs shall be strictly voluntary and non-precedent setting.

D. Due to variable time requirements that may arise from time to time and the professional nature of the teacher's position, the administrator and the teacher may schedule the teacher's work day in a pattern different from that delineated in paragraph A above, except that no teacher's work day may be lengthened under this provision. The Supervisor will work with affected staff members to ensure responsible use of this provision.

ARTICLE 19  
TEACHING PERIODS

It is agreed that the Board of Education will exercise due diligence to achieve the realization of the following standard with a minimum of reasonable necessary exceptions:

A. Secondary school teachers shall not be required to teach more than 1250 minutes per week (middle school-including Quest and Advisory) or 1265 minutes per week (high school).

B. Secondary school teachers shall not be required to teach more than two subject areas in any school term.

C. Secondary school teachers shall not be required to have more than three teaching preparations in any school day.

D. Teaching (as referenced in this Article) shall be defined as time in which a teacher is actively involved with a class of multiple students in the art of teaching and for which he/she has participated in the preparing, implementing and/or evaluating student learning.

E. Under extraordinary circumstances, a secondary school teacher may be requested to teach an additional class of students such that the teacher teaches more than the minutes specified in Article 20 paragraph A above. In such instances, the teacher shall be paid up to an additional .2 of his/her yearly salary for teaching the additional class. Any teacher who receives additional pay in accordance with this paragraph shall remain responsible for the typical number of duties. If the additional class occurs during preparation time, the teacher shall not be compensated for lost preparation time.

F. For classes that are determined by the administration to require additional teaching, preparation and student tutoring time than is required for the typical class, the administration may designate the class as an “extra duty class” and compensate the teacher of that class for the extra teaching time in accordance with the following formula:

$(.2 \text{ FTE wages at the rate on the salary grid of the individual teacher assigned to the extra duty class}) \times \text{the amount of extra teaching time designated by the Administration for the class as a percentage of normal total teaching time for a class (expressed in decimal form), which shall not exceed } 50\% (.5)) \times (.75)$

The determination of whether a class is an “extra duty class” shall be made by the administration, in their sole discretion. If there are multiple sections of the exact same class (same level, same material) taught by different teachers, all teachers who teach that “extra duty class” and devote extra teaching time to that class shall receive the additional compensation described above.

The extra teaching time shall be scheduled by the administration. Teachers teaching “extra duty classes” must actually work the extra teaching time that is designated by the

administration as necessary for the “extra duty class” in order to receive the additional compensation. Any teacher who receives additional pay in accordance with this section (paragraph F) shall remain responsible for the typical number of duties. If the additional class occurs during preparation time, the teacher shall not be compensated for lost preparation time.

ARTICLE 20  
PREPARATION TIME

- A. Whenever possible, each teacher shall receive at least forty (40) minutes of preparation time each day.
- B. If possible, these periods should be scheduled as one per day at a minimum of forty (40) minutes each. If it is impossible to schedule forty (40) minutes of preparation time per day, the total preparation time per week must total at least two hundred (200) minutes. The manner of this scheduling is intended to provide the flexibility required by the administration to permit reasonable scheduling of such required meetings as PPTs. Under exceptional circumstances, a teacher may be required to give up a preparation period to attend such a meeting. In such cases, compensatory preparation time shall be made available to the teacher so that the intent of this paragraph is upheld.
- C. In the event, for any individual, the amount of normal preparation time as stated above is reduced, the Board and the Association shall negotiate the impact, if any.
- D. Preparation time may be scheduled as team preparation. Team preparation period is defined as a meeting with an instructional team that may include regular classroom teachers, special education teachers, or teachers of subjects such as art, music, PE, library technology, etc. for the purpose of developing materials and strategies for delivering instructional services to a discrete group of students. A team preparation period may include all members of a team, or smaller groups e.g. two co-teachers or a coordinator and teacher(s).
- E. Middle school grade level meetings as well as any meeting at any level which is primarily administrative in nature shall not be considered a preparation period.
- G. The morning recess break and the lunch/recess period do not count as preparation periods.
- H. The required teacher attendance times before and after school are not considered preparation periods.
- I. Supervision of study halls is not considered preparation time.
- J. Part-time teachers are entitled to preparation time in proportion to the time for which they are hired.

K. All teachers shall be entitled to leave the school if necessary as part of classroom preparation upon the signing of a “sign in/out” sheet, unless requested to remain in the building by the principal. The principal shall give a reason for the restriction should the teacher request one.

L. Teachers shall be assigned to cover another teacher’s class only when no substitute is available.

M. In the event that a teacher is required to cover another teacher’s class and therefore loses preparation time as guaranteed above, he/she will be compensated at the appropriate salary rate on a per diem basis for the amount of the lost time.

ARTICLE 21  
DUTY FREE LUNCH

A. The Board and the Association agree that a teacher’s primary responsibility is to teach and that the teacher’s energy should, to the extent possible, be utilized to this end.

B. Members of the Bargaining Unit shall have an uninterrupted duty-free lunch period daily of a minimum of 20 minutes. At the elementary level the lunch period shall include the time when the children are at lunch and noon recess with the exception that each member may be assigned to recess duty once per week. All assignments shall be done on an equitable basis. The remaining days shall be reserved for consultation with staff, parents and students, and activities addressing a teacher’s primary responsibility.

C. All teachers shall be entitled to leave the school during the duty free periods set forth in the preceding paragraph, upon the signing of a “sign in/sign out” sheet, unless requested to remain in the building by the principal. The principal shall give a reason for the restriction should the teacher request one.

ARTICLE 22  
SPECIAL SCHOOL PROGRAMS

Homebound tutors in the bargaining unit shall be paid at the rate established for other non-classroom service, as set forth in Appendix E, B.3.

ARTICLE 23  
STUDENT MASTER TEACHER

Each teacher shall have the right to accept or reject a student teacher.

ARTICLE 24  
SPECIAL TEACHER REQUIREMENTS

A. Mentor Teacher:

B. Team Leader:

1. A Team Leader is a teacher who has been assigned to provide leadership and coordination concerning the delivery of instruction services to a discrete group of students served by an instructional team. An instructional team can include regular classroom teachers, special education teachers, teachers of art, music, PE, library, technology, etc., as well as paraprofessionals.
2. The position will be posted annually.
3. The position shall be awarded by the Superintendent.
4. The Team Leader stipend is listed in Appendix B.

C. Grade Level Leader

1. A Grade Level Leader is a teacher who has been assigned to coordinate the delivery of instructional services in all classes of a given grade. The Grade Level Leader will likely represent that grade level in school-wide planning and coordination activities, lead grade level meetings for coordination purposes, and coordinate the allocation of resources among teachers.
2. The position will be posted annually.
3. The position shall be awarded by the Superintendent.
4. The Grade Level Leader stipend is listed in Appendix B.

D. Master Teacher

The Board of Education will establish “Master Teacher” positions. Such positions will be posted by the Board and teachers who meet the following requirements may apply.

- Candidates must be on the maximum step of the contract for either the M+30 or M+45 tracks.
- Candidates must have completed at least six (6) graduate credits, or the equivalent, within the last five (5) years.

A committee consisting of equal numbers of teachers and administrators will review applications and make recommendations to the Superintendent. The Superintendent will recommend those candidates he/she determines are appropriate for consideration by the

Board of Education. Appointment to Master Teacher status will be made by a vote of the Board. The appointment will be for a five (5) year term.

1. Those teachers appointed as Master Teachers will carry out action research projects in lieu of the Teacher Evaluation Method goal process.
2. Specific responsibilities will be mutually agreed upon by the teacher, supervisor and Director of Curriculum.
3. Individual agreements of responsibilities will be approved annually by the Superintendent.
4. Task expectations will be equal to approximately six (6) total days of extra work.
5. The Master Teacher stipend is listed in Appendix B.

ARTICLE 25  
TEACHER FACILITIES

- A. Parking spaces will be provided for teachers at each school. There will be a designated and well marked parking area for teachers only.
- B. Additional concerns regarding teacher facilities may be brought to the attention of the Superintendent and the Board by the Association, and a written response must be received within 10 working days.

ARTICLE 26  
PERSONNEL FILES

- A. No anonymous complaints may be placed in any teacher's personnel file.
- B. No complaint shall be placed in a teacher's personnel file until the complaint has been investigated and verified by the Superintendent or his/her designee. Such investigation shall include consultation with the affected teacher.
- C. No evaluation or written statement of criticism originating after initial employment shall be placed in a teacher's personnel file for more than three (3) days unless the teacher has been notified and has had the opportunity to review such material. The teacher may submit a written notation regarding any material, and the same shall be attached to the file copy of the material in question. If the teacher is asked to sign the 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.

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

ARTICLE 27  
JUST CAUSE

No teacher shall be denied an increment, given a written reprimand, or suspended without just cause. If a teacher is to be formally disciplined, as defined above, he/she shall be entitled to receive a statement of the reasons in writing within one working day and to have a representative of the Association present.

ARTICLE 28  
ACADEMIC FREEDOM

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

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

ARTICLE 29  
SICK LEAVE

A. Teachers shall be entitled to sick leave with full pay up to fifteen (15) working days in each year for the employee's personal illness or disability. Unused sick leave shall be accumulated from year to year so long as the teacher remains continuously in the service of the Board up to a maximum of one hundred eighty (180) days. In addition to the maximum number of days which may be accumulated (i.e., 180) each teacher shall be permitted an additional 15 days sick leave at the beginning of each school year (in accordance with Connecticut General Statute 10-156) which may not be accumulated.

B. The Board of Education shall keep a record of each teacher's unused sick leave. A teacher may examine his/her record upon request.

C. The Board in its sole discretion may provide sick leave in excess of limits defined in this article. Board action on a particular request shall not be in any way binding or take precedence with respect to any other request, whether similar or dissimilar, and each application shall be reviewed independently on a case-by-case basis.

D. When there is a demonstrated pattern of sick leave usage which reasonably appears to show a pattern of abuse, or when there is other reasonable cause to suspect abuse of sick leave, the Superintendent may require the teacher to produce a medical

certificate to justify his/her sick leave, provided the Board will pay for the cost of such certificate.

ARTICLE 30  
PERSONAL LEAVE

A. A total of five (5) days of personal leave per year shall be granted to teachers for reasons of a personal or emergency nature, which made absence from school unavoidable and necessary, subject to the approval of the building principal or immediate supervisor.

B. Such personal leave shall not accumulate from year to year except that, for reasons of severe illness or death in the immediate family, unused leave shall accumulate from year to year to a maximum of ten (10) days.

C. Application for such leave shall be made as far in advance as practicable and, except for emergencies, shall be made at least twenty-four (24) hours prior to the date of the leave. Such leave shall be granted except in cases of extreme hardship or disability to the school system and permission will not be unreasonably withheld.

ARTICLE 31  
JURY DUTY

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

ARTICLE 32  
SABBATICAL LEAVE

A. For teachers employed in the Suffield Public Schools for a minimum of six (6) consecutive years, the Board of Education will consider application for a sabbatical year leave to be devoted to professional improvement as detailed in a planned program of study, of combined travel and study of research, of writing and publication, designed to increase the professional competency, knowledge, stature of the teacher, and to reflect credit upon the System.

B. The Board of Education agrees to continuance of contract on a sabbatical basis including maintenance of position and placement on salary schedule.

C. The Board of Education agrees to pay a sabbatical leave stipend based upon 80% of due salary, full benefits and contributions toward C.S.T.R. as detailed in the regulations.



D. The teacher participating in sabbatical leave under this policy shall contract to the Suffield Public Schools for a minimum of three (3) years. Release from obligations prior to expiration of a three-year contract shall be according to detailed regulations.

E. No more than one sabbatical leave application will be approved in any one school year.

F. Application: Application for sabbatical leave shall be made by December 1 of the prior school year. Detailed plans for the sabbatical must be submitted by March 1 of the prior school year.

G. Salary: Sabbatical grantee shall receive a stipend of 80% of the salary to which the grantee is entitled during the year of the sabbatical leave.

H. Benefits: Sabbatical grantee shall receive the benefits to which they would be entitled if they were actively teaching.

I. Retirement: By law, seven and a quarter percent (7.25%) of the sabbatical stipend shall be deducted for retirement purposes. Teachers may claim a full year toward retirement according to State Retirement Board regulations by paying a total of seven and a quarter percent (7.25%) of the full salary which would have been earned during the sabbatical year. The Suffield Board of Education assists the teacher in making this payment by a direct payment to the teacher of seven percent and a quarter (7.25%) of the twenty percent (20%) of annual salary which is not granted as a stipend. This is a one time direct payment by June of the sabbatical year.

J. Selection: Award of sabbatical leave is at the discretion of the Board of Education. Its decision shall be final. Criteria including, but not limited to, the following shall be used by the Board in its consideration of applications: sabbatical year plan, needs of the school system, the applicant's past and potential contribution to the school system and budget consideration.

K. Obligations: (a) Grantees shall contract for three (3) years services to the Suffield Public Schools immediately following the sabbatical year.

### ARTICLE 33 EXCHANGE TEACHERS LEAVE

In any year, teachers may be exchanged for teachers from some other school district in the United States or in a foreign country. Such exchange shall be initially applied for by the teacher and recommended by the Superintendent to the Board of Education, which shall recommend final action. All rights and privileges of the exchanged teacher shall continue in full force and effect during the exchange period.

ARTICLE 34  
PREGNANCY DISABILITY LEAVE

The Board and the Association recognize that teachers are entitled to leaves for maternity related disabilities in accordance with the law.

ARTICLE 35  
CHILDREARING LEAVE

A. Upon request, any teacher who is expecting a child, or whose spouse 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 Board will comply with all mandatory provisions of the Family Medical Leave Act (FMLA) of 1993.

Such a leave shall normally be for a maximum of one year.

- The request for childrearing leave shall be made at least thirty (30) days prior to its commencement.
- Such leave request must establish in writing the beginning and ending dates of the proposed leave as well as the use of days being requested, i.e. FMLA, sick days, unpaid days. A form will be completed by the teacher and submitted to Central Office that will determine the status of the leave (sick leave, FMLA, etc.).
- Leaves commencing February 1 through August 31 of any year shall terminate at the end of the second marking period of the following school year.
- If the Board determines that the educational program of the students directly involved will be seriously affected, said leave shall terminate at the beginning of the following school year.
- The teacher shall receive at least 60 calendar days notice of a Board decision to postpone termination of the leave.
- Such leave can be terminated earlier by mutual agreement of the parties.
- Upon return, the teacher shall be reassigned to the same position or an equivalent position at the discretion of the administration.
- Teachers whose leave terminates at the beginning of a school year and who intend to return shall reconfirm their intention to return by giving the Superintendent written notice of such intent by June 1 of the prior school year.

- All other teachers must reconfirm their intention to return by giving the Superintendent sixty (60) calendar days notice of such intent.
- Failure to provide such notice or failure to return to work as scheduled upon termination of a leave shall be considered a resignation of employment.
- As in the case of other leave without pay, the teacher is entitled to participate in fringe benefit programs beyond the initial FMLA twelve (12) week period at the teacher's own expense.

B. Leaves of absence under Section A, above, shall be without pay.

C. Any person employed by the Board of Education to fill the position of any certified professional employee on leave, shall be notified in writing by the Superintendent of Schools at the time of employment that said person's contract shall expire upon return to active service of the employee on leave whose position is being temporarily filled, unless some other position exists to which the person employed to fill the temporary vacancy may be appointed, if qualified.

D. A teacher on leave according to the terms of this Article shall not have this absence, if a year or more, counted in his/her total years of experience in the Suffield Public Schools; however, the leave of absence shall not disrupt the number of years of continuous employment.

### ARTICLE 36 ASSOCIATION LEAVE

A. A leave of absence may be granted for a period not to exceed two (2) school years for the purpose of serving as an officer of the CEA or NEA.

B. No benefits or seniority shall accumulate during the time the employee is off on such leave.

C. Upon return from such leave, the teacher shall be placed at the same position on the salary schedule and entitled to reinstatement of accumulated sick leave and other benefits as they would enjoy had he/she been teaching in the Suffield School System.

ARTICLE 37  
LEAVE FOR NEGOTIATION AND GRIEVANCE REPRESENTATION

- A. If negotiation meetings between the Board and the Association are scheduled during normal working hours of a school day, not more than two (2) representatives of the Association shall be relieved from all regular duties without loss of pay, as necessary, in order to permit their attendance at such meetings.
- B. One Association representative per day is allowed to attend grievance procedure hearings. Prior notice will be given to supervisors and/or principals. Appearances will be without loss of pay.
- C. Any teacher whose appearance in such meetings or hearings as a witness is necessary, shall be accorded the same rights.

ARTICLE 38  
CONFERENCE LEAVE

- A. The Superintendent may grant convention or conference leaves, or permission to observe an activity in another building or school system to teachers without loss of pay. The administration shall use their best efforts to grant leave equitably when there are several individuals who could benefit from the conference.
- B. The Board agrees to reimburse all teachers for all approved expenses incurred in attending a convention or conference, or observing activities in another school system.
- C. Expenses may include mileage, parking, registration, meals, and lodging.
- D. Teachers attending conferences or conventions under the terms of this Article shall submit a summary report to the Superintendent.
- E. All Teachers shall be required to fill out a "Professional Day Report" upon his/her return from the day.
- F. The Board will make every effort to provide adequate funding for convention and conference leaves.

ARTICLE 39  
GENERAL LEAVE

- A. A teacher may be allowed leave, without loss of salary, to begin programs of study that result from foundation or scholarship grants and which necessitate personal presence in advance of the close of the school year.
- B. Extended leaves of absence, with or without salary, may be granted by the Board of Education. In requesting such leave, the teacher shall specify a date of commencement

and a date of termination. Teachers intending to return from such leave shall give the Superintendent ninety (90) calendar days notice. Failure to provide such written notice or failure to return from such leave shall be considered a resignation of employment.

C. A teacher on leave according to the terms of this Article shall not have this absence, if a year or more, counted in his/her total years of experience in the Suffield Public Schools, however, the leave of absence shall not disrupt the number of years of continuous employment. A teacher must notify the Superintendent in writing prior to April 1 of his/her intent to continue employment in Suffield.

#### ARTICLE 40 JOB SHARING

Job sharing shall be defined as an agreement initiated by a tenured staff member(s) to share a teaching position for a defined period. A job may be shared with a tenured, nontenured or newly hired staff member.

A. Teachers who elect to request such an agreement shall notify the Superintendent by the close of the school year prior to the year that he/she wants the job sharing to commence. The Board or its designee shall have the final decision on all requests.

B. The delineation of time requirements and responsibilities shall be mutually developed by the teacher(s), the Superintendent and the building administrator(s). The program shall be put into writing and distributed to all parties affected by the agreement. The Board or its designee shall have the final decision on the program and contents of job sharing proposals should the above parties disagree.

C. Benefits for the two persons involved in the job sharing situation shall not exceed 100% of the benefits normally due one full time equivalent teacher. Such benefits will be mutually agreed upon at the time of entering the job sharing situation by the teachers involved, Superintendent and the Association President. Teachers shall be allowed to pay in the remaining cost of the benefits.

D. A one year job sharing may be extended for additional years, by mutual agreement between the Superintendent and the teachers involved. Any additional teachers hired to fill positions vacated due to a one year job sharing situation shall be given a one year letter of appointment.

E. Tenured teachers who initially elect to participate in a permanent job sharing agreement shall have proprietary rights only on that portion of their job that is defined as job sharing. Their contract shall be revised to reflect the F.T.E. revision. Example: Two teachers with an approved job sharing agreement each teaching half time. Both teachers would thus be issued a .5 contract.

F. Additional teachers hired to fill positions due to a permanent job sharing situation shall be given a contract.

ARTICLE 41  
TEACHING ASSIGNMENTS

Teaching assignments shall be defined as any certified teaching position to which a teacher may be assigned within the four program levels. The current organizational pattern of the school system defines these levels as Primary (pre-kindergarten – 2), Intermediate (3 - 5), Middle (6 – 8), and High School (9 – 12). It is the intent of the parties that changes in the organizational pattern will be reflected in the grade level designations in this Article. The Board will notify the Association of a change in program levels sixty (60) days prior to the implementation of the change.

Teachers initially employed by the Board of Education shall receive their building grade and/or subject assignments from the Superintendent’s Office.

Teachers already in the system shall receive notification of their programs for the ensuing school year prior to the close of the current school year.

Teachers shall be notified in writing of any changes in their programs and schedules for the ensuing school year, including the schools to which they will be assigned, the grades and/or subjects that they will teach, and any special or unusual classes or assignments that they will have. In the event of a change in circumstances or conditions from the close of school through August (e.g., resignations, death, promotion, and leave of absence) such assignments may be changed only as required thereby, with prompt notice in writing to both the teacher and the Association.

In the determination of assignments, the convenience and wishes of the teacher shall be honored to the extent that these considerations do not conflict with the instructional requirements and best interest of school system and the pupils as determined solely by the Board of Education, with the advice of appropriate administrators.

In arranging schedules for teachers who are assigned to more than one school, every reasonable effort shall be made to limit the amount of inter-school travel.

ARTICLE 42  
TEACHER TRANSFERS

A. Teacher transfers shall be defined as the voluntary or involuntary placement of a teacher into another program level for which the teacher is certified. The current organizational pattern of the school system defines these levels as Primary (pre-kindergarten – 2), Intermediate (3 - 5), Middle (6 – 8), and High School (9 – 12). It is the intent of the parties that changes in the organizational pattern will be reflected in the grade level designations in this article. The Board will notify the Association of a change in program level sixty (60) days prior to the implementation of the change.

B. Transfers shall be subject to the following rules:

When a reduction in the number of teachers in a school is necessary, volunteers shall be transferred first. When all other things are equal, seniority in the system shall be considered in selecting a volunteer. When involuntary transfers are necessary, a teacher with the least seniority among those with substantially equal qualifications for the position shall be transferred first.

C. An involuntary transfer shall be made only after a meeting between the teacher involved and the Superintendent or his designee, at which time the teacher shall be notified of the reasons for the transfer.

D. Teachers who desire to transfer to another building shall file a written statement of such desire with the Superintendent no later than January 1 of each year or within ten (10) days of posting of a vacancy. Such statements shall include the grade and/or subject to which the teacher desires to be assigned or schools (in order of preference, if the teacher has preferences) to which he/she desires to be transferred.

E. Any teacher who, through position reductions, has been involuntarily transferred to another position or building, shall have the right of first refusal (behind teachers reduced from positions, see Article 16G #2) for a position opening in the same department at the same organizational level from which he/she was transferred.

#### ARTICLE 43 VACANCIES

Notice of all vacant bargaining unit positions, with Board of Education approved job descriptions attached for new positions or those positions having significant job responsibility modifications, shall be posted in each school for a minimum of seven (7) calendar days prior to assigning a teacher to the position.

Notice of all bargaining unit vacancies shall be sent to the President of the Association, electronically before posting in each school.

When school is not in session during the summer, notices of vacancies will be sent to the Association President electronically and maintained in a computer file available from the Central Office.

ARTICLE 44  
PROMOTIONS

A. Position as used in this section, means any position within the bargaining unit which pays a salary differential and/or involves an additional or higher level of responsibility.

B. Vacancies of positions which are caused by death, retirement, discharge, resignation, or by creation of a new position shall be filled pursuant to the following procedures:

1. The existence of vacancies of a position shall be adequately publicized, both within and outside the system, including a notice posted in every school as far in advance of the date of filling such vacancy as possible (at least seven (7) days in advance of the date of filling such vacancy). Where need to fill a vacancy of position arises during the summer months, notice will be sent to the Association President electronically and maintained in a computer file available from the Central Office.
2. Said notice of vacancy of positions shall clearly set forth the qualifications for the position.
3. Teachers who desire to apply for such vacancies of position shall file their application in writing with the Superintendent within the time limit specified in the notice.
4. Such vacant positions shall be filled on the basis of qualifications for the vacant position.

ARTICLE 45  
GENERAL PROVISIONS

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

B. The Board shall, at its expense, provide each teacher with a complete text of this Agreement or any Successor Agreement.

C. Board Policies are available to the Association on the school website or by other electronic means.

D. This provision and the provisions of Article 48 (Non-Discrimination Clause) are for informational purposes only and shall not be subject to the grievance procedure.



ARTICLE 46  
NO STRIKE

The Association agrees, during the duration of this contract, that it will not authorize, instigate or sanction any violation of 10-153(e) of the Connecticut General Statutes.

ARTICLE 47  
NON-DISCRIMINATION CLAUSE

In the application of the provisions of this contract, no unlawful discrimination shall be made on the basis of race, creed, age, color, religion, sex, sexual orientation, national origin, ancestry, handicap, marital status or other applicable unlawful discriminatory standard.

ARTICLE 48  
SEVERABILITY

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

ARTICLE 49  
ASSOCIATION RIGHTS

- A. The Association will have the right to use school buildings without cost at reasonable times for meetings, provided however, that the Association will be required to pay for any additional custodial costs involved by reason of said meetings.
- B. There will be one (1) bulletin board in each school building, which will be placed in the faculty lounge, for the purpose of displaying notices, circulars, and other Association materials. Copies of all such materials will be given to the building principal, but his/her advance approval will not be required, except that libelous material shall not be allowed to be posted.
- C. The President of the Association may elect not to be assigned non-teaching duties, except for home room, during his/her term in office.
- D. The Board or its designee shall provide classroom coverage for the SEA President to carry out Association business to the extent the Board or its designee requests the attention of the SEA President to such business during classroom hours.
- E. The President of the Association shall be provided with a copy of the approved minutes of all official Board meetings. A copy of the agenda of said Board meetings will be given to the President of the Association prior to any official Board meetings.

ARTICLE 50  
PERSONNEL DATA SHEETS

Mutually agreed to personnel data sheets and service increments updated through August 1, shall be distributed to each teacher by the Central Office at the teachers' meeting prior to the opening of school. In any conflict between such personnel data sheet and the provisions of this Agreement, the provisions of this Agreement shall prevail.

ARTICLE 51  
TRANSPORTATION ALLOWANCE

Teachers shall be remunerated for all Board approved travel related to their positions at the current IRS rate.

ARTICLE 52  
FIFTH DISEASE

Upon request from her physician, subject to consultation with the school medical advisor, a pregnant teacher may be excused from her duties when there exists a risk of contagion of a disease potentially harmful to the fetus (including but not limited to Fifth Disease). Such leave shall be charged to sick leave to the extent accrued and shall thereafter be without pay but with benefits. Such teachers shall return after tests established immunity from the disease or when otherwise her physician, in consultation with the school medical advisor, determines the teacher may return to work. The Board shall bear the cost of any consultation with the school medical advisor.

ARTICLE 53  
SUMMER SCHOOL

Any summer school program or other such instructional service initiated by the administration to function beyond the normal school day or year shall follow the guidelines below:

- A. Qualified bargaining unit members shall be given first priority for such positions. Participation in the summer program shall be voluntary. In the event no one volunteers, the position can be filled by non-bargaining unit people.
- B. Summer positions shall be posted according to Article 43.
- C. The rate of pay shall be listed in Appendix E.

ARTICLE 54  
EDUCATOR CERTIFICATION

Upon receipt of notification by the State Board of Education of the name of teachers whose provisional certificate will expire during the period of twelve months following such notice, the Suffield Board of Education shall notify said teachers that their provisional certification will expire. Such notice shall be in writing stating the expiration date of the teacher's provisional certificate and will be forwarded to the affected teachers within ten (10) days after receipt of such notice from the State Department of Education. The Suffield Board of Education shall also supply in writing to the SEA the list of teachers so affected at the time such list is received from the State Department of Education.

Upon receipt of notification that a Professional Educator Certificate is to expire, the Suffield Board of Education shall notify the employee and supply the reapplication form.

Any C.E.U./C.E.U. Equivalent earned through the Suffield Board of Education shall be recognized by a certificate that states the date and number of C.E.U.'s earned within 45 days after the activity(ies) took place.

The Suffield Board of Education shall keep records for seven (7) years of all C.E.U./C.E.U. Equivalents granted and provide copies to the employees upon request at no cost to the employee.

The Suffield Board of Education shall provide to the Association a list of all Professional Educators whose certificates are up for renewal by June 1 of each year.

ARTICLE 55  
TUITION REIMBURSEMENT

Subject to the following provisions of this Article, teachers shall be reimbursed for the cost of graduate courses successfully completed with a minimum grade of B or the equivalent. To qualify for reimbursement of each course teachers must receive prior approval of each course from the Superintendent. Teachers may be reimbursed for up to six (6) credit hours per year. The reimbursement rate shall be fifty percent (50%) of the in-state per credit cost of similar graduate courses at the University of Connecticut. To the extent the aggregate of the amount for course reimbursement for any year of this contract (July 1 through June 30) exceeds the amount specifically budgeted by the Board of Education for this period, all reimbursements to applicants shall be reduced on a prorated basis, except that tuition reimbursement will not be granted to any teacher who leaves the district of his/her own accord or whose contract has not been renewed for cause. The amounts budgeted by the Board for tuition reimbursement shall not be less than \$7,500 for 2013-14, \$8,500 for 2014-15 and \$9,500 for 2015-16.

ARTICLE 56  
TEMPORARY REPLACEMENT TEACHERS

This article addresses the appointment of replacement teachers to fill positions of vacancies due to the absence of a certified teacher, specifically those vacancies that result from a certified teacher who is on a full or nearly full year leave.

- A. Individuals appointed as a temporary replacement teacher for a period of up to one (1) year shall be covered by the terms and conditions of this Agreement except for Article 15 (Separation and Recall), Article 27 (Just Cause), Article 42 (Teacher Transfers) and Article 44 (Promotions).
- B. Individuals appointed as a temporary replacement teacher shall not accrue seniority or length of service for any purpose under this Agreement. Notwithstanding the above, if a temporary replacement teacher is retained by the Board as a certified teacher, with no break in service, the teacher 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.
- C. The Board shall have the right to exercise its discretion not to renew and/or terminate the employment of the temporary replacement teacher at any point during the school year. The temporary replacement teacher shall have no right to file and/or pursue a grievance under this Agreement relating to non-renewal or termination.
- D. The appointment of a temporary replacement teacher shall expire at the end of the school year.

ARTICLE 57  
RETIREMENT NOTICE

- A. Teachers who provide the Superintendent of Schools with written notice of retirement no later than February 1, for a retirement to become effective at the end of that school year, shall receive a payment of one thousand dollars (\$1000), which shall be payable upon retirement.
- B. For the purposes of this provision, the term “retirement” shall mean that the teacher retires under the provisions of the Teachers’ Retirement Act.

ARTICLE 58  
VIRTUAL LEARNING

A) The intent and purpose of Virtual Learning is to provide a vehicle for the cooperative offering, exploration and sharing of educational opportunities among districts.

B) The Board will notify the Association of any Virtual Learning classes and consider the input of the Association concerning the offering and staffing of these classes.

C) The Board shall provide training if necessary to prepare teachers for Virtual Learning and distance learning assignments. The Board shall provide additional training as necessary as part of professional development for teachers so assigned. All technological equipment and support services shall be provided by the Board.

ARTICLE 59  
DURATION

This Agreement shall be in force and effective July 1, 2013 to June 30, 2016.

IN WITNESS WHEREOF, the parties hereunto have caused this presents to be executed by their proper officers, duly authorized as of the date and year indicated.

**For the Board of Education**

Swan Porulw

Date: 11/21/12

**For the Suffield Education Association**

[Signature]

Date: 11/21/12

APPENDIX A

**2013-2014 SALARY SCHEDULE**

<u>Step</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>MA+45</u>
1				
2	43,690	46,158	49,954	50,267
3	45,981	48,501	52,346	53,005
4	48,270	50,963	54,851	55,891
5	50,557	53,550	57,477	58,933
6	52,849	56,268	60,228	62,141
7	55,175	59,123	63,110	65,523
8	58,075	62,123	66,130	69,089
9		65,275	69,294	72,848
10		68,586	72,609	76,811
11		72,064	76,082	81,141
12		75,423	79,514	84,995
13		79,570	83,775	89,737

Teachers below top step in 2012-13, shall advance one step in 2013-14.

**2014-2015 SALARY SCHEDULE**

<u>Step</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>MA+45</u>
1				
2	43,690	46,158	49,954	50,267
3	45,981	48,501	52,346	53,005
4	48,270	50,963	54,851	55,891
5	50,557	53,550	57,477	58,933
6	52,849	56,268	60,228	62,141
7	55,175	59,123	63,110	65,523
8	58,946	62,123	66,130	69,089
9		65,275	69,294	72,848
10		68,586	72,609	76,811
11		72,064	76,082	81,141
12		75,423	79,514	84,995
13		80,763	85,032	91,084

Teachers below top step in 2013-14, shall advance one step in 2014-15.

**2015-2016 SALARY SCHEDULE**

<u>Step</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>MA+45</u>
1				
2				
3	47,048	49,626	53,560	54,235
4	49,390	52,145	56,124	57,188
5	51,730	54,792	58,810	60,300
6	54,075	57,573	61,625	63,583
7	56,455	60,495	64,574	67,043
8	58,384	63,564	67,664	70,692
9	60,314	66,789	70,902	74,538
10		70,177	74,294	78,593
11		73,736	77,847	83,023
12		77,173	81,359	86,967
13		79,905	84,182	90,082
14		82,637	87,005	93,197

Teachers at the maximum step of their degree track in 2014-15 shall move to the new maximum step in 2015-16. For teachers below the maximum steps in 2014-15 there shall be no step movement in 2015-2016.



APPENDIX B  
EXTRA PAY FOR SUPERVISORY POSITIONS

A. Curriculum/Guidance Chairs

In addition to his/her regular teaching, each Curriculum/Guidance Chairperson will be paid annually \$8,500 in 2013-14, \$8,585 in 2014-15 and \$8,671 in 2015-16 and be released of all non-teaching duties.

B. Agricultural Science Teachers

The Board shall establish an eleven (11) month schedule for Vocational Agricultural Science teachers (other than the Director). Employees with such assignments shall be paid on a ratio of 1.1 times their appropriate rate on the salary schedule.

C. Curriculum Coordinators

The Board shall establish an eleven (11) month schedule for Coordinators of Language Arts, and Math and Science. Employees with such assignments shall be paid on a ratio of 1.1 times their appropriate rate on the salary schedule.

D. District Fine and Applied Arts Coordinator

The District Fine and Applied Arts Coordinator, in addition to his/her regular salary, will be paid annually \$3,200 in 2013-14, \$3,232 in 2014-15 and \$3,264 in 2015-16.

E. District Title IX Coordinator

The District Title IX Coordinator shall be paid annually \$2,500 in 2013-14, \$2,525 in 2014-15 and \$2,550 in 2015-16 plus a reduction of his/her class workload to .8.

F. District International Studies Coordinator

The District International Studies Coordinator shall be paid annually \$2,500 in 2013-14, \$2,525 in 2014-15 and \$2,550 in 2015-16.

G. District Business Information and Technology Coordinator

The District Business Information and Technology Coordinator shall be paid annually \$3,200 in 2013-14, \$3,232 in 2014-15 and \$3,264 in 2015-16 plus a reduction in his/her workload to .5.

H. District Athletic Coordinator

The District Athletic Coordinator shall be paid annually \$6,000 in 2013-14, \$6,060 in 2014-15 and \$6,121 in 2015-16. Furthermore, the District Athletic Coordinator shall be assigned to teach .2 FTE of a 1.0 FTE position with the remainder of his/her time dedicated to the Administration of the Athletic programs in the Suffield School District.

I. District Hygiene Officer

The District Hygiene Officer shall be paid annually \$3,100 in 2013-14, \$3,131 in 2014-15 and \$3,162 in 2015-16.

J. Mentor Teacher

Mentor Teachers shall be paid annually \$850 in 2013-14, \$859 in 2014-15 and \$868 in 2015-16.

K. Team Leader

Team Leaders shall be paid annually \$1,100 in 2013-14, \$1,111 in 2014-15 and \$1,122 in 2015-16.

L. Grade Level Leader

Grade Level Leaders shall be annually \$1,100 in 2013-14, \$1,111 in 2014-15 and \$1,122 in 2015-16.

M. Master Teacher

Master Teachers shall be paid annually \$3,000 in 2013-14, \$3,030 in 2014-15 and \$3,060 in 2015-16.

N. SMS Technology Coach

The SMS Technology Coach shall be paid annually \$3,200 in 2013-14, \$3,232 in 2014-15 and \$3,264 in 2015-16 and have his/her teaching workload reduced to .4.

All positions will be posted annually at the discretion of the Superintendent of Schools. The Superintendent of Schools shall appoint all positions.

APPENDIX C

<u>Sport</u>	<b>Coaching Stipends 2013-14</b>		
	<u>1-3 Years</u>	<u>4-6 Years</u>	<u>7+ Years</u>
<b><u>Varsity</u></b>			
Basketball	4,620	5,082	5,641
Hockey	4,620	5,082	5,641
Wrestling	3,860	4,158	4,804
Swimming	3,860	4,158	4,804
Softball	3,512	3,788	4,342
Baseball	3,512	3,788	4,342
Soccer	3,512	3,788	4,342
Lacrosse	3,512	3,788	4,342
Track	3,512	3,788	4,342
Track – Assistant	2,500	2,800	3,200
Field Hockey	3,512	3,788	4,342
Indoor Track	3,512	3,788	4,342
Volleyball	3,512	3,788	4,342
Tennis	2,800	3,000	3,200
Golf	2,800	3,000	3,200
Cross Country	2,800	3,000	3,200
Dance	1,400	1,600	1,800
Cheerleader	1,400	1,600	1,800
<b><u>Junior Varsity</u></b>			
Basketball	3,200	3,450	3,780
Baseball	2,400	2,600	3,100
Softball	2,400	2,600	3,100
Lacrosse	2,608	2,980	3,354
Soccer	2,400	2,600	3,100
Field Hockey	2,400	2,600	3,100
Volleyball	2,400	2,600	3,100
<b><u>Freshman</u></b>			
Basketball	2,608	2,980	3,354
<b><u>Middle School</u></b>			
Cross Country	1,400	1,900	2,500
Basketball	1,900	2,100	2,500
Track	1,900	2,100	2,500
Field Hockey	1,900	2,100	2,500
<b><u>Asst Varsity Coach</u></b>			
	1,200	1,200	1,200

## Coaching Stipends 2014-15

<u>Sport</u>	<u>1-3 Years</u>	<u>4-6 Years</u>	<u>7+ Years</u>
<b><u>Varsity</u></b>			
Basketball	4,666	5,133	5,697
Hockey	4,666	5,133	5,697
Wrestling	3,899	4,200	4,852
Swimming	3,899	4,200	4,852
Softball	3,547	3,826	4,385
Baseball	3,547	3,826	4,385
Soccer	3,547	3,826	4,385
Lacrosse	3,547	3,826	4,385
Track	3,547	3,826	4,385
Track – Assistant	2,525	2,828	3,232
Field Hockey	3,547	3,826	4,385
Indoor Track	3,547	3,826	4,385
Volleyball	3,547	3,826	4,385
Tennis	2,828	3,030	3,232
Golf	2,828	3,030	3,232
Cross Country	2,828	3,030	3,232
Dance	1,414	1,616	1,818
Cheerleader	1,414	1,616	1,818
<b><u>Junior Varsity</u></b>			
Basketball	3,232	3,485	3,818
Baseball	2,424	2,626	3,131
Softball	2,424	2,626	3,131
Lacrosse	2,634	3,010	3,388
Soccer	2,424	2,626	3,131
Field Hockey	2,424	2,626	3,131
Volleyball	2,424	2,626	3,131
<b><u>Freshman</u></b>			
Basketball	2,634	3,010	3,388
<b><u>Middle School</u></b>			
Cross Country	1,414	1,919	2,525
Basketball	1,919	2,121	2,525
Track	1,919	2,121	2,525
Field Hockey	1,919	2,121	2,525
<b><u>Asst Varsity Coach</u></b>	1,212	1,212	1,212

**Coaching Stipends 2015-16**

<u>Sport</u>	<u>1-3 Years</u>	<u>4-6 Years</u>	<u>7+ Years</u>
<b><u>Varsity</u></b>			
Basketball	4,713	5,184	5,754
Hockey	4,713	5,184	5,754
Wrestling	3,938	4,242	4,901
Swimming	3,938	4,242	4,901
Softball	3,582	3,864	4,429
Baseball	3,582	3,864	4,429
Soccer	3,582	3,864	4,429
Lacrosse	3,582	3,864	4,429
Track	3,582	3,864	4,429
Track – Assistant	2,550	2,856	3,264
Field Hockey	3,582	3,864	4,429
Indoor Track	3,582	3,864	4,429
Volleyball	3,582	3,864	4,429
Tennis	2,856	3,060	3,264
Golf	2,856	3,060	3,264
Cross Country	2,856	3,060	3,264
Dance	1,428	1,632	1,836
Cheerleader	1,428	1,632	1,836
<b><u>Junior Varsity</u></b>			
Basketball	3,264	3,520	3,856
Baseball	2,448	2,652	3,162
Softball	2,448	2,652	3,162
Lacrosse	2,660	3,040	3,422
Soccer	2,448	2,652	3,162
Field Hockey	2,448	2,652	3,162
Volleyball	2,448	2,652	3,162
<b><u>Freshman</u></b>			
Basketball	2,660	3,040	3,422
<b><u>Middle School</u></b>			
Cross Country	1,428	1,938	2,550
Basketball	1,938	2,142	2,550
Track	1,938	2,142	2,550
Field Hockey	1,938	2,142	2,550
<b><u>Asst Varsity Coach</u></b>	1,224	1,224	1,224

APPENDIX D  
PROFESSIONAL DEVELOPMENT PLAN  
SUFFIELD, CONNECTICUT

Purpose

The goal of professional development is to allow the individual to participate in professional growth experience beneficial to him/her and to the school system.

Professional Development Activities

The following activities are acceptable for credit toward advancement on the salary schedule subject to the guidelines and restrictions stated.

- A. Course work leading to a graduate level degree, diploma, or certificate in a teacher's area or educational specialty.
- B. Graduate level courses concerning:
  - 1. Knowledge of the individual's teaching or special assignment.
  - 2. Professional skills related to carrying out one's professional assignment (i.e., classroom management, classroom applications or computer technology).
  - 3. Understanding of the different types of learners and learning styles (i.e., characteristics of the pre-adolescent nature, of learning disabilities, problems in coping with divorce, right-left hemisphere dominance, concept formation).
  - 4. Knowledge of the school's role in the local community as well as in the broad society, the school's organization, and/or the school's operation.
  - 5. Development and/or refinement of the individual's interpersonal communication skills.
- C. Workshops, institutes, and in-service training which meet the content criteria for graduate level courses as specified in Section B, above, subject to the following restrictions:
  - 1. Credit will be given on an hourly, pro-rated basis: fifteen (15) hours of instructional course time is equivalent to one (1) credit.
  - 2. Documentation of the time commitment and workshop scope must be provided to the Professional Development Committee.
- D. An individual professional development activity designed to contribute to the growth of the educator as a professional (i.e., creating a substantial curriculum unit). One

such activity will be allowed toward each salary scale past the Master's. A maximum three credits will be issued upon successful completion of a program which meets the following criteria:

1. The activity must be accepted by the Professional Development Committee.
2. There is a detailed plan based on clearly stated objectives.
3. There are a minimum of thirty (30) hours spent on research and development.

E. Undergraduate courses may be accepted by the Professional Development Committee if the course content:

1. Is not available at the graduate level and/or
2. Is a prerequisite to graduate level work which the individual intends to pursue.

Such undergraduate credits will be limited to a total of nine (9) credits for advancement on the salary scale during the teacher's employment by the Suffield School System.

#### Guidelines and Restrictions

1. The educator's professional development plan may correlate with his/her yearly objectives as established with the individual's supervisor.
2. The educator's professional development plan must include a meaningful timeline and the criteria to judge attainment of the plan, when appropriate.
3. There shall be no duplication of courses, course content or activities.
4. Teacher initiated professional development activities must occur on non-school time (i.e., after school, weekends).
5. Professional development activities for which teachers are reimbursed by the school district do not qualify for advancement on the salary schedule. However, when the school district requests an individual to develop expertise to meet a building or system need, the individual is eligible for advancement on the salary schedule, whether or not the school district has paid for the necessary training
6. It is suggested that first-year, inexperienced teachers not take courses during their first semester of teaching and only take courses subject to the approval of their supervisor during the second semester.

7. All requests for approval of professional development activities must be submitted to the Committee on the proper forms. Forms are to be filed in the Office of the Superintendent of Schools.
8. All requests for summer courses must be submitted by May 15 and the Committee decisions must be made prior to June 15.
9. If the Professional Development Committee does not act on the request for approval within forty-five (45) calendar days after the date the form is filed in the Office of the Superintendent of Schools, the activity is automatically approved with the exception that forms filed between June 2 and August 25 must be acted upon by September 15.

PROFESSIONAL DEVELOPMENT COMMITTEE  
OPERATIONAL PROCEDURES

- A. Committee deliberation and voting will be done in executive session. The educator involved and/or his representative may be present during Committee discussion.
- B. In situations in which the Administration recommends alternatives in a staff member's program on Form I, Line 16, or on Form II, Line 15, the Committee may request that the Administrator attend the meeting to clarify his/her recommendations.
- C. In any area where the Committee has limited knowledge, the Committee may seek appropriate information or expertise before making a decision.
- D. The Committee quorum shall be no less than four (4). An alternate may be appointed by the Committee, if there is a need.
- E. Committee decisions will be by a majority vote.
- F. If a request to advance on the salary schedule is disapproved, the educator involved will receive a letter stating the reason for disapproval, the right to a hearing for reconsideration, and the right to grieve, in accordance with contract in effect.
- G. The Professional Development Committee will have four (4) members as follows:
  1. Two (2) members shall be appointed by the Suffield Education Association
  2. One (1) member shall be the Superintendent of Schools
  3. One (1) member shall be an administrator appointed by the Superintendent of Schools.
- H. The Committee will schedule a meeting each month, September – June. The Superintendent may cancel a monthly meeting if there is no business to transact.



APPENDIX E  
EXTRA REMUNERATION FOR EXTRA DUTY

All positions are to be posted annually. All appointments are by the Superintendent of Schools only. New positions may be created only by the Board of Education upon the recommendation of the Superintendent of Schools

	2013-14	2014-15	2015-16
<b><u>Suffield High School</u></b>			
Best Buddies	400	404	408
Best Buddies	400	404	408
Art Club	800	808	816
Book Club	800	808	816
Earth Club	800	808	816
Gay/Straight Alliance	800	808	816
Giraffe Club	800	808	816
Interact Club	800	808	816
Wildcat Outreach	800	808	816
Literary Magazine	800	808	816
National Honor Society	900	909	918
National Honor Society	900	909	918
World Language Society	900	909	918
Ski Club	900	909	918
Freshman Advisor	900	909	918
Freshman Advisor	900	909	918
Sophomore Advisor	1,000	1,010	1,020
Sophomore Advisor	1,000	1,010	1,020
Transition Coordinator	1,000	1,010	1,020
Student Senate	1,100	1,111	1,122
Student Senate	1,100	1,111	1,122
FFA Advisor	1,200	1,212	1,224
FFA Advisor	1,200	1,212	1,224
FFA Advisor	1,200	1,212	1,224
FFA Advisor	1,200	1,212	1,224
SAE Advisor	1,200	1,212	1,224
SAE Advisor	1,200	1,212	1,224
SAE Advisor	1,200	1,212	1,224
SAE Advisor	1,200	1,212	1,224
Math Team	1,200	1,212	1,224
Debate Team	1,200	1,212	1,224
Quiz Team	1,200	1,212	1,224
Drama Club	1,200	1,212	1,224
Junior Advisor	1,300	1,313	1,326
Junior Advisor	1,300	1,313	1,326

	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>
AFS Advisor	1,300	1,313	1,326
Mountain Bike Club	1,400	1,414	1,428
Senior Advisor	1,700	1,717	1,734
Senior Advisor	1,700	1,717	1,734
Band Director	1,700	1,717	1,734
Robotics	2,000	2,020	2,040
Yearbook	2,400	2,424	2,448
Newspaper	2,400	2,424	2,448
TV Advisor	2,600	2,626	2,652
Musical Director	3,000	3,030	3,060
Drama Director	3,000	3,030	3,060
Music Assistant (Musical)	2,000	2,020	2,040
Technical Assistant (Musical)	2,000	2,020	2,040
Technical Assistant (Drama)	2,000	2,020	2,040
Choreography Assistant (Musical)	2,000	2,020	2,040

**Suffield Middle School**

SOURCE	500	505	510
SOURCE	500	505	510
MILD Advisor	600	606	612
MILD Advisor	600	606	612
Strategic Gaming	600	606	612
Walking Club	600	606	612
Promise Advisor	600	606	612
Dance Team	600	606	612
Math Counts	700	707	714
Giraffe Club	800	808	816
Photography Club	800	808	816
Peer Mediation	800	808	816
Peer Mediation	800	808	816
Math Olympiads (6 <sup>th</sup> gr)	800	808	816
Math Olympiads (7 <sup>th</sup> & 8 <sup>th</sup> gr)	800	808	816
Ski Club	900	909	918
Robotics	1,000	1,010	1,020
Healthy Lifestyles	1,100	1,111	1,122
Student Council	1,100	1,111	1,122
Student Council	1,100	1,111	1,122
Yearbook	1,400	1,414	1,428
Newspaper	1,400	1,414	1,428
Intramural Director	1,600	1,616	1,632
Band Director	1,700	1,717	1,734
Drama Production	2,400	2,424	2,448

	2013-14	2014-15	2015-16
<b><u>Elementary School</u></b>			
Expanding Horizons	2,900	2,929	2,958

In the event that an extra-duty position is approved by the Superintendent and created by the Board, compensation for that position shall be negotiated by the Board and the Association.

A. Payment for Non-classroom Services beyond the Employment Year

1. Vocational-Agriculture teachers. Agri-Science teachers required to work a 12 month year shall be paid on a ratio of 1.25 times their appropriate rate on the salary schedule.
2. Guidance Counselors. Guidance personnel may be required by the Superintendent to work prior to the opening of school and after the close of school, contiguous with the teacher work year for up to five (5) days at the per diem rate based on the guidance counselor's salary for the school year in which the service is provided.

Other Non-classroom Service. Any other non-classroom services requested of members of the bargaining unit beyond the employment year shall be voluntary, including appearances in accordance with Public Act 75-609, and shall be paid no less than \$30 per hour in 2013-14, \$30.30 per hour in 2014-15 and \$30.60 per hour in 2015-16.

3. Remuneration rate for teaching in summer school shall be \$30.00 per hour in 2013-14, \$30.30 per hour in 2014-15 and \$30.60 per hour in 2015-16.
4. Remuneration rate for SMS intramurals shall be \$30.00 per hour in 2013-14, \$30.30 per hour in 2014-15 and \$30.60 per hour in 2015-16.