



PROFESSIONAL AGREEMENT

BETWEEN THE

INTEGRATED DAY CHARTER SCHOOL

AND THE

INTEGRATED DAY CHARTER SCHOOL ASSOCIATION

JULY 1, 2015- JUNE 30, 2018

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ARTICLE 1 ● PREAMBLE

In signing this compact, we pledge ourselves to improving the educational environment for students and employees of the Integrated Day Charter School, Norwich, Connecticut. We recognize that caring for and promoting the education of children is a very important responsibility and challenge. Unfortunately, too often, those who undertake this task, especially teachers and administrators, do not receive the recognition they deserve. Yet they are the essential factor in determining whether a program can truly enhance its clients. It is only by ensuring that educators are fairly compensated, adequately trained, and highly motivated that we can hope to create an environment in which children can reach their highest potential.

- A. This Agreement is negotiated under the General Statutes of the State of Connecticut as amended (hereafter CGS) § 10-153a and CGS § 10-153d through CGS § 10-153g in order (a) to fix for its term the salaries and all other conditions of employment provided herein, and (b) to encourage and abet effective and harmonious working relationships between the Integrated Day Governing Board (hereafter IDGB) and the professional staff in order that the cause of public education may best be served.
- B. The IDGB and the Integrated Day Charter School Association, CEA, NEA (hereafter the Association) recognize the importance of responsible participation by the entire professional staff in the education process, planning, development, and growth of the Integrated Day Charter School. To that end they agree to respect the following mission statement, vision statement and underlying assumptions that underlie the Integrated Day Program.

Mission Statement

The Integrated Day Charter School, in partnership with its children, families and community, provides a safe, flexible and academically challenging learning environment that meets the unique social, emotional, academic and physical needs of each child.

Vision Statement

IDCS students will become confident, socially responsible citizens and lifelong learners who apply their knowledge to improve themselves and the world around them.

Underlying Principles of the Integrated Day Program

- *As an active learner, the child is the principal agent in his/her own development. He/she is innately curious about the world and initiates activity to explore and learn about it.*
- *Learning is something a child does; it is not something done to him/her. Each child is unique in the way he/she learns.*
- *The best learning starts from the child's experiences and interests.*
- *Over a period of time every child should learn important skills and principles such as the 3 Rs. These are the tools of our culture. Most children come to school wanting to learn these.*
- *To a child reality is a whole, a unity, not divided into separate subject areas and isolated skills.*
- *Play is a child's work. When a child initiates activity in which he/she gets involved - and all children do - he/she is playing and working.*
- *A school, a classroom, should be a rich learning environment deliberately designed with much to explore, to wonder about, and to get active in. It should extend into the community and relate to the home. The teacher's role is to assess and guide the learning toward long-range objectives he/she has clearly in mind.*
- *Aesthetics are the heart of a child's world. As Charles E. Silberman wrote, "poetry, music, painting, dance and other arts are not frills to be indulged in if time is left over from the real business of education; they are the real business of education".*
- *Assessment of a child's efforts and growth should be made on the basis of his/her individual learning. How one child compares to another is irrelevant to the teacher's work. What is important is that each child shall have opportunities to employ his/her own powers in activities that have meaning. Mistakes are not failures. Evaluation must not be turned into judgment.*

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- *Children need to learn to live together. They need a chance to experiment socially as well as intellectually. They need adults who are dedicated to helping them work through the solutions of their human problems as well as their academic ones.*
 - *Childhood is a stage of life in itself, to be enjoyed and savored; it is not simply something to be passed through on the way to adulthood.*
 - C. This Agreement, including any changes mutually consented to in, shall bind and inure to the benefit of both parties for the duration hereof. Written policies, rules and regulations whether previously or subsequently adopted, which are in conflict with this Agreement, are superseded by this Agreement.
 - D. The IDGB agrees to duplicate the contract and provide each teacher with a copy of the contract. Copies of the agreement will also be provided to prospective teachers the IDGB intends to hire.

ARTICLE 2 ● RECOGNITION

Integrated Day Charter School teachers have clearly demonstrated a desire to have a voice in determining the conditions of their work. They recognize that employee satisfaction is a major element to ensuring high quality instruction and to building relationships of trust. Thus, in seeking to enhance the charter school, they have sought to develop a vehicle that will allow them to make a long-term commitment to their improved instruction. The IDGB recognizes the importance of fostering such a commitment and, therefore, agrees to recognize the Association as the exclusive bargaining representative of its teachers.

- A. The IDGB recognizes the Association as the exclusive representative for purposes of collective bargaining of all certified professional employees of the IDGB and those teachers holding Durational Shortage Area Permits except temporary substitutes and employees occupying positions requiring a supervisory or administrative certificate.
- B. Unless otherwise indicated, the term “teacher” used hereinafter in this Agreement shall refer to all employees in the above unit.

ARTICLE 3 ● PROFESSIONAL NEGOTIATION

- A. The IDGB and the Association agree to secure a successor agreement pursuant to the revised Connecticut Statute concerning the right of certified professional employees to negotiate with the IDBG (CGS § 10-153a and CGS § 10-153d through CGS § 10-153g).
- B. This Agreement contains the full and complete Agreement between the IDGB and the Association on all negotiable issues, and neither party shall be required during the term hereof to negotiate upon any issue covered in this Agreement. Provided, however, that if the IDGB creates any new positions) in the bargaining unit during the term of this Agreement, the salaries and conditions of employment of such position(s) shall be negotiated between the parties
- C. During negotiations the IDGB and the Association shall exchange relevant data, points of view, and proposals and counterproposals with respect to salaries and any other conditions of employment about which either party wishes to negotiate.

ARTICLE 4 ● BOARD PREROGATIVES

Teachers shall have a voice in the decisions that affect the quality of education for children. The Integrated Day Charter School was created by teachers and parents working together to provide quality education for children. We believe that this spirit of cooperation and mutual respect should create the foundation of the school. Recognizing that the responsibility of educating and of caring for children is an awesome task, the parents, teachers and community members on the Governing Board will work together to support each other and to fulfill the mission of the school.

It is our belief that students work best when they have input into their own education and have a voice in the educational process. Indeed all individuals are most happy when their voices are heard. It follows that the staff will have an active role in the governance of the Integrated Day Charter Schools. Elected

teachers will be part of the School Council and four teachers will be members of the Governing Board. Through close communication and mutual respect the needs and objectives of all parties will be better understood.

The rights, powers, authority and prerogatives of the IDGB, including but not limited to those set forth in CGS § 10-220 and CGS § 10-221, shall remain exclusively vested in the Board unless specifically limited by the express provisions of this Agreement.

ARTICLE 5 ● GRIEVANCE PROCEDURE

If the Association finds the IDGB has violated established policies, procedures or the collective bargaining agreement, attempts shall be made to counsel with the IDGB or the Administration prior to filing a grievance or pursuing a legal remedy. The IDGB will address and seek a remedy for a perceived violation in a timely manner. The parties are committed to resolving any differences which may arise as expeditiously and judiciously as possible.

A. Purpose

Teachers have the right to a full and fair hearing of their concerns whether they pertain to appropriate provision of services to children, objections to specific work practices, or disagreements regarding imposition of discipline.

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise affecting the welfare or working conditions of teachers. Both parties agree that proceedings shall be kept as confidential as is appropriate.

B. Definitions

1. "Grievance" shall mean a claim by a teacher or group of teachers or the Association that there has been a violation, misinterpretation or misapplication of the specific provisions of this Agreement. Where IDGB action is required by law, it shall not give rise to a grievance. A claim which arises over the alleged misapplication or interpretation of Board Policy or the Administrative Regulations may be processed under this procedure up through Level Two.
2. "Teacher" or "aggrieved person" shall mean any member of the bargaining unit as defined in Article 2, and may include a group of teachers similarly affected by a grievance or the Association. IDGB shall mean the IDGB acting in its official capacity.
3. "Days" shall mean working school days except after school closes for the year, and "days" shall then mean weekdays, Monday through Friday.

C. Structure

The Association shall maintain a grievance representative.

D. Informal Procedure

If a teacher feels that he/she may have a grievance, he/she may first discuss the matter with the appropriate administrator in an effort to resolve the problem informally.

E. Time Limits

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the Association and the Director.
2. If a teacher does not file a grievance in writing with the appropriate administrator and Association grievance representative within twenty (20) days after he/she knew of the act or conditions on which the grievance is based, then the grievance shall be considered waived.
3. Failure at any step of the procedure to appeal within the specified time limits shall be deemed to be acceptance of the last decision rendered.

F. Formal Procedure

1. Level One - School Director

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- (a) If an aggrieved person is not satisfied with the outcome of informal procedures, or if he/she has elected not to use them, he/she may present his/her claim as a formal grievance in writing to the appropriate administrator and to the grievance representative.
 - (b) The appropriate administrator shall, within five (5) days after receipt of the written grievance, render his/her decision and the reasons therefore in writing to the aggrieved person, with a copy to the Association grievance representative.

2. Level Two - IDGB

- (a) If an aggrieved person is not satisfied with the disposition of his/her grievance at Level One, he/she may, within three (3) days after the decision, or within ten (10) days after his/her formal presentation, request the Association's grievance representative to refer his/her grievance to the IDGB.
- (b) The IDGB shall meet in executive session with the aggrieved person and with the grievance representative and the Director for the purpose of reviewing the grievance. The executive session hearing shall occur within fifteen (15) days after receipt of such written grievance.
- (c) The IDGB shall, within ten (10) days after such meeting, render its decision and the reasons therefore in writing to the aggrieved person with a copy to the Association grievance representative.
- (d) The parties may mutually agree to waive the level two meeting and move directly to level three, impartial arbitration.

3. Level Three - Impartial Arbitration

- (a) If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, he/she may, within five (5) days after the decision, or within eight (8) days after the Board meeting, request in writing to the President of the Association that his/her grievance be submitted to arbitration.
- (b) The Association may, within ten (10) days after receipt of such request, if it formally determines that the grievance is meritorious, submit the grievance to arbitration by so notifying the IDGB in writing, with a copy to the School Director.
- (c) Upon the filing of a grievance to arbitration, representatives of the IDGB and the Association shall confer regarding the selection of a mutually acceptable impartial arbitrator. Any arbitrator so selected shall be bound by the American Arbitration Association Voluntary Labor Arbitration Rules. In the event that the parties cannot agree on an arbitrator within ten (10) days following receipt of the arbitration filing, the matter shall be submitted to the American Arbitration Association under its Voluntary Labor Arbitration Rules.
- (d) The arbitrator selected shall confer promptly with the representatives of the IDGB and Association, shall review the record of prior proceedings, and shall hold a hearing with the aggrieved person and other parties in interest as he/she shall deem requisite.
- (e) The arbitrator shall, within thirty (30) days after the hearing, render his/her decision in writing to the Association and the IDGB, setting forth his/her findings of fact reasoning and conclusions. The arbitrator shall hear and decide only one grievance in each case. The arbitrator shall have no power in any matter to make an award which amends, adds to, subtracts from or eliminates any provision of this Agreement. The arbitrator shall be bound by and must comply with all the terms of the contract. The decision of the arbitrator shall be final and binding on all parties.
- (f) The costs for the services of the arbitrator shall be borne equally by the IDGB and the Association.
- (g) At any time prior to the commencement of the arbitration hearing, the IDGB may elect to call for mediation of the grievance. The costs for the services of the mediator will be borne equally by the IDGB and the Association. If the matter is not resolved by mediation, then the dispute may proceed towards arbitration, as provided above.

D. Rights of Teachers to Representation

1. No reprisals of any kind shall be taken by either party or by any member of the administration against any participant in the grievance procedure by reason of such participation.
2. Any aggrieved person or teacher may be represented at Levels One and Two of the formal grievance procedure by a person of his/her own choosing except that he/she may not be represented by a representative of or by an officer of any teacher organization other than the Association, CEA or NEA. No teacher may proceed to Level Three on his/her own; only the Association may submit a grievance to arbitration.

E. Miscellaneous

1. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants, and such documents and records shall have the same status as personal records.
2. Forms for filing and processing grievances, and other necessary documents, shall be prepared and approved jointly by the Director and the Association, and made available through Association grievance representative, so as to facilitate operation of the grievance procedure.
3. If a grievance affects a group or class of teachers, the Association may initiate and submit such grievance in writing directly to the Director and the processing of such grievance will be commenced at Level Two.
4. When a meeting or hearing is scheduled during a school day by the Director or IDGB pursuant to level One or Two of the grievance procedure, persons whose attendance at such meeting or hearing is necessary, including witnesses, if any, shall be released without loss of pay in order that they may attend. In addition, when it is necessary for an Association representative to investigate a grievance during school hours, he/she shall, upon one day's notice to the Director be released without loss of pay in order that he/she may carry out such investigation; provided that this right shall be limited to one Association representative per day.

ARTICLE 6 ● CLASS SIZE

The IDGB and the Association recognize that the pupil-teacher ratio is an important aspect of an effective educational program. Therefore, they agree that a class size in accordance with the following table is a desirable standard under normal conditions:

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|------------------|-----------|
| Pre-Kindergarten | 17 pupils |
| Grades K-8 | 22 pupils |

Any increase in the class size standard will only occur with the agreement of the teachers and the Director.

ARTICLE 7 ● ASSIGNMENTS AND VACANCIES

A. Teacher Assignments

1. "Assignment" means program, class and other duties, schedules, school location, grades, subjects and such other direction of the teacher's work as may be necessary to the operation of a proper school system.
2. Teachers initially employed by the IDGB shall receive their grade and/or subject assignments from the Director's office.
3. Teachers already in the system shall receive notification of their grade and/or subject assignments for the ensuing school year prior to the close of the current year.
4. Teachers who desire a change in assignment or interested in a position deemed vacant shall meet and discuss such with the Director. Such discussions shall include (1) Contributions which

the staff member could make to students in the new assignment, (2) Qualifications of the staff member compared to all other candidates, (3) Desire of the staff member regarding the assignment, and (4) The opportunity to bring supporting information for such position. If a teacher is not granted a change in assignment, he/she may request reasons for the denial and the director shall discuss the assignment with the teacher and provide reasons for any denial in writing.

5. In selecting among teachers who hold certification for the position to which an involuntary assignment will be made, the Director shall consider all of the following criteria:
 - (a) educational credentials;
 - (b) experience in the area to which the transfer will be made;
 - (c) unique qualifications desirable for the position to which the teacher will be assigned;
 - (d) other factors such as the teacher's work record as evidenced by materials in the personnel file and recommendations;
 - (e) When two or more teachers are substantially equal in qualifications, based on (a) through (d), then the person with the least seniority shall be involuntarily transferred.
6. Before an Involuntary transfer is made, the Director will meet with the affected teacher and an Association representative, if requested. If a teacher objects to an involuntary assignment, a grievance may be filed and initiated at Level One.
7. In the case of involuntary assignment changes due to budget constraints resulting in a reduction in force, a meeting will be held between the Director and representative(s) of the Association.

B. Vacancies

1. "Vacancy" means a bargaining unit position which lacks an incumbent, which the IDGB intends to fill for at least a full school year and the existence of which will require hiring a teacher in addition to the present staff. The following shall not be considered vacancies:
 - (a) an opening which results from the appointment of a bargaining unit member to a vacancy;
 - (b) a position for which there is a qualified candidate on the reappointment list;
 - (c) A position of an employee who is on a leave of absence.
2. A vacancy shall be posted as far in advance of the date of filling it as possible and in no event less than two weeks in advance except for emergency conditions. Vacancies arising after the close of school in June will be posted in the Integrated Day Charter school office and given to the Association president. In addition, the vacancy notice will be mailed to all teachers who, prior to the close of school in June, have requested notice of a vacancy for that particular type of position.
3. A teacher who desires to apply for a vacancy shall file an application in writing to the Director and within the time limit specified in the notice.
4. If a vacancy occurs after the beginning of the school year, IDGB may fill the vacancy for the remainder of the school year by a temporary appointment. However, the vacancy shall be posted and filled pursuant to this section, with the permanent appointment to take effect on the first day of the next school year.
5. Any teacher who applies for a vacancy shall be notified in writing of the disposition of his/her application.
6. A vacancy shall be filled on the basis of qualifications for the vacant position, provided, however, that where two (2) or more applicants are, in the Director's judgment, equal in qualifications and suitability for the particular position sought, the applicant with the greatest length of service in the IDCS shall be given preference.

C. General Provisions

In order to assure that students are taught by teachers working within their areas of competence, teachers shall be assigned only to positions for which they are certified and qualified, or they shall work under the supervision of a certified teacher.

ARTICLE 8 ● EMPLOYMENT SECURITY

If the IDGB finds a teacher has violated established policies or procedures, attempts shall be made to counsel with the Association and teacher about problematic behavior prior to the imposition of disciplinary measures. While the IDGB has the right to impose corrective and disciplinary measures, such measures will be fairly and uniformly administered; will only be for just cause; and will generally be of a progressive nature.

- A. No tenured teacher (as defined in CGS § 10-151(b), (c)) shall be laid off when a position exists which is either vacant or occupied by a non-tenured teacher or teacher holding a Durational Area Shortage Permit and for which the tenured teacher is certified or certifiable.
- B.
 - 1. When a reduction in force among the tenured teaching staff is required, said reduction shall be made in accordance with length of service within the affected area of certification and no tenured teacher shall be laid off if another tenured teacher within the area of certification affected has a shorter length of service.
 - 2. Length of service shall mean the period of time last continuously employed by the Integrated Day Charter School in a position requiring certification.
 - 3. An administrator whose position is eliminated or who loses his/her position to another administrator shall be considered a teacher, and the criteria set forth above shall determine whether the affected administrator is assigned a teaching position or laid off.
- C. It is understood that a layoff is a termination of employment subject to administrative and/or judicial review in the manner set forth in the subsections of CGS § 10-151 and in no other manner. In the case of judicial review under those statutory provisions, the parties agree that the provisions of this article can and should be submitted to the court.
- D. The name of any employee who has been laid off shall be placed upon a reappointment list and remain on such list for one (1) year provided such teacher does not refuse a reappointment to a position equal in time to the position from which the teacher was laid off, and provided such teacher applies in writing by registered mail for retention of his/her name on said list on or before June first of each year subsequent to his/her termination.
- E. Recall within certification area shall be in the inverse order of layoff provided that the senior teacher is certified for the position to be filled unless a five-member committee of the board, consisting of three teacher representatives, with one parent representative and one community representative, appointed by the president of the board, finds compelling reasons for the good of the school that override that procedure. Any teacher on the reappointment list shall receive a written offer of reappointment at least thirty (30) days prior to the date of reemployment. The teacher shall accept or reject the appointment in writing within ten (10) days. If he/she accepts the appointment, he/she shall receive a written contract at least fifteen (15) days prior to the effective date of reemployment where possible.
- F. No new employee shall be hired to fill a position for which an employee on the reappointment list is certified for the position to be filled unless a five-member committee of the board, consisting of three teacher representatives, with one parent representative and one community representative, appointed by the president of the board, finds compelling reasons for the good of the school that override that procedure. In cases where more than one employee on the reappointment list is certified or certifiable for a particular position to be filled, employees with tenure shall be given preference.
- G. No employee who has been laid off shall be entitled to payment or accrual of any compensation or fringe benefits, whether or not he/she remains on the reappointment list. However, an employee who is reappointed from the list shall be entitled to reinstatement of any benefits earned or accrued at the time of layoff, and further accrual of salary increments and fringe benefits shall pick up where they left off. No years of layoff will be credited as years of service for compensation or retirement purposes. In the case of non-tenure teachers, prior service which is interrupted by more than one-half (1/2) year of layoff shall not be considered for compensation or retirement purposes. In the case of non-tenure teachers, service which is interrupted by layoff shall not be considered continuous service for the purpose of achieving tenure except as required by law.

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- H. An employee who is laid off at the end of a school year and who has taught full-time in that school year shall have the right to continue participation in the IDGB's group medical benefit plan with said employee's COBRA continuation period commencing on July 1.

ARTICLE 9 ● TEACHER FACILITIES

Teachers and children deserve an environment which meets the highest standards of health and safety, and which does not represent undue risk of harm. To this end, the Association and the IDGB will work together to ensure that any violations of codes or standards are promptly corrected.

ARTICLE 10 ● USE OF SCHOOL FACILITIES

- A. The Association will have the right to use the school building without cost, at reasonable times for meetings, provided, however, that the Association will be required to pay for any additional custodial costs involved by reason of said meetings and the school building has not previously been engaged through the Director for community use. The Director will be notified in advance of the time and place of all such meetings.
- B. There will be one (1) bulletin board in the school building which will be placed in the teacher's work room for the purpose of displaying appropriate notices, circulars, and other Association material.

ARTICLE 11 ● INSTRUCTIONAL MATERIALS

Recognizing the statutory responsibility of the IDGB for the provision of textbooks and also the professional competence and skills of the staff in relation to the textbooks to be used in the schools, proposals on textbook purchases shall continue to be cooperatively arrived at through joint consultation of teachers and the Director subject to final approval by the IDGB.

ARTICLE 12 ● CONTRACTS

The IDGB will develop a standard individual written contract for each certified professional employee.

ARTICLE 13 ● SUBSTITUTE TEACHERS

A substitute teacher is one who is employed because of circumstances which make the regular teacher temporarily incapable of attending to his/her duties. The rate of pay shall be set by the IDGB. A continuing substitute teacher is one who is employed in the same position for more than twenty days. Qualifications shall be those approved by the State Board of Education. The procedure for the hiring of substitutes shall be as set forth in Administrative regulations. Every effort will be made by the administration to hire a substitute for any teacher who is absent. (Pay rate – first 20 days sub pay, second 20 days half of BA1, after that BA1)

ARTICLE 14 ● HEALTH EXAMINATIONS

The IDGB and the Association agree that a medical or psychiatric/psychological examination or other appropriate test may be called for by the Director whenever, in the Director's judgment, such is necessary based on such facts as short term or long term absence which manifests itself on the job or affects the teacher's performance.

ARTICLE 15 ● PERSONAL INJURY BENEFITS

Whenever a teacher is absent from school as a result of a personal injury caused by an accident arising out of and in the course of his/her employment and such absence is deemed compensable under the Workers' Compensation Act, he/she shall be paid his/her full net salary (gross salary less deductions for federal and state income taxes and FICA/Medicare less the amount of any Workers' Compensation award

made for temporary disability due to said injury) for the period of one hundred twenty (120) days and no part of such absence shall be charged to his/her annual or accumulated sick leave.

ARTICLE 16 ● LEAVES

Teachers need to be able to reasonably and responsibly balance work and family commitments. To that end, as issues arise, they shall also be able through their Association, to negotiate other important aspects of their work lives, such as clearly defined assignment for extra duties, sickness and leave policies, and other issues concerning hours of work and conditions of employment as allowed by law.

The IDGB recognizes the following leave policies:

Paid time off will be deducted in half and full days only.

A. Sick Leave

1. Teachers shall be entitled to sick leave with full pay up to fifteen (15) working days in each year, of which five (5) days may be used for the illness of a family member or of an individual who resides in the teacher's home, so long as the teacher remains continuously in the service of the IDCS, up to one hundred seventy-five (175) days. Teachers who are less than 0.8 FTEs will have prorated sick time based on 120 hours. Sick time will be paid based on their scheduled hours. Each teacher shall be notified of the number of accrued sick days credited to him/her by November 15 of each school year.
2. The IDGB may grant an extension beyond accumulated sick leave, either paid, partially paid or unpaid, in its discretion. The IDGB shall consider the nature of the illness, the circumstances involved, and the service record of the teacher concerned. Requests for such extension shall be presented to the IDGB in writing.
3. In addition to the sick leave provided in Paragraph A, each teacher shall be entitled to accumulate separately sick leave days which may not be added to such teacher's regular accumulation because of the contract limit. Such additional accumulation may be used only for the purpose of Article 17 related to severance pay. Sick days which are recognized in the computation of a teacher's severance pay may be unlimited.
4. Acceptable medical evidence may be required by the Director after five (5) consecutive work days of absence. The Director may also require medical evidence for patterns (not frequency) of absence. Failure to provide such verification shall be sufficient to deny sick leave payment.

B. Personal Days

1. Teachers shall be entitled to five (5) personal days per year, for personal business that cannot be conducted outside of the school day. It is understood that professional discretion will be used by the teacher and that typically the reasons for such leave will be for, legal obligations, family (marriage, birth of child, attendance at a funeral, illness in the family, etc.), religious holiday, or other personal business that cannot be conducted or transacted outside of school hours. These days should not be used to extend vacations, weekends, or to help a teacher fulfill their professional obligations under the contract, unless otherwise approved by the Director. Teachers who are less than 0.8 FTEs will have prorated personal days based on 40 hours. Personal days will be paid based on their scheduled hours.
2. Application for leave shall be made to the Director's office as much in advance as possible, and at least forty-eight (48) hours in advance (except in case of emergencies). Except in cases of extreme hardship to the school system, a single personal day shall be granted on the basis of the application, but the granting of a request for two (2) or more consecutive personal days shall be in the discretion of the Director.
3. Additional personal days may be deducted from allowable sick leave at the discretion of the Director.
 - (a) For leaves of absence other than those covered by any portion of this Agreement, the rate of deduction shall, for each day, be one days pay determined by dividing the teacher's salary by one hundred eighty-eight (188). All paid time-off must be in full day or half day increments.

C. Child Bearing and Child Rearing Leave

1. Teachers who become pregnant shall be placed on short term leave status for child bearing purposes under this paragraph unless they elect a long-term leave under the provisions of paragraph (B). Any teacher who becomes pregnant shall so notify the Director at least four (4) months prior to the expected date of delivery and shall thereafter provide a doctor's certificate indicating continued fitness for work at least monthly, or more often if there is a change in her condition during the month. Leave shall begin when in the opinion of her doctor, the teacher is no longer physically able to work, or upon confinement, whichever comes first. Paid leave shall expire when in the opinion of her doctor, she is physically able to return to work except in the case of unusual medical difficulties of the teacher, leave is not expected to continue for more than six (6) weeks after delivery. The teacher shall be assigned to her former position upon return. Such leave shall be with pay, as for any other short term disability, to the extent of accumulated sick leave.
2. Teachers not electing a long-term leave under paragraph C may also elect unpaid leave of up to six (6) weeks following disability leave. Notification shall be given at least thirty (30) days prior to commencement of the leave, and such leave shall not extend beyond the end of the school year.
3. Any teacher who is expecting a child or whose spouse is expecting a child, or who has firm plans to adopt a child in the immediate future, upon request shall be granted a long-term unpaid leave for up to one year for child rearing purposes. Such leave is renewable for one year at the request of the teacher and the approval of the director with the understanding that the former position may not be available. Such leave shall begin after the period of disability or at the date of adoption and shall end at the mid-point or end of the school year. The request for such leave must be made at least thirty (30) days prior to its commencement. Upon return, a teacher shall be assigned to his or her former position or an equivalent position in the discretion of the administration.
4. Leave granted pursuant to this Article shall be counted toward the leave which an employee is entitled under the Federal Family and Medical Leave Act. Therefore, for any period of leave within a twelve month period, the IDGB shall continue payment of its share of the teacher's medical benefits for a period of up to twelve (12) weeks.

D. Peace Corps Leave

Leaves of absence may be granted up to two (2) years to teachers with tenure status who join the Peace Corps as full-time participants in such program.

- (a) No compensation shall be paid for such service.
- (b) The teacher returning from Peace Corps leave shall be placed on the appropriate step in the salary schedule as though he/she had been in active service in the system for the entire period of such leave.

E. Association Leave

1. If negotiation meetings between the IDGB and the Association are scheduled during the normal working hours of a school day, not more than three (3) representatives of the Association shall be relieved of all regular duties without loss of pay, as necessary, in order to permit attendance at such meetings. It is further agreed that all such meetings shall be scheduled so far as possible outside the school working day.
2. The President of the Association or his/her designee will be allowed leave with pay for not more than five (5) days per year to perform the duties of the office. To the extent that these duties involve communication with other members of the Association it is agreed that such communications shall not take place when any participant has assigned duties to perform. The cost of the substitute will be paid by the Association.

F. Conference Leave

Time may be allowed for attendance at conventions, participation in educational evaluations, school visiting days, and other forms of professional improvements and services, without pay deductions, if application for attendance has been made at least fifteen (15) days in advance of such events.

Application for participation in this leave shall be made to the Director, who may waive the above time

limit in appropriate circumstances. Upon request, teachers will be informed of the reasons for disapproval of their application. For all such absences, substitutes shall be provided and paid for by the IDGB and the teacher shall be reimbursed for legitimate expenses.

G. Military Leave

1. Any teacher entering military service who has started performance under an existing contract shall be reinstated upon return from his/her initial term of service to the same class or position previously occupied by him/her at a salary advance to which he/she would have been entitled had his/her employment by the IDGB not been interrupted by the period of military service up to two (2) years.
2. Upon the teacher's return to the system, the IDGB shall pay to the State Teachers Retirement System the full amount of assessments and interest due to provide full retirement credit to the teacher for the period of military service, not to exceed two (2) years in accordance with CGS § 10-169.
3. The teacher, on his/her return, must satisfy at that time state certification requirements and present evidence of physical fitness and state of health.
4. Application for reinstatement shall be made within forty (40) days of the conclusion of military service.
5. The teacher shall be entitled to retain his/her sick leave accumulated prior to his/her military service.
6. Military Service is defined as service within the armed forces of the United States. It is further defined as meritorious service without record which might impair the teacher's ability to satisfactorily perform his/her duties in the educational system. Judgment as to the nature of the service shall be made by the Director with due consideration to the records available.

H. General Leave

1. A teacher may be allowed leave, without loss of salary, to begin programs of study which result from foundation or scholarship grants and which necessitate personal presence in advance of the close of the school year, when arranged with the approval of the Director.
2. Leave may also be granted at the discretion of the IDGB for teachers whose presence in a program as set forth in Article 20 necessitates absence in advance of the close of the school year. The provisions of this subparagraph B shall not exceed three (3) days.
3. Other extended leaves, with or without salary, may be granted at the discretion of the IDGB. Any teacher taking any kind of leave in excess of six months shall give notice at least three months in advance of his/her intention to return or by March 1st for a return to begin the following school year. Upon return a teacher shall be assigned to his or her former position or an equivalent position in the discretion of the Director.

ARTICLE 17 ● SEVERANCE PAY

Upon retirement under the provisions of CGS § 10-183f(a) or upon death, a teacher who has at least fifteen (15) years of continuous service with the IDCS or his/her estate shall be paid fifty-five dollars (\$55) for each year of continuous service with the IDGB up to a maximum of twenty (20) years, plus an amount based on the following schedule for each day of accumulated sick leave, plus the additional days, if any, accrued under Article 16c. Approved leaves of absence will not count as a break in service and will not count towards years of service.

| Years of Continuous Service | |
|-----------------------------|----------------|
| With the IDGB | Amount per Day |
| 25 | \$22.00 |
| 20 | \$18.00 |
| 15 | \$14.00 |

-
- A. In lieu of the lump sum severance pay provided in the preceding paragraph, a teacher who is within three (3) school years of normal retirement eligibility under CGS § 10-183f(a) may elect to receive four hundred dollars (\$400) per year above the appropriate step of the salary schedule for not more than three school years. Such election must be made in writing prior to September 1st and may not be revoked by the teacher during the school year.
- B. This benefit will apply to any teacher hired before July 1, 2006. Teachers hired on or after July 1, 2006 shall not be eligible for this benefit.

ARTICLE 18 ● GENERAL PROVISIONS

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

ARTICLE 19 ● STAFF SALARIES

Teachers have a right to receive compensation, based on clearly identified criteria, that reflects their skills, knowledge, and years of experience. Accordingly, employees' wages and related employment benefits shall be as set forth in Appendix A.

- A. The salaries of all teachers covered by this Agreement are set forth in the Appendix A and B, which are attached hereto and made a part of this Agreement.
- B. The teacher's annual salary will be paid as follows:
1. based upon one twenty-sixth (1/26) of the total contracted salary, paid every two weeks beginning on the Friday after the first day of school. The balance due will be paid at the close of school in June;
 2. Based upon one twenty-sixth (1/26) of the total contracted salary, paid every two weeks beginning on the Friday after the first day of school in equal payments for 26 pay periods.
- C. In advance of each contract year, representatives of the administration and the Association shall meet to review the pay periods and pay dates for the coming year. The parties shall make every effort to mutually agree on resolution of problems concerning pay dates.
- D. All teachers will be paid by direct deposit.

ARTICLE 20 ● DEGREE DEFINITIONS

The Salary Schedule listed in the Appendix of this Agreement shall be interpreted and applied in accordance with the following definitions:

- **BACHELOR:** A Bachelor's Degree earned at an accredited college or university.
- **MASTER:** A Master's Degree earned at an accredited college or university in the field of education. Also recognized is thirty (30) hours beyond the Bachelor's Degree in the field of Education in an approved program leading to teacher's certification at the Master's level; and thirty (30) hours beyond the Bachelor's Degree in a planned program which has prior written approval of the Director.
- **SIXTH-YEAR:** A Sixth-Year Certificate earned at an accredited college or university. Also recognized is thirty (30) hours beyond the Master's Degree in an approved program in the field of education at an accredited college or university; and thirty (30) hours beyond the Master's Degree in planned program which has the prior written approval of the Director.
- **DOCTORATE:** A Ph.D. or Eddy. Degree earned at an accredited college or university in the field of education.

ARTICLE 21 ● PLACEMENT ON THE SALARY SCHEDULE

- A. All Teachers shall be placed on the appropriate step of the salary schedule as determined by the following:
1. Degree status as defined under "Degree Definitions" article as of the beginning of the next semester after which the degree was obtained, as long as notice was given to the Business Director.
 2. Placement on the salary schedule will be based on previous salary and years of experience. The Director will take into account where current teachers are in the salary tables with similar years of service. The steps in the table do not necessarily equal years of experience as a teacher. Years of experience will be based on years of credit with the Teachers Retirement Board of CT or another state. New teachers may be asked to show proof of service.
 3. Full credit for service in the Peace Corps, as defined in Article 16, with a maximum of two (2) years.
 4. Credit for active military service as defined in Article 16 in the Armed Forces of the United States with a maximum of two (2) steps.
 5. Where teaching experience has been interrupted for a period of four (4) or more years, it will be the prerogative of the Director to place said teacher on the salary schedule appropriate to said teacher's experience, and current qualifications.
 6. For advancement on the salary schedule, a minimum of one hundred twenty (120) days of continuous service in the current school year is required and credit for service time will be as follows: 0.5 FTE or greater receives full credit for advancement; 0.25-0.49 FTE requires 2 years service for step advancement; less than 0.25 FTE requires 3 years for step advancement.

ARTICLE 22 ● INSURANCE BENEFITS

SEE MEMORANDUM OF AGREEMENT

The IDGB shall provide for each teacher:

(See the Side Letter of Agreement attached which describes the full medical coverage provided by the IDGB.) The IDGB plan will be a HSA Medical and Prescription plan as presented, with IDGB funding the HSA for teachers at 100% in 2016-2017, 95% in 2017-2018, and 90% in 2018-2019. A separate dental plan will be offered. Funding will be deposited into accounts in two installments. Half of the money will be deposited into the account on July 1st (2015 – 2016), by August 1st (2016 – 2017), by September 1st (2017 – 2018). The other half will be deposited by January 15th.

- A. The above insurance coverage is to include family coverage at the option of the teacher. The IDGB shall pay eighty-four (84) percent of the premium in 2015-18. The teacher shall pay the balance of the premium, by payroll deduction. Premiums paid by the IDGB for ineligible individuals will be the responsibility of the employee and be reimbursable to the IDGB. Ineligible individuals are defined as children who are over age and ex-spouses and other family members whose premiums are paid by the IDGB. The choice of which coverage is left to the discretion of the employee of the IDGB.
- B. The IDGB shall also provide for each teacher group term life insurance coverage in the amount of fifty thousand dollars (\$50,000.00) with accidental death and dismemberment benefits. The Board shall provide long-term disability based on the teachers pay with a maximum benefit of \$5,000 per month.
- C. Teachers who choose not to take the health and dental insurance offered through IDCS will receive a \$2,000 payment if they would be on the single plan and \$4,000 if they would be on the couple or family plan. It will be paid in two installments (December and June). Part-time teachers will receive a pro-rata amount based on the percent of time they teach.
- D. Any teacher retiring under the provisions of CGS § 10-183f(a) or (c) will be covered for all health and dental insurance benefits provided by the IDGB up to and including their sixty fifth (65th) birthday

providing the teacher has reached his or her sixtieth (60th) birthday by September 1st of the current school year and has taught twenty (20) years at the Integrated Day Charter School. If the teacher has reached his or her fifty-fifth (55th) birthday or later at the time of retirement and has served twenty (20) years at the Integrated Day Charter School, the IDGB shall provide insurance coverage beginning the month following the retiree's sixtieth (60th) birthday provided he/she has maintained insurance coverage by paying premiums for participation in the group plan up to that point. This provision includes teachers with grandfathered rights from their employ with the Norwich Public Schools.

For any teacher who is hired on or after September 1, 1995 but before July 1, 2006, and who meets the above eligibility criteria, the IDGB will pay fifty percent (50%) of the insurance benefits and the retired teacher will pay the remaining fifty percent (50%). Teachers hired on and after July 1, 2006 shall not be eligible for retiree health benefits.

- E. The IDGB shall provide Plan B, Medicare to teachers who are eligible. The IDGB shall pay the same percent of the premium as with the regular health insurance plan. The teacher shall pay the balance of the premium, by payroll deduction.
- F. Any teacher who is voluntarily assigned to less than a full-time teaching position but not less than 50% shall be eligible to participate in the insurance programs outlined herein. The IDGB shall pay the cost of such coverage in the same proportion that the teacher's load bears to a full-time load. The teacher shall be responsible for the remaining portion of premiums. For example, for a teacher who occupies a three-fifths (3/5) position, the IDGB shall pay sixty (60) percent of the insurance coverage cost which it pays for a full-time teacher and the teacher shall pay forty (40) percent by payroll deduction. The parties agree that the following principles shall be applicable to the interpretation of this section:
- G. The IDGB may change carriers for any of the above insurance provided that coverage, benefits and administration are equivalent to those currently offered, and there is no increase in any premiums paid by the staff member. At least sixty (60) days prior to changing carriers, the IDGB or its designee shall notify the Association President in writing. Upon request, the parties shall meet to discuss the proposed change.

Should the Association and the IDGB disagree that the changes proposed will provide equivalent coverage, benefits and administration at no additional premium cost to staff members, the disagreement(s) shall be subject to impartial arbitration as set forth in Article 5 of this Agreement, preferably before an arbitrator with experience and expertise in insurance matters. Either party may request that such arbitration be expedited under the Rules of the American Arbitration Association for expedited arbitration.

- H. The IDGB shall establish a Section 125 Premium Conversion Plan through which teachers will pay their portion of medical insurance premiums.
- I. The IDGB may, at its option, offer an alternative insurance plan(s) to teachers after review of such proposed plan(s) by a committee of the IDGB and the Association. The plan design, co-payment amounts, cost sharing, and other provisions of these alternative plans need not conform to the provisions of this Article. Participation in an alternative plan shall be voluntary.

ARTICLE 23 ● FINANCIAL RESPONSIBILITY

The IDGB will work with the Association to develop a procedure to provide for dues to be directly deducted from paychecks for all teachers represented by the Association.

- A. In addition to payroll deductions required by law, the IDGB will make every effort to provide for additional payroll deductions such as credit union and annuities. All requests for deductions must be in writing.
- B. Dues Deductions:
 - 1. The IDGB agrees to deduct from the salaries of its employees dues for the Unified Organization as said teachers individually and voluntarily authorize the IDGB to deduct and to transmit the monies promptly to the Association. Teacher authorization shall be in writing.

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2. The Association will certify to the IDGB in writing the current amount of the Unified Organization's membership dues. The Association will give the IDGB thirty (30) days written notice prior to the effective date of any change.
 3. Deductions referred to in Paragraph 1 above will be made in 20 equal installments on each pay day of each month during the school year, except no installment shall be deducted in August, The IDGB will not be required to honor for any month's deduction any authorizations that are delivered to it later than one (1) week prior to the distribution of the payroll from which the deductions are to be made.
 4. Any teacher desiring to have the IDGB discontinue deductions he/she has previously authorized must so notify the IDGB and the Association in writing by September 1st of the school year during which such discontinuance is to be effective.
 5. It is recognized that the negotiation and administration of this Agreement entail expenses which appropriately are shared by all teachers in the IDCS. To this end, if a teacher does not join the Association, such teacher shall, as a condition of continued employment by the IDGB, execute an authorization for the deduction of a service fee. In lieu of executing such an authorization for payroll deduction, the teacher may elect to pay the service fee directly to the Association. Any teacher, who fails to execute an authorization or to make arrangements for direct payment, shall have the entire service fee deducted automatically by the IDGB beginning in January of the current school year. The service fee shall not exceed that portion of the dues amount which represents the cost of collective bargaining, contract administration and grievance adjustment. All amounts collected by payroll deduction shall be forwarded to the Association in the same manner as are dues deductions.
 6. The Association shall indemnify, defend and save the IDGB harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the IDGB for the purpose of complying with any of the provisions of this Article. The IDGB's obligation to enforce the provisions of paragraph 5 above shall automatically terminate upon either of the following events:
 - (a) A refusal by the Association, the CEA or the NEA to indemnify the IDGB as required by paragraph 6, or
 - (b) A ruling by any administrative agency or court which supports the CEA/NEA position that indemnification clauses such as that found in paragraph 6 above is "void as against public policy."

ARTICLE 24 ● PERSONNEL FILES

- A. The IDGB shall keep only one official personnel file for each teacher covered under the terms of this contract, in which no anonymous letters or materials may be placed.
 - B. The teacher shall be given copies of all material to be placed in his/her file.
 - C. Teachers may send positive information concerning special competencies, achievements, performances or contributions of academic, professional, or civic nature to the Director or his designee who will review the information and decide if it is to be placed in the file. Material not so placed in the file shall be returned.
 - D. After examination of evaluative materials to be placed in the teacher's file, the teacher shall, for the purpose of identification only, affix his/her signature thereto, reserving the right to respond to any such material with a written rebuttal. The evaluative materials may then be placed in the personnel file. Any written rebuttal shall be placed in the file upon receipt.
 - E. The teacher, upon request, has the right to review the contents of his/her personnel file at any time during the year.
 - F. The teacher has the right to have reproduced any document in his/her personnel file. The cost of reproducing such documents shall be paid by the teacher at the approximate cost to the IDGB.
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ARTICLE 25 ● CURRICULUM REVISION

The IDGB will strive to compensate teachers who volunteer for curriculum work during the summer months (or other time outside of the normal work time, such as school vacations). For authorized hours of work, the teacher will be paid at the rates set forth in Appendix B. The teacher shall be notified of the compensation rate prior to participation in curriculum work.

ARTICLE 26 ● PROFESSIONAL DEVELOPMENT

In order to ensure that services to children are of consistently high quality and consonant with the most recent developments in the field of education, teachers need adequate and appropriate training at the start of their employment, periodic in-service training, and opportunities for professional development in the broader education community. The IDGB agrees to seek the necessary resources so that an ongoing, comprehensive professional development process can be provided. New employees shall also be provided with an orientation as to how they can play a productive role in helping to accomplish the goals of this agreement in an environment of cooperation between the Association and the IDGB.

- A. Participation in in-service training sessions scheduled after the end of the regular work day of teachers shall be voluntary.
- B. Teachers who attend training sessions during vacation periods may be excused at the Director's discretion from professional development days scheduled during the teacher work year.
- C. Teachers performing home visits and attending professional development programs and conferences will be compensated for mileage at the then applicable IRS rate for the use of their own vehicles.
- D. All teachers must attend a week long Responsive Classroom Summer Institute the first summer after they are hired and a HOT School Summer Institute within the first three years of employment and a workshop (approved by the Director) once every five years thereafter.

ARTICLE 27 ● ACADEMIC FREEDOM

- A. The private and personal life of a teacher is not within the appropriate concern or attention of the IDGB or Association except as it may interfere with the teacher's responsibilities to and relationships with students and/or the school system.
- B. Teachers will be entitled to full rights of citizenship and no religious or political activities of any teacher (provided such activities do not take place during his/her working hours) or the lack thereof will be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

ARTICLE 28 ● PREPARATION

Whenever possible, one consecutive hour of the school day, four days per week and on the fifth day a minimum of thirty minutes of consecutive preparation time, is intended as preparation time and informal meeting time for professional teachers. When a teacher's class is under the supervision of a special subject teacher, the classroom teacher may use this time as a preparation time, within or outside of his/her classroom. Every effort will be made to avoid scheduling meetings during preparation time. If it does occur, every effort will be made to provide compensatory time within a reasonable time period.

ARTICLE 29 ● SCHOOL YEAR

Consultation with the Association shall take place prior to May 31st of each year for the purpose of establishing the school calendar for the following academic year.

ARTICLE 30 ● EMPLOYMENT DAY AND YEAR

In the event that the IDGB changes the number of days teachers are required to work or makes a material change in the length of the work day for teachers, the IDGB shall bargain over the impact of such

change with the Association. If the parties reach impasse without reaching agreement, within sixty (60) days of the initial negotiations meeting, the dispute shall be submitted to last best offer interest arbitration for resolution.

The parties agree that the following represents the current teacher work day and work year requirements:

- A. The length of the teacher work year will be between 188 days and 193 days. Of which student contact days shall be between 180 days and 183 days. The remaining days shall be for the purpose of home/student visitation, professional development (CEU's), and teacher retreat, which shall be budgeted for in the operating budget of the school. The actual designation as to the number of days for each of the above assignments shall be mutually agreed upon by the Association and the IDGB when the calendar is set for the following year.
- B. The length of the work day is currently seven (7) hours forty-five (45) minutes (this includes thirty (30) minutes prior to starting time and fifteen (15) minutes after closing time.

ARTICLE 31 ● PARENT-TEACHER CONFERENCES

There shall not be more than four (4) evenings for Parent-Teacher Conferences unless additional Parent-Teacher Conference sessions are needed, in which case exchange of other time shall be arranged by the Director or his designee and representatives of the Association.

ARTICLE 32 ● SPECIAL SUBJECT AREAS

The IDGB and the Association recognize that competent specialists, especially in the areas of art, music, and physical education are desirable to the operation of an effective educational program. The IDGB will endeavor to employ professional personnel to meet the needs of the school.

ARTICLE 33 ● AMENDMENT

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

ARTICLE 34 ● HOLDOVER

In the event that the IDGB and the Association shall fail to secure a Successor Agreement as hereinbefore provided in Article 3 prior to the termination of this Agreement the IDGB and the Association shall extend the duration of this Agreement for any period not to extend beyond the date of the execution of a Successor Agreement.

ARTICLE 35 ● SEVERABILITY

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

ARTICLE 36 ● FINGERPRINTING AND RECORDS CHECK

The IDGB shall pay any fee associated with the procurement of the criminal history records check.

ARTICLE 37 ● DURATION

The provisions of this Agreement shall be effective as of July 1, 2015 and shall continue and remain in full force and effect to June 30, 2018, except that the issues of salary only shall be reopened in accordance with Connecticut General Statutes to be effective school years July 1, 2015 - June 30, 2018.

SIGNATURE BLOCK

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

Integrated Day Charter School
Teachers Association

Integrated Day Charter School
Governing Board

By

By

President

Chairperson

APPENDIX A SALARY SCHEDULES

[Intentionally Removed]

APPENDIX B HOURLY RATES

The following is the hourly rate for those teachers/instructors who perform duties outside of their expected teacher responsibilities. Prior approval by the Director will be needed for any compensation.

| School Year | Hourly Rate |
|-------------|-------------|
| 2015-16 | \$31.00 |
| 2016-17 | \$31.00 |
| 2017-18 | \$31.00 |

| | |
|-------------|------|
| BA to MA-> | 6.0% |
| MA to 6y-> | 3.0% |
| 6y to PHD-> | 2.0% |

NOTATION: Δ means 'Change', ▮ means 'Steps', T means 'Same Teacher on Current and Proposed Schedule'
 e.g. %ΔT means Percent Change in a Teacher's Salary between Current and Proposed Schedule

| Now 2014 - 2015 CURRENT SALARY SCHEDULE | | | | | | | | | | | | |
|---|-----|--------|-------|-----|--------|-------|-----|--------|-------|-----|--------|-------|
| Step | FTE | BA | %Δ▮ | FTE | MA | %Δ▮ | FTE | 6thYr | %Δ▮ | FTE | PHD | %Δ▮ |
| 1 | - | 43,072 | | - | 45,656 | | | 47,026 | | | | |
| 2 | - | 44,038 | 2.24% | | 46,680 | 2.24% | | 48,080 | 2.24% | | | |
| 3 | - | 45,047 | 2.29% | | 47,750 | 2.29% | | 49,183 | 2.29% | | | |
| 4 | - | 46,286 | 2.75% | | 49,063 | 2.75% | | 50,535 | 2.75% | | | |
| 5 | - | 47,660 | 2.97% | | 50,520 | 2.97% | | 52,036 | 2.97% | | | |
| 6 | - | 49,188 | 3.21% | | 52,139 | 3.20% | | 53,703 | 3.20% | | | |
| 7 | - | 50,803 | 3.28% | | 53,851 | 3.28% | | 55,467 | 3.28% | | | |
| 8 | - | 52,547 | 3.43% | | 55,700 | 3.43% | | 57,371 | 3.43% | | | |
| 9 | - | 54,475 | 3.67% | | 57,744 | 3.67% | | 59,476 | 3.67% | | | |
| 10 | - | 56,512 | 3.74% | | 59,903 | 3.74% | | 61,700 | 3.74% | | 62,934 | |
| 11 | - | 58,973 | 4.35% | | 62,511 | 4.35% | | 64,386 | 4.35% | | 65,674 | 4.35% |
| 12 | - | 62,479 | 5.95% | | 66,228 | 5.95% | | 68,215 | 5.95% | | 69,579 | 5.95% |
| 13 | - | 66,792 | 6.90% | | 70,800 | 6.90% | | 72,924 | 6.90% | | 74,382 | 6.90% |
| 14 | - | 73,460 | 9.98% | | 77,868 | 9.98% | | 80,204 | 9.98% | | 81,808 | 9.98% |
| Totals: | - | - | | - | - | | - | - | | - | - | |

| | |
|-------|----------------|
| FTE'S | Salary Total |
| - | \$ - |
| \$Δ= | \$ (1,396,545) |
| %Δ= | -100.00% |

| Year 1 2015 - 2016 BOARD PROPOSAL SALARY SCHEDULE NO Step and BA \$Δ = \$ 3,774 Except Step 14 BA = \$ 1,887 | | | | | | | | | | | | | | |
|--|-----|--------|-------|-----|--------|-------|-------|-------|-----|--------|-------|-----|--------|-------|
| Step | FTE | BA | %Δ▮ | FTE | MA | \$ΔT | %ΔT | %Δ▮ | FTE | 6thYr | %Δ▮ | FTE | PHD | %Δ▮ |
| 1 | - | 46,846 | | - | 49,657 | 4,001 | 8.76% | | - | 51,147 | | - | | |
| 2 | - | 47,812 | 2.06% | | 50,681 | 4,001 | 8.57% | 2.06% | | 52,201 | 2.06% | | | |
| 3 | - | 48,821 | 2.11% | | 51,750 | 4,000 | 8.38% | 2.11% | | 53,303 | 2.11% | | | |
| 4 | - | 50,060 | 2.54% | | 53,064 | 4,001 | 8.15% | 2.54% | | 54,656 | 2.54% | | | |
| 5 | - | 51,434 | 2.74% | | 54,520 | 4,000 | 7.92% | 2.74% | | 56,156 | 2.74% | | | |
| 6 | - | 52,962 | 2.97% | | 56,140 | 4,001 | 7.67% | 2.97% | | 57,824 | 2.97% | | | |
| 7 | - | 54,577 | 3.05% | | 57,852 | 4,001 | 7.43% | 3.05% | | 59,588 | 3.05% | | | |
| 8 | - | 56,321 | 3.20% | | 59,700 | 4,000 | 7.18% | 3.19% | | 61,491 | 3.19% | | | |
| 9 | - | 58,249 | 3.42% | | 61,744 | 4,000 | 6.93% | 3.42% | | 63,596 | 3.42% | | | |
| 10 | - | 60,286 | 3.50% | | 63,903 | 4,000 | 6.68% | 3.50% | | 65,820 | 3.50% | | 67,136 | |
| 11 | - | 62,747 | 4.08% | | 66,512 | 4,001 | 6.40% | 4.08% | | 68,507 | 4.08% | | 69,877 | 4.08% |
| 12 | - | 66,253 | 5.59% | | 70,228 | 4,000 | 6.04% | 5.59% | | 72,335 | 5.59% | | 73,782 | 5.59% |
| 13 | - | 70,566 | 6.51% | | 74,800 | 4,000 | 5.65% | 6.51% | | 77,044 | 6.51% | | 78,585 | 6.51% |
| 14 | - | 75,347 | 6.78% | | 79,868 | 2,000 | 3.20% | 6.78% | | 82,264 | 6.78% | | 83,909 | 6.77% |
| Totals: | - | - | | - | - | - | | - | - | - | | - | - | |

| | |
|-------|-----------|
| FTE'S | Salary |
| - | \$ - |
| \$Δ= | \$ - \$ - |
| %Δ= | #DIV/0! |

| Year 2 2016-2017 BOARD PROPOSAL SALARY SCHEDULE STEP and GWI %Δ = 0.00% | | | | | | | | | | | | | | |
|---|-----|--------|-------|-----|--------|-------|-------|-------|-----|--------|-------|-----|-----|-----|
| Step | FTE | BA | %Δ▮ | FTE | MA | \$ΔT | %ΔT | %Δ▮ | FTE | 6thYr | %Δ▮ | FTE | PHD | %Δ▮ |
| 1 | - | 46,846 | | - | 49,657 | | | | - | 51,147 | | - | | |
| 2 | - | 47,812 | 2.06% | | 50,681 | | | 2.06% | | 52,201 | 2.06% | | | |
| 3 | - | 48,821 | 2.11% | | 51,750 | 1,069 | 2.11% | 2.11% | | 53,303 | 2.11% | | | |

Final schedule 2015-2018

| | | | | | | | | | | | |
|----|---|--------|-------|--------|-------|-------|-------|--------|-------|--------|-------|
| 4 | - | 50,060 | 2.54% | 53,064 | 1,314 | 2.54% | 2.54% | 54,656 | 2.54% | | |
| 5 | - | 51,434 | 2.74% | 54,520 | 1,456 | 2.74% | 2.74% | 56,156 | 2.74% | | |
| 6 | - | 52,962 | 2.97% | 56,140 | 1,620 | 2.97% | 2.97% | 57,824 | 2.97% | | |
| 7 | - | 54,577 | 3.05% | 57,852 | 1,712 | 3.05% | 3.05% | 59,588 | 3.05% | | |
| 8 | - | 56,321 | 3.20% | 59,700 | 1,848 | 3.19% | 3.19% | 61,491 | 3.19% | | |
| 9 | - | 58,249 | 3.42% | 61,744 | 2,044 | 3.42% | 3.42% | 63,596 | 3.42% | | |
| 10 | - | 60,286 | 3.50% | 63,903 | 2,159 | 3.50% | 3.50% | 65,820 | 3.50% | 67,136 | |
| 11 | - | 62,747 | 4.08% | 66,512 | 2,609 | 4.08% | 4.08% | 68,507 | 4.08% | 69,877 | 4.08% |
| 12 | - | 66,253 | 5.59% | 70,228 | 3,716 | 5.59% | 5.59% | 72,335 | 5.59% | 73,782 | 5.59% |
| 13 | - | 70,566 | 6.51% | 74,800 | 4,572 | 6.51% | 6.51% | 77,044 | 6.51% | 78,585 | 6.51% |
| 14 | - | 73,460 | 4.10% | 77,868 | 3,068 | 4.10% | 4.10% | 80,204 | 4.10% | 81,808 | 4.10% |
| 15 | - | 75,347 | 2.57% | 79,868 | - | 0.00% | 2.57% | 82,264 | 2.57% | 83,909 | 2.57% |

| | | | | | | | | | | | |
|----------------|---|---|--|--------------|---------------|--------|---------|---|---|---|---|
| Totals: | - | - | | - | - | 27,187 | #DIV/0! | - | - | - | - |
| | | | | FTE'S | Salary | | | | | | |
| | | | | - | \$ - | | | | | | |
| | | | | \$Δ= | \$ - | \$ - | | | | | |
| | | | | %Δ= | #DIV/0! | | | | | | |

Year 3 2017-2018 BOARD PROPOSAL SALARY SCHEDULE • STEP and GWI %Δ = 0.00%

| Step | FTE | BA | %Δ _F | FTE | MA | \$ΔT | %ΔT | %Δ _F | FTE | 6thYr | %Δ _F | FTE | PHD | %Δ _F |
|------|-----|--------|-----------------|-----|--------|-------|-------|-----------------|-----|--------|-----------------|-----|--------|-----------------|
| 1 | - | 46,846 | | | 49,657 | | | | | 51,147 | | | | |
| 2 | - | 47,812 | 2.06% | | 50,681 | | | 2.06% | | 52,201 | 2.06% | | | |
| 3 | - | 48,821 | 2.11% | | 51,750 | | | 2.11% | | 53,303 | 2.11% | | | |
| 4 | - | 50,060 | 2.54% | | 53,064 | 1,314 | 2.54% | 2.54% | | 54,656 | 2.54% | | | |
| 5 | - | 51,434 | 2.74% | | 54,520 | 1,456 | 2.74% | 2.74% | | 56,156 | 2.74% | | | |
| 6 | - | 52,962 | 2.97% | | 56,140 | 1,620 | 2.97% | 2.97% | | 57,824 | 2.97% | | | |
| 7 | - | 54,577 | 3.05% | | 57,852 | 1,712 | 3.05% | 3.05% | | 59,588 | 3.05% | | | |
| 8 | - | 56,321 | 3.20% | | 59,700 | 1,848 | 3.19% | 3.19% | | 61,491 | 3.19% | | | |
| 9 | - | 58,249 | 3.42% | | 61,744 | 2,044 | 3.42% | 3.42% | | 63,596 | 3.42% | | | |
| 10 | - | 60,286 | 3.50% | | 63,903 | 2,159 | 3.50% | 3.50% | | 65,820 | 3.50% | | 67,136 | |
| 11 | - | 62,747 | 4.08% | | 66,512 | 2,609 | 4.08% | 4.08% | | 68,507 | 4.08% | | 69,877 | 4.08% |
| 12 | - | 66,253 | 5.59% | | 70,228 | 3,716 | 5.59% | 5.59% | | 72,335 | 5.59% | | 73,782 | 5.59% |
| 13 | - | 70,566 | 6.51% | | 74,800 | 4,572 | 6.51% | 6.51% | | 77,044 | 6.51% | | 78,585 | 6.51% |
| 14 | - | 73,460 | 4.10% | | 77,868 | 3,068 | 4.10% | 4.10% | | 80,204 | 4.10% | | 81,808 | 4.10% |
| 15 | - | 76,666 | 4.36% | | 81,266 | 3,398 | 4.36% | 4.36% | | 83,704 | 4.36% | | 85,378 | 4.36% |

| | | | | | | | | | | | | | | |
|----------------|---|---|--|--------------------|---------------|--------|---------|---|---|---|---|---|---|---|
| Totals: | - | - | | - | - | 29,516 | #DIV/0! | - | - | - | - | - | - | - |
| | | | | FTE'S | Salary | | | | | | | | | |
| | | | | - | \$ - | | | | | | | | | |
| | | | | \$Δ= | \$ - | \$ - | | | | | | | | |
| | | | | %Δ= | #DIV/0! | | | | | | | | | |
| | | | | Total \$Δ= | \$ - | | | | | | | | | |
| | | | | Bill M \$Δ= | 388,126 | | | | | | | | | |