

A. Work Day

1. The teacher work day will be 7.5 hours per day.
2. Faculty will eat lunch and supervise recess with their students, as assigned by administration.
3. Faculty will be provided a 30-minute, duty-free, unencumbered lunch period during the school day.

B. Compensation. Elm City Montessori will follow the human resource policies established for NHPS Teachers and will be paid at the New Haven Public School District rate, with an additional annual assignment bonus of 10% of the yearly salary scale.

C. Summer Program. Subject to the approval of the Principal of Elm City Montessori, teachers may elect to work up to thirty days over the summer for the purposes of (but not limited to):

1. Facilitating student programs
2. Staff development workshops/training
3. Curriculum development
4. Contacting families/making home visits

D. Responsibilities. As per the collective bargaining agreement, with the additional stipulation that teachers at Elm City Montessori will:

1. Participate in arrival and dismissal duties, including meeting buses or parent/guardian vehicles in the morning and ensuring that all students have been safely dismissed at the end of the day, inclusive of the 7.5 hour work day.
2. Encourage family engagement in understanding curriculum objectives by meeting regularly with parents to explain students' needs, strengths, weaknesses and plans for improvement.
3. Plan, schedule and participate in family and community engagement activities that support Montessori principles and other educational components of the school's curriculum. This will include two home visits, up to six parent information/orientation evenings, and three social gatherings annually.
4. Keep up-to-date with and make regular use of current technology for planning, communication and for instruction.
5. Check e-mail and phone messages at least 2 times per day as well as read emails outlining upcoming events sent each weekend in preparation for the week.
6. Except in extraordinary circumstances, respond to all email or phone messages from parents within twenty-four hours.

APPENDIX A

New Haven Public Schools Teachers' Salary
July 1, 2015 – June 30, 2016

STEP	BA	MA	6TH	PHD
A	\$43,759	\$45,953	\$48,554	\$52,618
B	45,357	47,551	50,151	54,215
C	47,408	49,601	52,203	56,267
D	49,546	51,740	54,342	58,406
E	51,745	53,938	56,540	60,603
F	54,006	56,199	58,801	62,863
G	56,329	58,523	61,124	65,188
H	58,719	60,919	63,513	67,595
I	61,141	63,334	65,935	69,998
J	63,966	66,180	68,810	72,916
K	66,803	69,038	71,694	75,840
L	69,676	71,933	74,617	78,804
M	73,338	75,605	78,303	82,511
N	77,000	79,276	81,989	86,217
O	79,862	82,138	84,851	89,079
P	83,500	85,776	88,489	92,717

Teachers with 30 or more years of teaching experience shall receive a \$750 longevity added to their salary.