

CONTRACT

BETWEEN

CLINTON BOARD OF EDUCATION

AND

EDUCATION ASSOCIATION OF CLINTON

JULY 1, 2014 – JUNE 30, 2017

10/7/13

TABLE OF CONTENTS

	Page
ARTICLE I RECOGNITION.....	1
ARTICLE II PROFESSIONAL NEGOTIATIONS.....	1
ARTICLE III DUES DEDUCTION AND SERVICE FEE DEDUCTION.....	2
3.1 Conditions of Continued Employment.....	2
3.2 Deductions.....	2
3.3 Subsequent Employment.....	2
3.4 Forwarding of Monies.....	2
3.5 Lists.....	2
3.6 Indemnification.....	3
ARTICLE IV GRIEVANCE PROCEDURE.....	3
4.1 Purpose.....	3
4.2 Definitions.....	3
4.3 Procedure.....	4
4.4 Rights of Representation.....	6
4.5 Miscellaneous.....	6
ARTICLE V SALARY SCHEDULES AND PAYMENTS.....	7
5.1 Salary Schedules.....	7
5.2 Contracts.....	12
5.3 Extra-Pay Positions.....	12
5.4 Classroom Work Beyond Calendar Days.....	13
5.5 Part-time Teachers.....	13
ARTICLE VI TEACHER WELFARE PROVISIONS.....	13
6.1 Protection of Teachers.....	13
6.2 Accident and Sickness Benefits.....	14
6.3 Teacher Assignment.....	14
6.4 Teacher Transfers.....	17
6.5 Reduction of Staff Because of Elimination of Position.....	17
6.6 Promotions.....	19
6.7 Posting of Vacancies.....	19
6.8 In-Service Training.....	20
6.9 Personnel File.....	20
6.10 Just Cause.....	20
6.11 Special Education - Physical Restraint.....	20
ARTICLE VII WORKING CONDITIONS.....	21
7.1 New Teachers.....	21

7.2 School Day	21
7.3 Lunch and Playground Periods.....	22
7.4 Teacher Conferences and Visiting Days	22
7.5 Interactive Video	22
ARTICLE VIII HEALTH INSURANCE.....	23
8.1 Insurance - Active Employees.....	23
8.2 Insurance – Domestic Partners	24
8.3 Insurance - Retirees	24
8.4 Change of Carriers.....	24
8.5 Premium Conversion Flexible Spending Accounts and DCAP	25
8.6 Managed Benefits.....	25
8.7 Insurance Committee and Wellness Program.....	25
ARTICLE IX LEAVES.....	26
9.1 Sick Leave	26
9.2 Temporary Leaves	27
9.3 Extended Leaves.....	28
9.4 Medical Leaves of Absence.....	29
9.5 Leave of Absence for Childrearing	29
9.6 Sabbatical Leave.....	29
ARTICLE X NOTICE OF RETIREMENT	30
ARTICLE XI GENERAL PROVISIONS.....	31
ARTICLE XII DURATION AND EFFECTIVE DATES	32
APPENDIX A	
INDIVIDUAL CONTRACT.....	34
SALARY NOTIFICATION AND INTENT TO RETURN.....	35
ANNUAL EXTRA PAY DUTY AGREEMENT	36
APPENDIX B	
SALARY SCHEDULE – 2014-2015	37
SALARY SCHEDULE – 2015-2016.....	38
SALARY SCHEDULE – 2016-2017	39
APPENDIX C EXTRA PAY SCHEDULES	40
APPENDIX D CENTURY PREFERRED PPO (OPTION I).....	51
APPENDIX E CENTURY PREFERRED PPO/COMP MIX PLAN (OPTION II)	55
MEMORANDA OF AGREEMENT.....	58

ARTICLE I - RECOGNITION

The Board recognizes the Education Association of Clinton, hereafter known as the Association, as the exclusive representative, pursuant to 10-153a through 10-153g of the Connecticut General Statutes, as amended, of all certified professional employees of the Board in positions requiring teaching, other certificate, or Durational Area Shortage Permit, not in the administrators' unit or otherwise excluded by law, and excluding temporary substitutes.

ARTICLE II - PROFESSIONAL NEGOTIATIONS

Section 2.1

The Association and the Board agree to negotiate in good faith in accordance with the law. Any agreement so negotiated shall be reduced to writing and signed by the Board and the Association.

Section 2.2

During negotiation, the Board and the Association shall exchange relevant data, points of view and proposals and counterproposals.

Section 2.3

The Superintendent of Schools or his/her designee shall provide necessary information to the Association for negotiations with the Board of Education.

Section 2.4

"NO STRIKE CLAUSE"

The Association agrees that it shall not call, authorize, instigate, sanction or condone any strike, slowdown, work stoppage or other concerted refusal to perform any assignment on the part of any employees during the period of this agreement or any extension thereof. It is recognized that the Board of Education has and will continue to retain, whether exercised or not, the full and unquestioned right, responsibility and prerogative to direct the operation of the public schools in the Town of Clinton, in all its aspects.

Section 2.5

The agreement shall not be altered, amended or changed, except in writing, signed by both the Board and the Association, which amendment shall be appended hereto and become a part hereof.

Any agreement reached with the Board, shall be reduced to writing, shall be signed by the Board and the Association, and shall become an addendum to this Agreement.

ARTICLE III - DUES DEDUCTION AND SERVICE FEE DEDUCTION

Section 3.1 Conditions of Continued Employment

All teachers employed by the Clinton Board of Education shall, as a condition of continued employment, join the Association or pay a service fee to the Association. Said service fee shall be equal to the proportion of Association dues uniformly required of members to underwrite the costs of collective bargaining, contract administration, and grievance adjustment.

Section 3.2 Deductions

The Clinton 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 eighteen and shall be deducted from the first and second paychecks of each month for a total of eighteen deductions per year beginning with the first paycheck in October. 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 amount of Association membership dues shall be certified by the Association to the Board of Education prior to the opening of school each year. The amount of service fee shall be certified by the Association to the Board of Education prior to January 1st of each school year.

Section 3.3 Subsequent Employment

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

Section 3.4 Forwarding of Monies

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

Section 3.5 Lists

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 bargaining unit employees of

the Board of Education and the positions held by said employees. The Board shall notify the Association monthly on any changes in said list.

Section 3.6 Indemnification

The Association shall indemnify and save the Board and/or the Town harmless against all claims, demands, suits or other forms of liability which may arise by reason of any action taken in compliance with this Article.

The Board shall give the Association written notice of any claim against it under this Article, as soon as the Board or its agents become aware of such claim. The Board and the Association shall cooperate fully in the investigation and defense of any such claim.

ARTICLE IV - GRIEVANCE PROCEDURE

Section 4.1 Purpose

- a. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise under specific provisions of this agreement.
- b. Nothing herein contained shall be construed as limiting the right of any member of the unit to discuss informally a concern or problem with any appropriate member of the administration.
- c. Nothing herein shall be construed as limiting the right of either party to seek judicial intervention with regard to questions concerning the arbitrability of a dispute. An action seeking judicial intervention shall be sought within a reasonable time after a demand to arbitrate the grievance dispute. This provision shall not constitute a waiver of either party's right to seek judicial review of the question of arbitrability when that question has been submitted to the arbitrator.

Section 4.2 Definitions

- a. A "grievance" shall be defined as a complaint by a teacher, a group of teachers, or the Association, that there has been a violation or misinterpretation of a specific provision or provisions of this agreement to the detriment of the teacher, or teachers concerned, or the Association.
- b. The term "grievant" as used in this grievance procedure shall mean any certified employee within the bargaining unit covered by this agreement, as well as the Association in the event the Association files a grievance.

- c. The term "days" shall be defined as days when school is in session, except after June 1st when "days" shall mean calendar days.

Section 4.3 Procedure

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered the maximum and every effort should be made to expedite the process. The time limits specified, however, may be extended by mutual agreement. If a teacher has not filed a written grievance as provided for at Level One of this procedure within thirty (30) days after the teacher knew or should have known of the circumstances giving rise to the grievance, then the grievance shall be considered waived.

Failure to process a grievance to the next level within the time specified shall constitute an acceptance of the decision at the prior level.

a. Level One - School Principal

1. If a teacher feels that he/she may have a grievance, he/she may first discuss the matter with his/her principal or other appropriate administrator in an effort to resolve the problem informally.
2. If the grievant 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 administrator.
3. If the grievant is still not satisfied with the disposition of the matter, he/she shall reduce the grievance to writing, stating the provision or provisions of the agreement allegedly violated and/or misinterpreted, and submit it to the principal. The principal shall, within ten (10) days of the filing of the grievance in writing, give a written answer with a copy to the Association.

b. Level Two - Superintendent of Schools

1. If the grievant is not satisfied with the disposition of the grievance at Level One or if no decision is rendered within ten (10) days of filing at Level One, the grievant shall within five (5) days of the decision or the expiration of the time limit for rendering a decision, (whichever is sooner) file the written grievance with the Superintendent of Schools.
2. The Superintendent shall, within ten (10) days after receipt of the grievance, meet with the grievant and the Association representative, if any, for the purpose of resolving the grievance.

3. The Superintendent shall, within five (5) days after the meeting, render his/her decision and reasons in writing to the grievant with a copy to the Association.
- c. Level Three - Board of Education
1. If the grievant is not satisfied with the disposition of the grievance at Level Two or if no decision is rendered within five (5) days after such meeting at Level Two, the grievant shall within five (5) days after the decision or the expiration of the time limit for rendering a decision, (whichever is sooner) file the written grievance with the Board of Education.
 2. The Board of Education or a committee thereof shall meet with the grievant and the Association representative, if any, within ten (10) days of written receipt of the grievance for the purpose of resolving the grievance.
 3. The Board shall, within ten (10) days after such a meeting, render its decision and reasons in writing to the grievant, with a copy to the Association.
- d. Level Four - Arbitration
1. If the grievant is not satisfied with the disposition of the grievance at Level Three or if no decision has been rendered within ten (10) days after the meeting at Level Three, he/she shall within five (5) days of receipt of the Level Three decision or the expiration of the time limit for rendering a decision, (whichever is sooner) request in writing to the President of the Association to submit his/her grievance to arbitration. A copy of the written request shall be delivered to the Superintendent's Office.
 2. After consideration of the grievance, the Association may submit the grievance to arbitration within fifteen (15) days of receipt of the grievance request by notifying the Board of Education, in writing, of its intent to proceed to arbitration.
 3. The arbitrator shall be mutually selected by the Board and the Association within fifteen (15) days of receipt of notification by the Board of Education. Should the parties be unable to mutually select an arbitrator within fifteen (15) days of the receipt of notice by the Board, the Association may submit the grievance to the American Arbitration Association, which shall administer the proceedings under the Labor Arbitration Rules of the Association.

4. The arbitrator's decision shall be in writing and shall set forth findings of fact, reasoning and conclusions. The arbitrator shall have no authority to add to, subtract from, or in any way modify the terms of this agreement. The decision of the arbitrator shall be final and binding.
5. The cost for the services of the arbitrator shall be borne equally by the Board and the Association.

Section 4.4 Rights of Representation

- a. No reprisals of any kind shall be taken by either party against any participant in the grievance procedure by reason of such participation.
- b. Any teacher may be represented at Levels One, Two and Three of the grievance procedure by a Board employee who is a designated representative of the Association, or by any officer or paid staff member of the Association.

Section 4.5 Miscellaneous

- a. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participants.
- b. A grievance filed at any level of this procedure must be in writing and must contain the following information:
 1. The name(s) of the grievant(s);
 2. A statement of the nature of the grievance;
 3. A statement of the provision(s) of the contract allegedly misinterpreted or misapplied;
 4. The result of previous discussions or decisions, if any;
 5. Grievant(s)' signature indicating dissatisfaction with decisions previously rendered; and
 6. Remedy requested.

The forms for filing and processing grievances shall be prepared by the Superintendent after consultation with the Association. Such documents shall be made available through the Superintendent's office to all parties.

- c. If an alleged grievance results from an action or a failure to act by the Superintendent of Schools, or his/her designee, or by the Board of Education, the grievance may be initiated at the procedural level at which the action occurs or fails to occur.
- d. No adjustment of any grievance, whether by informal or formal means shall be inconsistent with the terms of this agreement unless such adjustment is in

writing and signed by the representatives of the Board of Education and the Association.

ARTICLE V - SALARY SCHEDULES AND PAYMENTS

Section 5.1 Salary Schedules

- a. Teachers' Salary Schedules are attached hereto as Appendix B.
 1. Definitions - the terms used in the above schedules shall be interpreted and applied in accordance with the following definitions:
 - (a) Bachelor's - a baccalaureate degree earned at an accredited college or university.
 - (b) Bachelor's plus 30 credits - completion of thirty (30) credits beyond the Bachelor's degree, at an accredited college or university, and possession of a Connecticut Professional Certificate.
 - (c) Master's - a Master's degree earned at an accredited college or university.
 - (d) Bachelor's plus sixty (60) credits - thirty (30) credits beyond a Professional Certificate in a planned program, in an educationally related discipline, approved by the Superintendent. No teacher shall be permitted to move to the BA+60 lane unless in a planned program approved by the Superintendent prior to July 1, 2008.
 - (e) Master's plus 30 credits - a second Master's Degree in a discipline other than the discipline in which the initial Master's Degree was attained or the completion of thirty (30) credits beyond the Master's Degree in a planned program approved by the Superintendent or a Certificate of Advanced Study; or a Master's Degree which by state certification or state licensing requirements is 60 credits beyond the Bachelor's Degree. The degree credits or certificate must be in an educationally related discipline.
 - (f) The Superintendent of Schools shall be informed in writing of each teacher's plan of study and approve this plan before it is carried out. Such approval is to be signed by the Superintendent of Schools. This qualification will not apply to programs arranged by an approved university or college,

however, the Superintendent must be informed of such a program.

- (g) Any teacher seeking advancement to a higher salary schedule must submit an official transcript and degree, or photocopies of same to the Superintendent of Schools no later than September 1 (October 1 for summer school credits) of the year for which the advancement is required. These documents will become part of the teacher's file records.
 - (h) If a teacher receives prior to September 1 (October 1 for summer school credits) of a given year sufficient academic credit to warrant advancement to a higher salary schedule but fails to submit an official transcript that indicates the degree to the Superintendent no later than September 1 (October 1 for summer school credits) of a given school year, said teacher may submit an official transcript that indicates the degree to the Superintendent no later than February 1st of the following year. A teacher who submits the specified documents by the established deadline will advance to the higher salary schedule for thirteen (13) payments that same year.
2. Placement - all members of the unit shall be placed on the appropriate step in the salary schedule taking into consideration the following:
- (a) Degree status as defined in section a.1. above.
 - (b) Full credit for previous teaching experience in public, private, and military dependency schools, provided that such experience shall have been continuous service of at least one-half of any school year up to the time of employment.

Such credit for previous non-teaching experience as the Superintendent, in his/her discretion, deems appropriate based on the relevance of such experience to a newly hired teacher's assignment, up to a maximum of three (3) years experience or up to five (5) years in a shortage area as determined by the Connecticut State Department of Education.

Intermittent or short-term substitute service will not be credited as teaching experience.
 - (c) Credit for service in the Peace Corps or Vista to a maximum of two (2) years.

- (d) Full credit for active service in the Armed Forces of the United States when such service interrupts Clinton teaching experience.
 - (e) Credit on the salary schedule for active service in the Armed Forces of the United States whenever served shall be one year for twelve (12) through twenty-one (21) months, two (2) years for twenty-one (21) or more months. Two (2) years maximum credit.
 - (f) Based on written evaluations and conferences by administrators with the teacher(s), the Board of Education reserves the right to withhold a salary raise from such teacher(s). Said decision to withhold a salary raise shall be grievable commencing at Level II of the grievance procedure.
 - (g) Teachers who are employed for forty (40) or more consecutive work days in the same assignment in any one (1) year and who are certified for the work being done shall be classified as long term substitutes. Such employees shall be placed at the first (1) step of the B.A. degree lane of the salary schedule effective the forty-first (41) day and shall receive no other benefits. Commencing with the ninety-first (91) work day of continuous employment any long term substitute shall be placed on the appropriate step of the salary schedule in accordance with Article V - 5.1.a.2 and shall be eligible for full insurance benefits subject to eligibility requirements and to carrier regulations.
- b. Extra-curricular salary schedules are attached hereto as Appendix C.
 - c. Other salary schedules attached hereto as Appendix B.
 - d. Teachers shall be paid their annual salaries as follows:
 - 1. The annual salary shall be paid in twenty-six (26) equal payments beginning with the first regular biweekly payday following the start of the teacher's work year, and the normal July and August payments paid in total on the last pay check in June.
 - 2. All salary payments may be made by automatic deposit at the bank of any individual teacher's choice.
 - e. If a payday falls on a holiday, payments shall be made on the business day prior to the holiday. If a payday falls during school vacation or after the last day of the school year for teachers, paychecks shall be available for pick-up

for teachers who do not have direct deposit, and the administration shall notify teachers of the location for picking up checks.

- f. If, with proper and legal notification, termination of employment occurs prior to the end of the school year, the teacher shall be paid a pro rata portion of the annual salary on the basis of the total number of days worked relative to the total days in the work year as provided in Article VII. If a teacher resigns or leaves employment without appropriate notice, said teacher's salary shall not be prorated and shall cease effective immediately.
- g. Having performed his/her contract obligations to the school system, a teacher who resigns after the end of the school year is entitled to appropriate Health Insurance through August 31; and his/her contribution as provided in Article VIII will be deducted from his/her last pay check.
- h. Other payroll deductions:
 - 1. In addition to those payroll deductions required by law or as provided for in this Agreement, the following agencies are eligible for payroll deductions. All requests for voluntary deductions must be in writing on approved authorization forms.

- 2. (a) The list of approved deductions shall include:

- Education Association of Clinton
Credit Union
Dependent Care Assistance Plan
Flexible Spending Account
Tax Sheltered Annuity Plans
Up to two CEA endorsed disability plan carriers

- (b) The Board and the Association agree that there shall be up to ten (10) companies eligible for deductions for tax sheltered annuity plans. When there are fewer than ten (10) companies being used, the Board shall notify the Association so that substitute companies may be added to the list of those eligible.

In addition to the above, deductions for the State of Connecticut Deferred Compensation 457 Plan shall be available.

The parties' agreement to permit deductions for tax sheltered annuity plans for these companies shall not in any way be construed as Board or Association approval or endorsement of these companies. The Board and the Association expressly disclaim any investigation of the soundness or

merits of these companies or their tax sheltered annuity plans.

3. If a teacher terminates his/her employment at some time during the year and the full amount of his/her contribution to either the Flexible Spending Account (FSA) or the Dependent Care Assistance Plan (DCAP) has not been deducted from his/her checks, then the balance shall be deducted from the last check issued to that teacher.
4. Dues Deduction
 - (a) Each of the Groups named in Section 5.1 h.2 above shall certify to the Board in writing the current rate of its membership dues. Any Group which shall change the rate of its membership dues shall give the Board thirty (30) days written notice prior to the effective date of such a change.
 - (b) Deductions referred to in Section 5.1 h.2 above shall be made on the first two pay days of each month for a period of nine (9) months beginning in October. The Board shall not be required to honor for any month's deduction any authorizations that are delivered to it later than two (2) weeks prior to the distribution of the payroll from which the deductions are to be made.
 - (c) Each organization for which the Board is required to make voluntary dues deductions shall provide the Superintendent by September 25 with a list of the names of those employees who have voluntarily authorized the Board to make such deductions.
 - (d) If a teacher terminates his/her employment at some time during the year and the full amount of dues has not been deducted from his/her check, then the balance shall be deducted from the last check issued to that teacher.
 - (e) The organization(s) shall indemnify and save the Board and/or the town harmless against all claims, demands, suits, or other forms of liability, which may arise by reason of any action taken in making deductions and remitting the same to the organization(s) pursuant to this Article.

The Board shall give the organization(s) written notice of all claims against it under this Article as soon as the Board or its agents become aware of such claims. The Board shall cooperate fully with the organization(s) in the investigation or defense of claims made against the Board under this Article.

- i. Continuing Education Unit (CEU) programs or equivalents which are utilized for the purpose of maintaining certification requirements of state law will not be applied toward advancement on the salary schedule.

Section 5.2 Contracts

The Board of Education agrees to issue an initial contract and an annual salary notification and intent to return statement. Copies of these forms are included in Appendix A.

Section 5.3 Extra-Pay Positions

- a. Teachers who hold extra-pay positions shall be automatically reappointed annually unless they are notified otherwise by the Superintendent within the established deadlines. Such notification shall be in writing. Teachers who do not desire to be reappointed to an extra-pay position shall so notify the Superintendent, in writing, within the established deadlines.
- b. The deadlines for appointment for seasonal extra-pay positions shall be the end of each season (see subparagraph d). For full year positions, the deadline shall be March 1.
- c. The Board of Education and the Association agree that appointments to extra-pay positions are annual in nature and that these positions do not carry tenure. In the event that an extra-pay position is eliminated for not more than two (2) years, preference shall be given to the teacher who held the position at the time of its elimination. Appointments to these positions are solely at the discretion of the Board of Education.
- d. Salaries for seasonal extra-pay positions shall be paid in one (1) lump sum on the second regular paydays in December, April and June.
- e. Payment for full-year positions shall be in three (3) equal payments: On the second regular paydays in December, April and June.
- f. Payments to Mentor Teachers shall be paid in one (1) lump sum on the second regular payday in April.
- g. Payment for extra-pay positions which are subject to Teachers' Retirement shall be folded into the teacher's salary and paid in twenty-six (26) equal payments.

Section 5.4 Classroom Work Beyond Calendar Days

- a. Any teacher required to work on classroom or assignment related materials beyond the school calendar days will be paid on the basis of his/her annual salary per day (calculated based on the total days in the work year as provided in Article VII), prorated to hours worked based upon the workday when school is in session, with a minimum assignment of three (3) hours for any day worked.
- b. Every staff member must recognize his/her responsibility for continuous effort to keep abreast of new or developing activities within his/her own field or within the cultural context in which our schools function.

Section 5.5 Part-time Teachers

- a. Teachers hired for fractional positions shall be paid at standard percentage rates, e.g.:
 - 4/5 position - 80% of full-time salary
 - 3/5 position - 60% of full-time salary
 - 2/3 position - 67% of full-time salary
- b. Part-time employees shall receive pro-rata sick leave benefits and shall be placed at the appropriate salary step in accordance with Article V - 5.1.a.2. Those part-time teachers who are paid at a salary rate of fifty percent (50%) or more shall be entitled to full insurance benefits subject to carrier regulations and eligibility requirements.

ARTICLE VI - TEACHER WELFARE PROVISIONS

Section 6.1 Protection of Teachers

- a. A teacher shall report immediately in writing to his/her principal and to the central office all cases of assault suffered by him/her in connection with his/her employment.
- b. This report shall be forwarded to the Board which shall comply with any reasonable request from the teacher for information in its possession relating to the incident or the persons involved, unless such information is confidential, and shall act in appropriate ways as liaison between the teacher, and the police and the Courts.
- c. Whenever a teacher is absent from school as a result of personal injury caused by an assault arising out of and in the course of his/her employment, he/she shall be paid his/her full salary for the period of such absence for up to one

calendar year without using sick leave. Any amount of salary payable pursuant to this Section shall be reduced by the amount of any worker's compensation awarded for temporary disability due to the said assault injury for the period for which salary is paid. The Board shall have the right to have the teacher examined by a physician designated by the Board for the purpose of establishing the length of time during which the teacher is temporarily disabled from performing his/her duties. The Board will designate two physicians; the teacher may choose one of the two.

Payment of the salary benefit set forth in this paragraph shall be contingent upon the teacher's filing a worker's compensation claim. In the event the Worker's Compensation Commissioner determines that such claim is not compensable, the Board will have no obligation to the teacher under this Article.

Section 6.2 Accident and Sickness Benefits

- a. A teacher shall report immediately in writing to his/her principal and to the central office all cases of personal injury caused by an accident arising out of and in the course of his/her employment.
- b. 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 (other than an assault), he/she may elect to charge all or part of such absence during the period of temporary disability due to the accident to the sick leave days to his/her credit under the Board's rules and regulations pertaining to sick leave. In which event he/she shall receive the sick leave pay to which he/she is entitled for the period so charged to his/her sick leave credits, less the amount of any temporary disability payments received under the worker's compensation laws due to said injury for any period for which such sick leave is paid. In the absence of such election said teacher shall not receive his/her sick leave payments during the period of his/her absence for temporary disability due to the accident, and his/her sick leave credits shall not be reduced by temporary disability due to the injury. Acceptance of sick leave payments (other than those made under 6.1 c. in connection with injury due to an assault) for any period for which the teacher may be entitled to receive disability payments under the worker's compensation laws shall constitute an election to charge his/her absence for such period to the sick leave days to his/her credit.

Section 6.3 Teacher Assignment

- a. The assignment and transfer of teachers within the School System is the responsibility of the Superintendent of Schools, and shall not be exercised in an arbitrary and capricious manner. In the determination of assignments, the reasonable requests and wishes of the teacher shall be honored to the extent

that these do not conflict with the requirements and best interests of the School System.

- b. Teachers shall be notified in writing of their program assignment for the coming school year, including the schools to which they will be assigned, the grades, subjects and group levels that they will teach, and any special or unusual classes that they will have, as soon as practical and under normal circumstances not later than the close of the school year. In the event of a change in circumstances or conditions after the close of the school year, assignments may be changed with prompt notice in writing to the teacher's last known address.

Guidance counselors who are required to work during the summer months shall be given notice of summer work dates, under normal circumstances prior to June 1. In the event of a change in circumstances or conditions after June 1, the dates may be changed with prompt notice in writing to the guidance counselor's last known address.

- c. Changes in assignment shall be effectuated only after a conference between Building Principal and the teacher concerned except in the case of changes made after the close of the school year, as provided in (b) above, in which case a conference between the Building Principal and the teacher shall be scheduled as soon as mutually convenient after receipt of notice of assignment change by the teacher concerned.
- d. In arranging schedules for teachers assigned to more than one school, an effort shall be made to limit the amount of interschool travel. Such teachers shall be notified of any change in their schedules as soon as possible.
- e. Planning Periods - For purposes of this Article, planning periods shall be defined as non-teaching time when the teacher's energies are devoted to activities affecting teaching readiness and the improvement of pupil adjustment and achievement.

Elementary teachers shall be entitled to a minimum of 190 minutes per five (5) day school week. The building administrator in consultation with the school based scheduling committee at the elementary schools shall make every effort to apply the following criteria in scheduling: (1) teacher preparatory time shall be scheduled within the instructional day; (2) an individual preparation period of at least thirty (30) minutes shall be scheduled for each teacher per day.

Each middle school and high school teacher shall be entitled to five (5) planning periods per a five (5) day school week.

f. Teaching Periods –

The normal schedule for high school teachers shall be five (5) teaching periods per day, except when a teaching period is dropped in the rotation.

The normal schedule for middle school teachers shall be five (5) teaching periods per day.

The following criteria shall be utilized in scheduling secondary teachers:

1. Alternative sign-ups for elective courses (e.g. first/second choice);
2. Alternative scheduling which may be employed to provide conflict-free schedules;
3. No predetermined number of teachers who may be assigned to teach six (6) teaching periods per day;
4. Input of teachers within the department potentially affected by the assignment of an additional teaching period;
5. The number of times any given teacher is assigned a sixth teaching period should be minimized;
6. When assigned an additional teaching period, an effort will be made to minimize the number of different courses, preparations, and levels of instruction as well as the number of students assigned;
7. Prior to assigning an additional teaching period, the administration shall first seek volunteers. No teacher shall be involuntarily assigned to teach a sixth period when a qualified volunteer is available.

In any event, no more than three (3) teachers in any one department may be assigned to an additional teaching period per day. When said teachers are assigned to an additional teaching period per day they shall be relieved of all other non-teaching duties and shall only be assigned to homeroom duty when all other teachers are assigned to a homeroom duty. When a science teacher is assigned to a laboratory, in addition to the normal schedule for high school teachers, said teacher shall be relieved of all other non-teaching duties and shall only be assigned to homeroom duty when all other teachers are assigned to a homeroom duty.

The administration will make every reasonable effort to provide 200 minutes of cooperative planning time per week for teachers at the middle school. The administration shall provide, at a minimum, 150 minutes of cooperative planning time per week for such teachers.

Program Chairs at the High School shall, in addition to their regular planning period, be assigned one (1) non-teaching period solely devoted to their assignment as Program Chairs, or by mutual agreement between the Program Chair and the Principal, devoted to teaching an additional class or independent study. Program Chairs may elect to teach an additional period per day upon

written request in writing instituted by the Program Chair. Such volunteerism shall not constitute a binding agreement for future years.

The parameters of 6.3a and f are subject to re-negotiations in the event of change in school schedules.

Section 6.4 Teacher Transfers

- a. When a reduction in the number of teachers in a school is necessary, volunteers shall be transferred to another school first.
- b. An involuntary transfer shall be made only after a meeting between the teacher involved and the Superintendent of Schools or his/her designee at which time the teacher shall be notified of the reason or reasons for the transfer.
- c. When involuntary transfers are necessary in the judgment of the school administration, length of service in the school system shall be a major consideration in determining which teacher is to be transferred. Teachers shall be transferred only to positions within their area of certification.
- d. Notice of transfer shall be given to teachers as soon as practicable and under normal circumstances no later than June 1st.

Section 6.5 Reduction of Staff Because of Elimination of Position

- a. Teachers who have acquired tenure will have first preference for retention in positions for which they are certified and qualified. This shall include first preference with regard to positions that are held by non-tenured teachers, in addition to positions which are open and available.
- b. Within the separate category of non-tenure teachers, the following criteria will be considered to determine the teacher or teachers to be released:
 1. Areas of certification by the State Department of Education;
 2. Total years of teaching in the Clinton School System from most recent date of hire;
 3. Educational needs of the school system;
 4. Yearly written evaluations;
 5. Special training and experience; and
 6. Total years of experience in teaching.
- c. Within the separate category of tenured teachers, to determine which teacher is to be terminated as a result of elimination of a teaching position, the following criteria will be considered in the order listed:

1. Areas of certification by the State Department of Education;
2. Total years of teaching in the Clinton School System from most recent date of hire;
3. Educational needs of the school system;
4. Yearly written evaluations;
5. Special training and experience; and
6. Total years of experience in teaching.

It may be necessary to consider more than one of the above criteria to identify the teacher being terminated.

d. Recall

1. Any teacher whose employment is severed as a result of the elimination of teaching position(s) shall be placed on the recall list. No vacancy shall be filled or posted prior to the attempt to recall a qualified teacher from the recall list.
2. Tenured teachers shall be recalled before non-tenured teachers provided that they are certified as defined by the Connecticut State Department of Education and qualified in an area in which an opening occurs.
3. The Board shall recall teachers in the reverse order of layoff, provided the teacher is certified, as defined by the State Department of Education, and qualified in an area in which an opening occurs. In determining the qualification of a teacher for an opening, the factors listed in paragraph c. of this Article shall be considered.
4. Teachers shall be retained on the recall list according to the following:
 - (a) Teachers who have completed three (3) or less continuous years of service in the Clinton Public Schools shall be retained on the recall list for two (2) years; and
 - (b) Teachers who have begun or surpassed their fourth continuous year of service in the Clinton Public Schools shall be retained on the recall list for three (3) years.
5. All teachers on the recall list shall be required to notify the Superintendent, in writing, of their intention to remain on the recall list for the following year, if eligible in accordance with the above, before January 1 of the preceding school year. The written notification shall also contain the teacher's current address. If the Superintendent is not

notified by the specified date, the teacher automatically will be removed from the recall list.

6. In the event that a teacher is recalled, the teacher will accept or reject in writing his/her offer of rehire within fifteen (15) days of the receipt of written notification of position availability from the Superintendent. This notification of position availability will be mailed to the teacher's last known address.

If the teacher rejects the offer, the teacher shall forfeit all recall rights. The teacher's failure to provide to the Superintendent written notification concerning the offer of rehire within thirty (30) days of the mailing of written notification shall be considered a rejection of the offer.

7. A teacher rehired from layoff shall have his/her accumulated sick leave restored provided the teacher has not taken the leave or received reimbursement for the leave.
8. A teacher rehired from the layoff shall be credited with his/her years of teaching experience in the Clinton School System earned prior to the layoff.

Section 6.6 Promotions

Promotion shall mean any position within the bargaining unit which includes a salary differential. All teachers shall be given a reasonable opportunity to apply for such positions and preference shall be given to qualified teachers currently employed by the Board provided, however, that the Board reserves the right to fill any promotional position in a manner which it feels best serves the interest of the School System.

Section 6.7 Posting of Vacancies

- a. Vacancies shall mean all openings of bargaining unit positions within the school system which occur as a result of death, termination, retirement, leaves of absence approved prior to March 1, resignation, non-renewal, or a newly created position. A vacancy shall also include an opening in a bargaining unit position which occurs as a result of a transfer that takes place following the close of school in June but prior to August 15.
- b. All vacancies in positions requiring certification shall be posted on the district website and via e-mail (using @clintonpublic.org addresses) to members of the bargaining unit at least three (3) business days (Monday through Friday) prior to the anticipated application closing date.

- c. When, in the judgment of the Board of Education, teachers currently employed by the Board and outside candidates are substantially equal in qualification, preference shall be given to the qualified employee.
- d. The Board reserves the right to fill any position in a manner which it feels best serves the interest of the school system subject to the other provisions of this section.

Section 6.8 In-Service Training

- a. Release time for Curriculum Development workshops will be provided for each teacher during the school year.
- b. The Board of Education will reimburse teachers holding Professional Certificates for the cost of books for any approved graduate credit courses taken, provided such books are given to the school system as part of a professional library. A dated receipt is necessary as proof for reimbursement.

Section 6.9 Personnel File

Each teacher shall have a personnel file. Each teacher may also have a supervisory file kept by the building principal or other appropriate administrator. No item of evaluation, criticism, complaint or reprimand shall be introduced into the personnel file or the supervisory file unless the teacher is informed of the existence of such item. In no case shall any anonymous complaint be placed in any teacher's personnel or supervisory file.

The teacher may submit a written notation regarding any material in the personnel or supervisory file, 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 the personnel or supervisory file, such signature shall be understood to indicate the teacher's awareness of the material; but, in no instance, shall said signature be interpreted to mean agreement with the content of the material.

Teachers shall have the opportunity to review and discuss any evaluation reports with their supervisors, and to review the contents of their personnel and/or supervisory files as maintained by the building principals, supervisors or the Superintendent.

Section 6.10 Just Cause

No teacher shall be reprimanded or suspended without just cause.

Section 6.11 Special Education -- Physical Restraint

A teacher who has a special education student with an IEP providing for physical restraint shall be provided with training in proper techniques for physical restraint.

The Superintendent shall convene a committee of teachers and administrators to discuss safety issues related to physical restraint and means of addressing staff concerns regarding such.

ARTICLE VII - WORKING CONDITIONS

Section 7.1 New Teachers

New teachers may be required to report for one extra day of orientation prior to the start of the teacher work year.

Section 7.2 School Day

- a. The starting and dismissal times of all schools shall be established by the school administration. The administration agrees to consult with the Association in the establishment of these times. Such starting and dismissal times shall be published not later than June 1.
 1. For purposes of this article of the Agreement, the teacher's basic work day and work year shall be as follows: The teacher's basic work day shall be seven (7) hours and twenty-one (21) minutes inclusive of instructional time, planning and preparation time, before/after school duty, and a duty-free lunch period.
 2. Any extension of this work day, except as permitted by the terms of this Agreement, shall be compensated at an hourly rate prorated based on the length of the school year and the length of the school day as provided in this Agreement.
 3.
 - (a) Any extension of the work year, except as permitted by the terms of this Agreement, beyond the number of days in the work year established pursuant to this Agreement, shall be compensated at a daily rate prorated based on the number of days in the work year as provided in this Agreement.
 - (b) The work year of 186 days shall include 183 student days and two (2) professional development days which shall be of six (6) hours duration not including lunch, and one other non-instruction day.

The scheduling of these additional work days will be by mutual agreement between the administration and the Association.
 4. Current practices regarding after-school day responsibilities, such as planning and placement team meetings, workshops and other

practices, not specifically modified by the terms of this Article, shall not be considered extensions of the work day.

5. Lengthening of the school day in lieu of a work day(s) shall not be considered extensions of the work day or work year. A work day scheduled as a school day which does not meet the legal requirements of a school day shall not be considered as a day in the work year.
- b. Planning and Placement Team Meetings - The Board agrees to make an effort to schedule these meetings during the work day.
 - c. Building Principal Meetings -- Teachers may be required to attend two (2) building principal meetings per month. The duration of such meetings shall not exceed one and one-half (1 ½) hours beyond the teacher's work day. In the months during which there is early dismissal for Professional Development, the second meeting shall be held on the early dismissal day. The district shall provide professional development (CEU's) activities for teachers during this time. Additional meetings may be scheduled in the event of an emergency. When not used for building principal meetings, the time may be used for alternative activities.
 - d. Evening Conferences - Teachers may be required to attend three (3) evening parent conferences each school year. These conferences shall be scheduled by the administration.
 - e. Guidance Counselors may be assigned to work flexible schedules for three six-week periods per year (one each in the fall, winter, and spring). During each of these periods, each guidance counselor will work four (4) evenings.

Section 7.3 Lunch and Playground Periods

No teacher shall be responsible for lunchroom or playground duty.

Section 7.4 Teacher Conferences and Visiting Days

The Board will provide an allowance of no less than five thousand dollars (\$5,000) per year for expenses incurred for conference and visiting days, not including substitution. All requests must have prior approval by the Superintendent or his/her designee. The Superintendent may approve, not subject to the grievance procedures, teachers paying part or all expenses in attending a conference.

Section 7.5 Interactive Video

- a. The school administration, in its discretion, may propose an interactive video class assignment to a teacher, and the teacher may decline such assignment, without fear of discipline. The Board shall provide teachers assigned to teach

such classes with the appropriate training necessary for proper set-up, use and maintenance of the distance learning center equipment, or otherwise provide for the same through assignment of a trained assistant, aide or otherwise.

- b. It is not the purpose of interactive video to eliminate bargaining unit positions or reduce the total number of bargaining unit members employed or hours worked as a result of the implementation of the interactive video. This does not preclude the use of interactive video to provide an instructional program where limited enrollment, funding, or other circumstances preclude a course offering taught by a bargaining unit member in a classroom setting.

ARTICLE VIII - HEALTH INSURANCE

Section 8.1 Insurance -- Active Employees

- a. Medical Insurance. The Board shall provide the following options for medical insurance coverage for eligible employees and their eligible dependents:
 - 1. (a) Century Preferred Plan, as outlined in Appendix D, with the public sector formulary prescription drug plan and mandatory generic substitution, subject to an \$1,800 annual maximum for prescriptions and prescription co-payments as follows:

\$5 for generic,	\$25 for brand name (formulary),	\$40 for brand name non-formulary, and twice the applicable co-payment for mail order.
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 - (b) The employee shall pay the following portion of the cost for an eligible employee and eligible dependents for enrollment in this health insurance coverage option:

2014-15	18.5%
2015-16	19.5%
2016-17	20.0%
 - 2. (a) Century Preferred PPO/Comprehensive Mix Plan, as outlined in Appendix E, with the public sector formulary prescription drug plan and mandatory generic substitution, subject to an annual maximum of \$2,500 for prescriptions and prescription co-payments as follows: \$5 for generic, \$25 for brand name (formulary), \$40 for brand name non-formulary, and twice the applicable co-payment for mail order.
 - (b) The employee shall pay the following portions of the cost for an eligible employee and eligible dependents for enrollment in this health insurance coverage option.

2014-15	14.5%
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2015-16	14.5%
2016-17	15.0%

- b. Dental Benefits. The Board shall provide the Anthem Blue Cross/Blue Shield Full Dental Plan with dependent rider for eligible employees and their eligible dependents. The employee shall pay the following portion of the cost for this coverage:

2014-15	18.5%
2015-16	19.5%
2016-17	20.0%

- c. Life Insurance. The Board shall pay ninety percent (90%) of the cost of life insurance coverage in the amount of seventy-five thousand dollars (\$75,000).

Section 8.2 Insurance -- Domestic Partners

An employee may enroll his/her domestic partner in the medical and dental benefit plans of Section 8.1 provided the employee and the domestic partner are not eligible to marry in the State of Connecticut, and subject to the submission of such affidavit as required by the insurance carrier or administrator.

Section 8.3 Insurance -- Retirees

Retirees in all insurance plans pay one hundred percent (100%) of the cost minus any payment from the state made on behalf of the retiree.

Any teacher who, upon retirement from the Clinton School System, receives actual payment for current Teacher Retirement Benefits immediately after retirement (as defined in C.G.S. §§ 10-183 f (a), (b), (c) or § 10-183aa) will be permitted to participate in all group insurance plans available to active teachers, until such time as the teacher is eligible for Medicare and thus eligible to participate in the State sponsored plan. The maximum life insurance coverage available will be an amount equal to no more than fifty (50) percent of the teacher's pre-retirement life insurance, which shall be reduced to a maximum of five thousand dollars (\$5,000) at age sixty-five (65). The surviving spouse of a deceased retiree will be permitted to participate in all group medical insurance plans available to active teachers at his/her own cost, until such time as the spouse is eligible for Medicare and thus eligible to participate in the State sponsored plan.

Section 8.4 Change of Carriers

Nothing herein shall be interpreted to prevent the Board from obtaining coverage which is substantially equivalent as a whole from alternative insurance carriers, or through self-insurance, so long as there is no interruption in coverage, except that the E.A.C. may reject any proposed change in insurance carriers on the basis of

non-equivalent coverage, including its administration within sixty (60) school days from notice of such proposed change. In the event the Association rejects the proposed change in insurance carriers, the Board may submit the question of whether the proposed insurance coverage is substantially equivalent as a whole to the present coverage to the American Arbitration Association, which shall administer the proceedings under the labor arbitration rules of the Association. The arbitrator's decision shall be in writing and shall be final and binding. The cost for the services of the arbitrator shall be borne equally by the Board and the Association.

Section 8.5 Premium Conversion, Flexible Spending Accounts and DCAP

The Board shall continue to provide a plan whereby teachers' premium cost sharing shall be on a pre-tax basis. The Board shall also establish such plan(s) as are required to allow teachers to elect participation in:

- (1) a flexible spending account, with a two thousand five hundred dollar (\$2,500.00) per year limit on medical expense reimbursements; and/or
- (2) a dependent care assistance plan with such annual limit as permitted under the Internal Revenue Code.

These plans shall be established and administered in accordance with Internal Revenue Code requirements.

Section 8.6 Managed Benefits

Managed Benefit Guidelines apply to both Century Preferred plans -- the PPO and the PPO/Comprehensive Mix Plan; penalties for non-compliance shall be as imposed by Blue Cross/Blue Shield.

Section 8.7 Insurance Committee and Wellness Program

The Board and the Association will continue the existing Insurance Committee to study insurance cost containment.

During the 2014-2015 year, representatives of the administration and the Association shall work together in the existing Insurance Committee to explore a Wellness Program for all school district employees. The Insurance Committee shall review any health care data relevant to a Wellness Program and shall consider an on-line health risk assessment, biometric testing, with the inclusion of the spouse (but not dependent children), and consultation with health advocates in cases of chronic conditions.

ARTICLE IX - LEAVES

Section 9.1 Sick Leave

- a. All certificated professional employees shall be granted annually fifteen (15) days of sick leave with full pay accumulative to one hundred eighty (180) days. Teachers shall be notified by January 1 of their accumulated sick leave.
- b. Upon the retirement or permanent disability of a teacher, as defined in the Teacher's Retirement Act (Connecticut General Statute §10-183b et seq.) payment over and above regular compensation shall be made for the total accumulated sick leave at the rate of sixty-five dollars (\$65) per day up to one hundred eighty (180) days maximum.
- c. Voluntary Sick Leave Bank
 1. A sick leave bank shall be established for the purpose of allowing bargaining unit members to contribute accumulated sick leave which shall be available to other contributing members that have exhausted sick leave due to a chronic illness, series of chronic illnesses, catastrophic injury, serious illness or combination of same as further enumerated by rules and regulations established by a committee of the Board of Education and the Education Association of Clinton.
 2. Said committee made up of three (3) Board designees and three (3) Association designees shall meet and promulgate rules and regulations regarding the bank including but not limited to contribution levels, entrance to the bank, withdrawal from the bank, eligibility and any other regulations that they deem necessary to the functioning of and implementation of this Article. Rules and regulations developed and/or amended by such committee and agreed to by the Association and Board are hereby incorporated by reference.
- d. Any teacher may be given an alternative assignment or use available sick leave when, in the written opinion of his/her physician, a condition at the site of his/her assignment, constitutes a threat to the teacher's health, the viability of a pregnancy, or the health of an unborn child. Alternative assignment decisions shall be at the option of the Superintendent of Schools and such decisions shall not be subject to the grievance procedure.

Any teacher not eligible to join the "sick bank" by virtue of a lack of sick day accumulation, who has exhausted his/her sick leave as a result of such condition, shall, for the purposes of this section, be deemed a member of such bank. This membership shall be limited to that period of time the teacher is absent from his/her assignment as a result of such condition.

Absences for which a worker's compensation claim has been filed shall not be subject to the provisions of this section.

Section 9.2 Temporary Leave

- a. Each member of the unit shall be entitled to a total of five (5) days leave of absence with pay each year for the following reasons:
 1. Required court attendance as a party or witness or required attendance at an administrative hearing as a party or as a witness under subpoena;
 2. Birth of child;
 3. Marriage ceremony (self, children, parent, siblings);
 4. Illness in the immediate family (for the purposes of this subsection immediate family shall be defined as children, parents, spouse, in-laws, domestic partner);
 5. Death in the immediate family (for the purposes of this subsection immediate family shall be defined as children, parents, siblings, spouse, grandchildren and grandparents, in-laws, domestic partner);
 6. Attendance at funeral of relatives (for the purposes of this subsection relatives shall be defined as children, parents, siblings, aunts, uncles, spouse, grandchildren and grandparents, in-laws, domestic partner);
 7. Religious holidays which require absence from work; and

Each member of the unit shall be entitled to use two (2) of the above five (5) days each year without having to state a reason. These two (2) days may not be taken to extend a holiday or school vacation, or on professional development days, unless the teacher can demonstrate that there is good cause for the absence and that he/she has no choice as to the date of the event.

- b. Application for such leave shall be made in writing at least forty-eight (48) hours in advance of the intended leave day and, if applicable, shall state the reason for the leave. The Superintendent shall notify the applicant of his/her decision to grant or deny the request twenty-four (24) hours in advance of the intended leave period. In the event that circumstances make prior application for a leave-of-absence day impossible, the Superintendent of Schools shall have the discretion to grant or deny payment for such a day upon written application which shall be submitted the next day.

In the discretion of the Superintendent of Schools, additional days of temporary leave of absence with pay, charged to the teacher's accrued sick

leave, may be granted to a unit member. The decision of the Superintendent in granting or denying such leave shall not be grievable. Teachers requesting leave under this subsection must clearly state the reasons for utilization of temporary leave time.

- c. Leaves taken pursuant to paragraph a, items 1 through 7, shall be in addition to any sick leave to which a member of the unit is entitled.
- d. The Association accepts the responsibility to encourage staff members to use temporary leave days with discretion. The Association shall receive annually a list of all staff members who have used temporary leave days and the number of such days used.

Section 9.3 Extended Leaves

- a. Teachers who wish to apply for an extended leave of absence without pay must do so in writing to the Superintendent of Schools no later than March 1, preceding the school year for which the request is made.
- b. The Board of Education will act on the Superintendent's recommendation during the month of March.
- c. The Superintendent will, by registered mail, send a notification letter no later than October 15 preceding the school year in which a teacher on extended leave is returning, reminding him/her that failure to notify the Superintendent by December 15 will be viewed as a resignation. A teacher on such extended leave of absence must inform the Superintendent, in writing, of his/her plans for the next school year no later than December 15 of the school year for which the leave of absence is granted. Failure to so notify the Superintendent shall be viewed as a voluntary resignation.
- d. The Board of Education may waive the March 1 deadline if it deems such action is warranted.

Section 9.4 Medical Leaves of Absence

Upon request and with appropriate medical verification, a medical leave of absence will be granted to tenured teachers only for the remainder of the school year and for the next year ensuing. The Superintendent will, by registered mail, send a notification letter no later than October 15 preceding the school year in which a teacher on extended leave is returning, reminding him/her that failure to notify the Superintendent by December 15 will be viewed as a resignation. A teacher on such extended leave of absence must inform the Superintendent, in writing, of his/her plans for the next school year no later than December 15 of the school year for which the leave of absence is granted. Failure to so notify the Superintendent shall be viewed as a voluntary resignation.

Section 9.5 Leave of Absence for Child Rearing

- a. Upon request, a leave of absence without pay for childrearing will be granted to teachers for the balance of the school year in which childbirth or adoption occurs (and the following school year in cases where leave begins after March 1st).
- b. The Superintendent will, by registered mail, send a notification letter no later than October 15 preceding the school year in which a teacher on extended leave is returning, reminding him/her that failure to notify the Superintendent by December 15 will be viewed as a resignation. A teacher on such extended leave of absence must inform the Superintendent, in writing, of his/her plans for the next school year no later than December 15 of the school year for which the leave of absence is granted. Failure to so notify the Superintendent shall be viewed as a voluntary resignation.
- c. Teachers on childbearing leave are encouraged at their discretion to participate in district professional development activities.

Section 9.6 Sabbatical Leave

The Board of Education shall review and may approve worthwhile programs or independent work subject to the following conditions:

- a. Requests for sabbatical leave must be received by the Board of Education in writing in such form as may be required no later than February 1 of the year preceding the school year in which the sabbatical is requested. It is understood that the deadline of February 1 shall be waived at the discretion of the Board of Education when fellowships, grants or scholarships awarded late in the year make such a deadline unreasonable. Any teacher whose application for sabbatical leave is not approved by the Board shall receive written notification of the denial with reasons stated.

- b. A sabbatical leave shall be for a full academic year and the professional staff member shall be paid at 75% of his/her annual rate including 100% longevity if any. Insurance benefits shall continue in full force as if the teacher were not on sabbatical leave.
- c. The teacher shall be eligible for an initial sabbatical leave after at least seven (7) consecutive full school years of active service in this system. A second sabbatical may be granted after another seven (7) year period.
- d. A teacher on sabbatical leave, as a condition to the granting of such leave, shall agree in writing to return to employment in the Clinton School System for a period of two (2) school years upon the conclusion of sabbatical leave or, in the alternative, to reimburse the Board of Education completely for all payments made by the Board during the period of sabbatical leave. Further, the teacher shall execute a promissory note in the amount the teacher will be paid while on such leave, payable to the Clinton School System. The terms of the note will state that if a teacher chooses not to return to employment for two (2) school years after returning from sabbatical leave, he/she shall be held financially responsible for paying to the Board the amount received while on sabbatical leave. The Board shall waive said promissory note when a teacher is unable to fulfill its terms as a result of illness, disability or death.
- e. The returning teacher shall be placed on the appropriate step on the salary schedule as though he/she had been in active service in the system for the year of the sabbatical leave. The sabbatical shall not effect continuity of service nor accrual of seniority toward longevity benefits.
- f. A teacher applying for sabbatical leave shall include in such application any known source of income that shall accrue to the applicant as a direct result of the sabbatical leave planned program. The Board may in such case award said sabbatical leave so that the combined total of directly related sabbatical income and the sabbatical leave Board payments do not exceed 100% of the teacher's annual rate. In the event that such directly related income becomes available after the commencement of the leave, then the teacher shall reimburse the Board so that the combined total of sabbatical leave payment and directly related sabbatical income do not exceed 100% of the teacher's annual salary rate.
- g. A teacher must work at least one-half of the work year for that year to be considered a year of teaching service.

ARTICLE X - NOTICE OF RETIREMENT

A teacher who intends to retire shall give notice, in writing, to the Superintendent, in accordance with the following:

- a. If the teacher intends to retire at the end of the school year, the notice shall be given not later than December 15. If the teacher provides timely notice in accordance with this provision, the teacher shall be entitled to one (1) paid temporary leave day for the purpose of attending to his or her business with the Teacher Retirement Board.
- b. If the teacher intends to retire at some other time during the school year, notice shall be given at least ninety (90) calendar days in advance.
- c. The notice periods provided herein shall be waived in any case where the teacher becomes unexpectedly unable to work due to an unanticipated medical condition or a family illness or injury which requires that the employee provide care.

ARTICLE XI - GENERAL PROVISIONS

- a. It is understood that teachers shall continue to serve under the direction of the Superintendent of Schools and in accordance with the Board and administrative policies, rules and regulations, including those set forth in the Clinton Teacher's Manual, as amended, provided that the provisions of the Agreement shall supersede and prevail over any conflicting provisions.
- b. There shall be no reprisals of any kind taken against any teacher by reason of his/her membership in the Association or participation in its activities.
- c. Each principal shall continue to provide every teacher with a Teacher's Handbook, the contents of which shall not be contrary to Board of Education Policies or the terms of this Agreement.
- d. Copies of the Board of Education Policies Manual shall be available on the school district website. The Superintendent shall send any changes made to the Board of Education Policies Manual electronically to the Association President at the same time as the changes are sent to Board members.
- e. This Agreement will be incorporated as part of Board policy for the term of said Agreement.
- f. If any portion of this Agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect.
- g. Terms of Agreement copies shall be distributed to all teachers, Board of Education members, and administrators no later than thirty (30) days after this Agreement is legal and binding. The parties agree to split the costs of providing the above-noted copies of the Agreement.

- h. Minutes of the Board of Education meetings are to be made available on the school district website.
- i. Teacher Organizations shall reimburse the Board of Education for cost of supplies used in organization business.
- j. The Teacher Organizations have the right to display notices, circulars and other materials on a bulletin board located in the Faculty Rooms. These must be in good taste as determined by the Principal.
- k. Complaints regarding working conditions, which are not covered by this Agreement, and the welfare of teachers shall be informally discussed with the school principal and, if unresolved, shall be discussed with the Superintendent before the Board of Education considers such complaint. Such complaints shall not be subject to the grievance procedure.

ARTICLE XII - DURATION AND EFFECTIVE DATES

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

THIS AGREEMENT MADE AND ENTERED INTO by and between the Clinton Board of Education (hereinafter referred to as the "BOARD") and the EDUCATION ASSOCIATION OF CLINTON (hereinafter referred to as the "ASSOCIATION").

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

CLINTON BOARD OF EDUCATION

By Deborah T. Grass
Deborah T. Grass
Chairperson

EDUCATION ASSOCIATION OF CLINTON

By Michael BonTempo
Michael BonTempo
President

October 9, 2013
Date of Signing

APPENDIX A

INDIVIDUAL CONTRACT

TO:

FROM:

You are offered the position of Certified teacher with the Clinton Board of Education commencing _____.

Please sign and return to me one (1) copy of this memo to serve as a contract.

Superintendent of Schools

Teacher's Signature

Date

APPENDIX A

SALARY NOTIFICATION

and

INTENT TO RETURN

TO:

FROM:

You are hereby notified that your salary for the 20__ -20__ school year is \$_____.

Please sign and return to me one (1) copy on or before _____, 20__ to serve as notification of your intent to return to employment.

Superintendent of Schools

Teacher's Signature

Date

APPENDIX A

**BOARD OF EDUCATION
CLINTON, CONNECTICUT**

Annual Extra Pay Duty Agreement

The Clinton, Connecticut Board of Education hereby agrees to employ:
to perform the Extra Pay Assignment(s) of _____ in the _____ School for the school
year beginning _____, 20_ and ending _____, 20_.

This Agreement covers only the above-stated extra assignment(s) which (is/are) in
addition to the regular teaching duties provided for in the Teacher's Contract.

The Board of Education has voted and hereby agrees to pay said teacher, and said
teacher agrees to accept, for services during the above-stated period, an annual salary of \$
in _____ periodic installments payable as follows:
_____ beginning _____, 20_, and subject to required deductions for the U.S. Withholding
Tax, and other agreed-to deductions which the teacher may in writing authorize.

By _____
Teacher

By _____
Superintendent of Schools

Date _____

Date _____

APPENDIX B
SALARY SCHEDULE
2014-2015

Please see the Memorandum of Agreement regarding this salary schedule. There is a correction to the Experience column, step 11.

STEP	EXP	BA	BA+30	MA	BA+60	MA+30
1	0-1	42,344	44,909	47,269	47,762	49,591
2	2	43,925	46,496	48,855	49,353	51,180
3	3-4	45,346	47,923	49,712	50,783	52,042
4	5	48,104	50,685	52,099	53,793	54,666
5	6	51,409	53,990	55,781	57,565	58,794
6	7	54,678	57,262	59,488	61,374	63,020
7	8	58,765	61,330	64,047	66,039	68,158
8	9	63,153	65,690	68,957	71,060	73,717
9	10	67,813	70,300	74,178	76,398	79,663
10	11	70,360	72,490	76,694	79,267	82,654
11	13+	74,000	76,713	80,945	83,368	86,930

Subject to Article V, Section 5.1.a.2(f), all teachers who are not at maximum shall advance one step on the 2014-15 salary schedule.

APPENDIX B
SALARY SCHEDULE
2015-2016

STEP	EXP	BA	BA+30	MA	BA+60	MA+30
1	0-2	43,925	46,496	48,855	49,353	51,180
2	3	45,346	47,923	49,712	50,783	52,042
3	4-5	48,104	50,685	52,099	53,793	54,666
4	6	51,409	53,990	55,781	57,565	58,794
5	7	54,678	57,262	59,488	61,374	63,020
6	8	58,765	61,330	64,047	66,039	68,158
7	9	63,153	65,690	68,957	71,060	73,717
8	10	65,483	67,995	71,568	73,729	76,690
9		67,813	70,300	74,178	76,398	79,663
10	11	70,360	72,940	76,964	79,267	82,654
11	12+	75,295	78,055	82,362	84,827	88,451

Subject to Article V, Section 5.1.a.2(f), all teachers who are not at maximum shall advance one step on the 2015-16 salary schedule.

APPENDIX B
SALARY SCHEDULE
2016-2017

STEP	EXP	BA	BA+30	MA	BA+60	MA+30
1	0	43,925	46,496	48,855	49,353	51,180
2	1-3	45,346	47,923	49,712	50,783	52,042
3	4	48,104	50,685	52,099	53,793	54,666
4	5-6	51,409	53,990	55,781	57,565	58,794
5	7	54,678	57,262	59,488	61,374	63,020
6	8	58,765	61,330	64,047	66,039	68,158
7	9	63,153	65,690	68,957	71,060	73,717
8	10	65,483	67,995	71,568	73,729	76,690
9	11	67,813	70,300	74,178	76,398	79,663
10		70,360	72,940	76,964	79,267	82,654
11	12+	76,161	78,953	83,309	85,803	89,468

Subject to Article V, Section 5.1.a.2(f), all teachers who are not at maximum shall advance one step on the 2016-17 salary schedule.

**APPENDIX C
EXTRA PAY SCHEDULE**

Student Activities/Advisor Positions

Student Activity/Advisor Positions		2014-15		
		Step 1	Step 2	Step 3
Senior Yearbook	Morgan	\$2,562		
Co-Director-Musical	Morgan	\$2,754	\$2,947	\$3,128
Audio Visual	Morgan	\$2,562		\$2,900
Drama Coach	Morgan	\$2,562		\$2,900
High School Bowl Advisor	Morgan	\$1,660	\$1,772	
Math League Advisor	Morgan	\$1,660		\$1,881
J.V. Math League Advisor	Morgan	\$1,012		\$1,155
Literary Review Advisor	Morgan	\$1,660		
Student Council Advisor	Morgan	\$2,562		
Pupil Personnel Chairperson	District	\$1,979		
Science Resource Chairperson	Pierson	\$1,979		
	Joel	\$1,979		
Gifted Resource Chairperson	Joel	\$1,979		
	Pierson	\$1,979		
	Eliot	\$1,979		
Coordinator Gifted Program	District	\$3,875		
After Hours Activities: Coordinators for Intellectually Gifted and Other Programs				
	Pierson	\$7,160		
	Eliot	\$7,160		
Interact Advisor	Morgan	\$1,660		

Effective with the 2005 contract, the step system for the Extra Pay Schedules shall be eliminated. All those newly appointed shall be placed at Step 1. Those with continuing appointments at higher steps shall remain on the higher steps but shall not be further advanced. As positions with appointees at Step 2 and/or 3 become open, Steps 2 and 3 shall be eliminated.

**APPENDIX C
EXTRA PAY SCHEDULE**

Student Activities/Advisor Positions

Student Activity/Advisor Positions		2015-16		
		Step 1	Step 2	Step 3
Senior Yearbook	Morgan	\$2,626		
Co-Director-Musical	Morgan	\$2,823	\$3,021	\$3,206
Audio Visual	Morgan	\$2,626		\$2,973
Drama Coach	Morgan	\$2,626		\$2,973
High School Bowl Advisor	Morgan	\$1,702	\$1,816	
Math League Advisor	Morgan	\$1,702		\$1,928
J.V. Math League Advisor	Morgan	\$1,037		\$1,184
Literary Review Advisor	Morgan	\$1,702		
Student Council Advisor	Morgan	\$2,626		
Pupil Personnel Chairperson	District	\$2,028		
Science Resource Chairperson	Pierson	\$2,028		
	Joel	\$2,028		
Gifted Resource Chairperson	Joel	\$2,028		
	Pierson	\$2,028		
	Eliot	\$2,028		
Coordinator Gifted Program	District	\$3,972		
After Hours Activities: Coordinators for Intellectually Gifted and Other Programs				
	Pierson	\$7,339		
	Eliot	\$7,339		
Interact Advisor	Morgan	\$1,702		

Effective with the 2005 contract, the step system for the Extra Pay Schedules shall be eliminated. All those newly appointed shall be placed at Step 1. Those with continuing appointments at higher steps shall remain on the higher steps but shall not be further advanced. As positions with appointees at Step 2 and/or 3 become open, Steps 2 and 3 shall be eliminated.

**APPENDIX C
EXTRA PAY SCHEDULE**

Student Activities/Advisor Positions

Student Activity/Advisor Positions		2016-17		
		Step 1	Step 2	Step 3
Senior Yearbook	Morgan	\$2,665		
Co-Director-Musical	Morgan	\$2,865	\$3,066	\$3,254
Audio Visual	Morgan	\$2,665		\$3,018
Drama Coach	Morgan	\$2,665		\$3,018
High School Bowl Advisor	Morgan	\$1,728	\$1,843	
Math League Advisor	Morgan	\$1,728		\$1,957
J.V. Math League Advisor	Morgan	\$1,053		\$1,202
Literary Review Advisor	Morgan	\$1,728		
Student Council Advisor	Morgan	\$2,665		
Pupil Personnel Chairperson	District	\$2,058		
Science Resource Chairperson	Pierson	\$2,058		
	Joel	\$2,058		
Gifted Resource Chairperson	Joel	\$2,058		
	Pierson	\$2,058		
	Eliot	\$2,058		
Coordinator Gifted Program	District	\$4,032		
After Hours Activities: Coordinators for Intellectually Gifted and Other Programs	Pierson	\$7,449		
	Eliot	\$7,449		
Interact Advisor	Morgan	\$1,728		

Effective with the 2005 contract, the step system for the Extra Pay Schedules shall be eliminated. All those newly appointed shall be placed at Step 1. Those with continuing appointments at higher steps shall remain on the higher steps but shall not be further advanced. As positions with appointees at Step 2 and/or 3 become open, Steps 2 and 3 shall be eliminated.

**APPENDIX C
EXTRA PAY SCHEDULE**

Program Chairpersons

	School	# Teachers	2014-15
Program Chairperson	Morgan	3-5	\$3,875
		6-8	\$4,180
Science Program Chairperson	Morgan	3-5	\$4,388
		6-8	\$4,736
Program Chairperson	Eliot	3-5	\$3,875
		6-8	\$4,180

	School	# Teachers	2015-16
Program Chairperson	Morgan	3-5	\$3,972
		6-8	\$4,285
Science Program Chairperson	Morgan	3-5	\$4,498
		6-8	\$4,854
Program Chairperson	Eliot	3-5	\$3,972
		6-8	\$4,285

	School	# Teachers	2016-17
Program Chairperson	Morgan	3-5	\$4,032
		6-8	\$4,349
Science Program Chairperson	Morgan	3-5	\$4,565
		6-8	\$4,927
Program Chairperson	Eliot	3-5	\$4,032
		6-8	\$4,349

APPENDIX C

EXTRA PAY SCHEDULE Mentor Teachers, Memorial Day Parade, Hourly Rates

Mentor Teachers

A teacher who serves as a Mentor shall receive a stipend for each school year of service as a Mentor. The stipend shall be prorated if the teacher serves as Mentor for only half of a school year. The amount of the stipend for the duration of this Agreement shall be as follows:

Mentors	
2014-15	\$921.84
2015-16	\$944.89
2016-17	\$959.06

The stipend above shall be inclusive of the State mentor stipend, if any.

Memorial Day Parade

The two teachers who coordinate the student marching bands for the Memorial Day Parade shall each receive a stipend in each year of this Agreement. The amount of the stipend for the duration of this Agreement shall be as follows:

Memorial Day Parade	
2014-15	\$122.92
2015-16	\$125.99
2016-17	\$127.88

Hourly Rates

Position	Hourly Rates		
	2014-15	2015-16	2016-17
Summer Teacher	\$30.86	\$31.63	\$32.10
Curriculum Chair	\$37.02	\$37.95	\$38.52
Curriculum Other	\$29.63	\$30.37	\$30.83
STEP Program	\$27.14	\$27.82	\$28.24
Morgan Alternative Program			
Teacher-in-Charge	\$37.02	\$37.95	\$38.52
Instructor	\$30.86	\$31.63	\$32.10
Tutors	\$23.95	\$24.55	\$24.92

**APPENDIX C
EXTRA PAY SCHEDULE -- SPORTS**

Position	School	2014-15		
		Step 1	Step 2	Step 3
Director of Athletics	Eliot/Morgan	\$7,156		
Basketball-Varsity	Morgan	\$4,965		\$5,605
Basketball-J.V	Morgan	\$2,970		
Basketball-Freshman	Morgan	\$2,226		
Cross Country	Morgan	\$3,522		\$3,935
Football-Head Coach	Morgan	\$5,772		
Football-Asst. Coach	Morgan	\$3,465		
Football-Freshman Coach	Morgan	\$3,465		
Football-Freshman A. Coach	Morgan	\$2,588		
Band Director	Morgan	\$1,209	\$1,293	\$1,375
Soccer-Varsity	Morgan	\$3,992		
Soccer-J.V.	Morgan	\$2,352		
Baseball-Varsity (Boys)	Morgan	\$4,013		
Baseball-J.V. (Boys)	Morgan	\$2,352		
Tennis	Morgan	\$2,976		
Track	Morgan	\$3,574		\$4,576
Track Assistant	Morgan	\$2,149	\$2,462	
Winter Track	Morgan	\$3,453		
Field Hockey-Varsity (Girls)	Morgan	\$3,992		\$4,867
Field Hockey-J.V. (Girls)	Morgan	\$2,393		
Softball-Varsity (Girls)	Morgan	\$4,013		
Softball-J.V. (Girls)	Morgan	\$2,352		
Cheerleading (Fall)	Morgan	\$2,209		
Cheerleading (Winter)	Morgan	\$2,209		
Golf	Morgan	\$2,824		
Gymnastics	Morgan	\$3,992		
Volleyball (Girls)	Morgan	\$3,560		\$4,542
Volleyball-J.V. (Girls)	Morgan	\$2,143		
Wrestling	Morgan	\$4,104		
Wrestling-Assistant	Morgan	\$2,462		
Weight Training	Morgan	\$758		
Lacrosse – Varsity	Morgan	\$3,992		
Lacrosse – JV	Morgan	\$2,352		
Baseball (Boys)	Jared Eliot	\$2,352		
Basketball (Boys)	Jared Eliot	\$2,970		\$3,574
Soccer (Boys)	Jared Eliot	\$2,393		
Cheerleading (Fall)	Jared Eliot	\$641		
Cheerleading (Winter)	Jared Eliot	\$641		
Field Hockey	Jared Eliot	\$2,393		
Basketball (Girls)	Jared Eliot	\$2,970		\$3,574
Softball (Girls)	Jared Eliot	\$2,352		

APPENDIX C

Intramurals

Position	School	2014-15
Intramurals		Step 1
Soccer	Jared Eliot	\$1,197
Field Hockey	Jared Eliot	\$1,197
Basketball	Jared Eliot	\$1,487
Softball	Jared Eliot	\$1,181
Baseball	Jared Eliot	\$1,181
Cross Country	Jared Eliot	\$1,161
Wrestling	Jared Eliot	\$1,239
Track and Field	Jared Eliot	\$1,181
Track and Field Asst.	Jared Eliot	\$1,071
Cheerleading (Fall)	Jared Eliot	\$333
Cheerleading (Winter)	Jared Eliot	\$333

Effective with the 2005 contract, the step system for the Extra Pay Schedules shall be eliminated. All those newly appointed shall be placed at Step 1. Those with continuing appointments at higher steps shall remain on the higher steps but shall not be further advanced. As positions with appointees at Step 2 and/or 3 become open, Steps 2 and 3 shall be eliminated.

**APPENDIX C
EXTRA PAY SCHEDULE -- SPORTS**

Position	School	2015-16		
		Step 1	Step 2	Step 3
Director of Athletics	Eliot/Morgan	\$7,371		
Basketball-Varsity	Morgan	\$5,114		\$5,773
Basketball-J.V	Morgan	\$3,059		
Basketball-Freshman	Morgan	\$2,293		
Cross Country	Morgan	\$3,628		\$4,053
Football-Head Coach	Morgan	\$5,945		
Football-Asst. Coach	Morgan	\$3,569		
Football-Freshman Coach	Morgan	\$3,569		
Football-Freshman A. Coach	Morgan	\$2,666		
Band Director	Morgan	\$1,245	\$1,332	\$1,416
Soccer-Varsity	Morgan	\$4,112		
Soccer-J.V.	Morgan	\$2,423		
Baseball-Varsity (Boys)	Morgan	\$4,133		
Baseball-J.V. (Boys)	Morgan	\$2,423		
Tennis	Morgan	\$3,065		
Track	Morgan	\$3,681		\$4,713
Track Assistant	Morgan	\$2,213	\$2,536	
Winter Track	Morgan	\$3,557		
Field Hockey-Varsity (Girls)	Morgan	\$4,112		\$5,013
Field Hockey-J.V. (Girls)	Morgan	\$2,465		
Softball-Varsity (Girls)	Morgan	\$4,133		
Softball-J.V. (Girls)	Morgan	\$2,423		
Cheerleading (Fall)	Morgan	\$2,275		
Cheerleading (Winter)	Morgan	\$2,275		
Golf	Morgan	\$2,909		
Gymnastics	Morgan	\$4,112		
Volleyball (Girls)	Morgan	\$3,667		\$4,678
Volleyball-J.V. (Girls)	Morgan	\$2,207		
Wrestling	Morgan	\$4,227		
Wrestling-Assistant	Morgan	\$2,536		
Weight Training	Morgan	\$781		
Lacrosse – Varsity	Morgan	\$4,112		
Lacrosse – JV	Morgan	\$2,423		
Baseball (Boys)	Jared Eliot	\$2,423		
Basketball (Boys)	Jared Eliot	\$3,059		\$3,681
Soccer (Boys)	Jared Eliot	\$2,465		
Cheerleading (Fall)	Jared Eliot	\$660		
Cheerleading (Winter)	Jared Eliot	\$660		
Field Hockey	Jared Eliot	\$2,465		
Basketball (Girls)	Jared Eliot	\$3,059		\$3,681
Softball (Girls)	Jared Eliot	\$2,423		

APPENDIX C

Intramurals

Position	School	2015-16
Intramurals		Step 1
Soccer	Jared Eliot	\$1,233
Field Hockey	Jared Eliot	\$1,233
Basketball	Jared Eliot	\$1,532
Softball	Jared Eliot	\$1,216
Baseball	Jared Eliot	\$1,216
Cross Country	Jared Eliot	\$1,196
Wrestling	Jared Eliot	\$1,276
Track and Field	Jared Eliot	\$1,216
Track and Field Asst.	Jared Eliot	\$1,103
Cheerleading (Fall)	Jared Eliot	\$343
Cheerleading (Winter)	Jared Eliot	\$343

Effective with the 2005 contract, the step system for the Extra Pay Schedules shall be eliminated. All those newly appointed shall be placed at Step 1. Those with continuing appointments at higher steps shall remain on the higher steps but shall not be further advanced. As positions with appointees at Step 2 and/or 3 become open, Steps 2 and 3 shall be eliminated.

**APPENDIX C
EXTRA PAY SCHEDULE – SPORTS**

Position	School	2016-17		
Director of Athletics	Eliot/Morgan	\$7,518		
Basketball-Varsity	Morgan	\$5,216		\$5,888
Basketball-J.V	Morgan	\$3,120		
Basketball-Freshman	Morgan	\$2,339		
Cross Country	Morgan	\$3,701		\$4,134
Football-Head Coach	Morgan	\$6,064		
Football-Asst. Coach	Morgan	\$3,640		
Football-Freshman Coach	Morgan	\$3,640		
Football-Freshman A. Coach	Morgan	\$2,719		
Band Director	Morgan	\$1,270	\$1,359	\$1,444
Soccer-Varsity	Morgan	\$4,194		
Soccer-J.V.	Morgan	\$2,471		
Baseball-Varsity (Boys)	Morgan	\$4,216		
Baseball-J.V. (Boys)	Morgan	\$2,471		
Tennis	Morgan	\$3,126		
Track	Morgan	\$3,755		\$4,807
Track Assistant	Morgan	\$2,257	\$2,587	
Winter Track	Morgan	\$3,628		
Field Hockey-Varsity (Girls)	Morgan	\$4,194		\$5,113
Field Hockey-J.V. (Girls)	Morgan	\$2,514		
Softball-Varsity (Girls)	Morgan	\$4,216		
Softball-J.V. (Girls)	Morgan	\$2,471		
Cheerleading (Fall)	Morgan	\$2,321		
Cheerleading (Winter)	Morgan	\$2,321		
Golf	Morgan	\$2,967		
Gymnastics	Morgan	\$4,194		
Volleyball (Girls)	Morgan	\$3,740		\$4,772
Volleyball-J.V. (Girls)	Morgan	\$2,251		
Wrestling	Morgan	\$4,312		
Wrestling-Assistant	Morgan	\$2,587		
Weight Training	Morgan	\$797		
Lacrosse – Varsity	Morgan	\$4,194		
Lacrosse – JV	Morgan	\$2,471		
Baseball (Boys)	Jared Eliot	\$2,471		
Basketball (Boys)	Jared Eliot	\$3,120		\$3,755
Soccer (Boys & Girls)	Jared Eliot	\$2,514		
Cheerleading (Fall)	Jared Eliot	\$673		
Cheerleading (Winter)	Jared Eliot	\$673		
Field Hockey	Jared Eliot	\$2,514		
Basketball (Girls)	Jared Eliot	\$3,120		\$3,755
Softball (Girls)	Jared Eliot	\$2,471		

APPENDIX C

Intramurals

Position	School	2016-17
Intramurals		Step 1
Soccer	Jared Eliot	\$1,258
Field Hockey	Jared Eliot	\$1,258
Basketball	Jared Eliot	\$1,563
Softball	Jared Eliot	\$1,240
Baseball	Jared Eliot	\$1,240
Cross Country	Jared Eliot	\$1,220
Wrestling	Jared Eliot	\$1,302
Track and Field	Jared Eliot	\$1,240
Track and Field Asst.	Jared Eliot	\$1,125
Cheerleading (Fall)	Jared Eliot	\$350
Cheerleading (Winter)	Jared Eliot	\$350

Effective with the 2005 contract, the step system for the Extra Pay Schedules shall be eliminated. All those newly appointed shall be placed at Step 1. Those with continuing appointments at higher steps shall remain on the higher steps but shall not be further advanced. As positions with appointees at Step 2 and/or 3 become open, Steps 2 and 3 shall be eliminated.

**APPENDIX D
APPENDIX D -- CENTURY PREFERRED PPO**

Medical Plan (Option I)

BENEFIT	CENTURY PREFERRED W/ MANAGED BENEFITS
Cost-shares	<p align="center">In-Network services subject to co-pays in accordance with co-pays listed below</p> <p align="center">H&O Emergency Room, H&O Maximum – Unlimited In-Network Lifetime Maximum – Unlimited -----</p> <p align="center">Out-of-Network services subject to deductible and coinsurance:</p> <p align="center">Deductible - \$400, \$800, \$1,000 Coinsurance — 80/20% to \$1,000/\$2,000/\$2,500 per calendar year Out-of-Network Lifetime Maximum - \$1,000,000 (or as provided by State or federal law)</p>
Preventive Care - Pediatric including immunizations	<p>No Co-pay Covered according to age-based schedule</p>
Preventive Care - Adult including immunizations	<p>No Co-pay Covered according to age-based schedule</p>
Preventive Care - Vision	<p>No Co-pay Covered once every two years</p>
Preventive Care - Hearing	<p>No Co-pay Covered once every two years</p>
Preventive Care -Gynecological	<p>No Co-pay Covered once every year</p>
Medical Services Medical Office Visit	<p>Effective July 1, 2014 \$25 Co-pay Effective July 1, 2015 \$30 Co-pay</p>

BENEFIT	CENTURY PREFERRED W/ MANAGED BENEFITS
Outpatient PT/OT/ST/Chiro	\$20 Co-pay Covered up to 50 combined treatments per member per calendar year (Treatment Plan Required)
Allergy Services	\$20 Co-pay (Treatment Plan Required)
Diagnostic Lab & X-ray	Covered
Inpatient Medical Services	Covered
Surgery Fees	Covered
Office Surgery	\$75 Co-pay (7-1-11) \$150 Co-pay (7-1-12)
Surgery Fees	\$75 Co-pay (7-1-11) \$150 Co-pay (7-1-12))
Outpatient MH/SA	\$20 Co-pay
Emergency Care Emergency Room	Sudden & Serious guidelines \$100 Co-pay (waived if admitted) \$150 Co-pay (waived if admitted) (7-1-12)
Urgent Care	\$75 Co-pay
Walk-in Center	\$20 Co-pay
Ambulance	Covered up to \$500 per trip
Inpatient Hospital General/Medical/Maternity (Semi-Private)	NOTE: All hospital admissions require Pre-Certification \$100 Co-pay \$200 Co-pay (7-1-12)
Ancillary Services (Medication, Supplies)	Covered
Psychiatric Inpatient	NOTE: All in-patient admissions require Pre-Certification \$100 Co-pay (7-1-11) \$200 Co-pay (7-1-12)
Substance Abuse/Detox Inpatient	NOTE: All in-patient admissions require Pre-Certification \$100 Co-pay (7-1-11) \$200 Co-pay (7-1-12)
Rehabilitative Facility	Covered up to 60 days per calendar year

Skilled Nursing Facility	Covered up to 120 days per cal year \$100 Co-pay (7-1-11) \$200 Co-pay (7-1-12) Covered up to 120 days per calendar year
Hospice	Covered up to 60 days
Outpatient Surgery Facility Charges	\$75 Co-pay \$150 Co-pay (7-1-12)
Diagnostic Lab & X-ray	Covered
Pre-Admission Testing	Covered
Other Services Durable Medical Equipment	Covered
Prosthetics	Covered
Home Health Care	200 visits per calendar year

BENEFIT	CENTURY PREFERRED W/ MANAGED BENEFITS
Prescription Drugs	<p style="text-align: center;">Public Sector Formulary with Mandatory Generic Substitution (See Note 2)</p> <p style="text-align: center;">Co-payments as follows:</p> <p style="text-align: center;">\$5 for generic, \$25 for brand name (formulary), \$40 for brand name non-formulary Two times applicable co-pay for mail order</p> <p style="text-align: center;">\$1,800 maximum per calendar year</p> <p style="text-align: center;">Additional coverage subject to deductible and coinsurance</p>

Note 1: This is only a general description of benefits. A complete list of benefits and exclusions is contained in Subscriber Agreement and Master Group Policies on file with each organization.

Note 2: Mandatory Generic - If there is a generic available and the person elects to take the brand name, the member pays the applicable co-pay plus the difference between the generic and brand name drug cost, unless there is prior documentation provided by the prescribing physician that the person cannot take the generic for medical reasons. (Having "dispense as written" on the prescription is insufficient.)

Note 3: The dependent care rider shall provide coverage to age 26 or as provided by State or federal law.

APPENDIX E

CENTURY PREFERRED PPO COMPREHENSIVE MIX PLAN

Medical Plan (Option II)

BENEFIT	CENTURY PREFERRED COMP MIX PLAN
Cost-shares	<p>In-Network services are subject to co-pays in accordance with co-pays listed below</p> <p>Some in-network benefits are subject to deductible and co-insurance as follows:</p> <p align="center">Deductible - \$1,000/\$2,000/\$3,000 Coinsurance – 90/10% to \$3,000/\$6,000/\$9,000 Both per calendar year</p> <p align="center">In-Network Lifetime Maximum – Unlimited</p> <p align="center">-----</p> <p>All out-of-network services subject to deductible and coinsurance:</p> <p align="center">Deductible - \$2,000/\$4,000/\$6,000 Coinsurance – 70/30% to \$6,000/\$12,000/\$18,000 per calendar year</p> <p align="center">Out-of-Network Lifetime Maximum - \$1,000,000 (or as provided by State or federal law)</p>
Preventive Care - Pediatric including immunizations	<p align="center">No Co-pay Covered according to age-based schedule</p>
Preventive Care Adult including immunizations	<p align="center">No Co-pay Covered according to age-based schedule</p>
Vision	<p align="center">No Co-pay Covered once every two years</p>
Hearing	<p align="center">No Co-pay Covered once every two years</p>
Gynecological	<p align="center">No Co-pay Covered once every year</p>

BENEFIT	CENTURY PREFERRED COMP MIX PLAN
Medical Services Medical Office Visit	\$20 Co-pay
Outpatient PT/OT/ST/Chiro	\$20 Co-pay Covered up to 30 visits per member per calendar year for OT/PT/ST and up to 20 visits per member per calendar year for Chiro (Treatment Plan Required)
Allergy Services Office Visits	Treatment Plan Required \$20 Co-pay
Injections	No charge
Diagnostic Lab & Standard X-ray	Deductible and Coinsurance
Complex Imaging	Deductible and Coinsurance
Inpatient Medical Services	Deductible and Coinsurance
Surgery Fees	Deductible and Coinsurance
Office Surgery	Deductible and Coinsurance
Outpatient MH/SA	\$20 Co-pay
Emergency Care Emergency Room	Sudden & Serious guidelines (waived if admitted to the hospital) \$100 Co-pay (7-1-11) \$150 Co-pay (7-1-12)
Urgent Care	\$100 Co-pay
Walk-in Center	\$20 Co-pay
Ambulance	Deductible and Coinsurance
Inpatient Hospital General/Medical/Maternity (Semi-Private)	NOTE: All hospital admissions require Pre-Certification Deductible and Coinsurance
Ancillary Services (Medication, Supplies)	Covered
Psychiatric Inpatient	Deductible and Coinsurance
Substance Abuse/Detox Inpatient	Deductible and Coinsurance

BENEFIT	CENTURY PREFERRED COMP MIX PLAN
Rehabilitation Facility Inpatient	Deductible and Coinsurance
Skilled Nursing Facility	Deductible and Coinsurance Covered up to 120 days per calendar year
Hospice	Deductible and Coinsurance
Outpatient Surgery Facility Charges	Deductible and Coinsurance
Diagnostic Lab & X-ray	Deductible and Coinsurance
Pre-Admission Testing	Deductible and Coinsurance
Durable Medical Equipment, (including Prosthetics)	Deductible and Coinsurance
Home Health Care	Deductible and Coinsurance 200 visits per calendar year
Prescription Drugs	Public Sector Formulary with Mandatory Generic Substitution (See Note 2) Co-payments as follows: \$5 for generic, \$25 for brand name (formulary), \$40 for brand name non-formulary Two times applicable co-pay for mail order \$2,500 maximum per calendar year Additional coverage subject to deductible and coinsurance

Note 1: This is only a general description of benefits. A complete list of benefits and exclusions is contained in Subscriber Agreement and Master Group Policies on file with each organization.

Note 2: Mandatory Generic - If there is a generic available and the person elects to take the brand name, the member pays the applicable co-pay plus the difference between the generic and brand name drug cost, unless there is prior documentation provided by the prescribing physician that the person cannot take the generic for medical reasons. (Having "dispense as written" on the prescription is insufficient.)

Note 3: The dependent care rider shall provide coverage to age 26 or as provided by State or federal law.

MEMORANDA OF AGREEMENT

Master's Plus 30 Credits

The undersigned parties agree to delete paragraph two of Section 5.1.a.1.(e), Salary Schedules/Master's plus 30 credits, with the understanding that this language no longer has any effect on any member of the bargaining unit employed as of December 6, 1990. Should it be determined during the term of the successor agreement that said deletion does have effect on any such member, Section 5.1(e) shall be interpreted as if paragraph two still existed.

Said paragraph two read as follows in the 1989-91 contract:

Employees who have begun course work for a second Master's Degree, a thirty (30) credit planned program or a Certificate of Advanced Study prior to the effective date of this contract shall not be affected by the amendment of the Master's plus 30 credits definition.

TAPP Program

Only TAPP credits earned prior to August 1, 2000 by teachers hired prior to that date may be used for advancement to the MA plus 30 or BA plus 60 lane of the salary schedule.

MEMORANDUM OF AGREEMENT

BETWEEN

THE CLINTON BOARD OF EDUCATION

AND

THE CLINTON EDUCATION ASSOCIATION

Due to an error in the collective bargaining agreement (2014-2017), the Clinton Board of Education (the "Board") and the Clinton Education Association (the "Association") hereby enter into the following Memorandum of Agreement regarding the 2014-2015 Salary Schedule:

1. The Salary Schedule below replaces the Salary Schedule in the 2014-2017 collective bargaining agreement between the Board and The Association.

STEP	EXP.	BA	BA+30	MA	BA+60	MA+30
1	0-1	42,344	44,909	47,269	47,762	49,591
2	2	43,925	46,496	48,855	49,353	51,180
3	3-4	45,346	47,923	49,712	50,783	52,042
4	5	48,104	50,685	52,099	53,793	54,666
5	6	51,409	53,990	55,781	57,565	58,794
6	7	54,678	57,262	59,488	61,374	63,020
7	8	58,765	61,330	64,047	66,039	68,158
8	9	63,153	65,690	68,957	71,060	73,717
9	10	67,813	70,300	74,178	76,398	79,663
10	11	70,360	72,940	76,964	79,267	82,654
11	12+	74,000	76,713	80,945	83,367	86,929



For the Clinton Board
of Education

1/14/2014
Date



For the Education Assoc.
Clinton

1/14/2014
Date