

**AGREEMENT**

**BETWEEN**

**THE LEBANON BOARD OF EDUCATION**

**AND**

**THE LEBANON EDUCATION ASSOCIATION**

**July 1, 2014 to June 30, 2017**

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**PROFESSIONAL AGREEMENT  
BETWEEN  
THE LEBANON BOARD OF EDUCATION  
AND  
THE LEBANON EDUCATION ASSOCIATION**

**PREFACE**

THIS AGREEMENT IS MADE AND ENTERED INTO ON THIS \_\_\_\_ day of October, 2013, by the Lebanon Board of Education (hereinafter referred to as the "Board") and the Lebanon Education Association (hereinafter referred to as the "Association").

**ARTICLE I  
RECOGNITION**

The Board hereby recognizes the Lebanon Education Association as the exclusive representative of teachers. The term "teacher" is defined as a certified professional employee of the Board in a position requiring a teacher or other certification, including those teachers holding a Durational Shortage Area Permit (DSAP) and who is not included in the administrator's unit or excluded from the preview of §§10-153a through 10-153g of the Connecticut General Statutes, as amended.

The Board agrees that it will not negotiate with any individual or organization of teachers other than the Lebanon Education Association on mandatory subjects of bargaining as long as said Association retains organizational recognition status.

The term "Board of Education" or "Board", as used in this Agreement, shall mean the Board or its designee. The term "Superintendent of Schools" or "Superintendent", as used herein, shall mean the Superintendent or his or her designee.

**ARTICLE II  
AGENCY SHOP**

**1. Conditions of Continued Employment**

All teachers employed by the Board of Education shall, as a condition of continued employment, join the Association or pay to the Association a service fee. Said service fee shall represent the cost of collective bargaining, contract administration and grievance adjustment. The amount of said service fee shall be certified by the Association to the Board prior to the opening of school each year. It is understood that the Association may implement the fee provision through rebates or other comparable measures provided that the Board will be held harmless for such procedure.

**2. Members**

All teachers who elect to join the Association shall sign and deliver to the Association, if they have not already done so, an authorization for the payroll deduction of membership dues of the Lebanon Education Association, the CEA and NEA. Said authorization shall continue in effect from year to year unless such teacher shall notify the Board of Education and the Association in writing in the month of August of any year. If said notice is timely delivered, it shall mean that in the coming school year said teacher shall pay the service fee as described in Section One above, and paid in accordance with Section Three below.

**3. Non-Members**

For those teachers who have not joined the Association and delivered said authorization card by October 1st of the first year of this contract, the Board of Education agrees to deduct the annual service fee from their salaries through payroll deduction. The amount of said service fee shall be certified by the Association to the Board prior to the opening of school each year.

**4. Subsequent Employment**

Those teachers commencing employment after the date of execution of this contract shall, within thirty (30) days of such commencement, sign and deliver to the Board of Education an authorization card as described in Section Two of this Article or fall under provisions of Section Three of this Article after such thirty (30) days.

**5. Resignations, Retirements, Leaves**

If during a school year, a teacher resigns, retires, received a leave, or has his/her employment terminated, and has paid the service fee, the unused portion of said fee will be returned through the services of the Association upon written request of the teacher.

**6. Forwarding of Monies**

The Board agrees to forward to the Lebanon Education Association each month all monies deducted during that month for local dues and local service fee deduction. The Board further agrees to send each month all monies deducted during that month for CEA and NEA dues and CEA/NEA service fee deduction to the Connecticut Education Association, 21 Oak Street, Hartford, Connecticut.

**7. Lists**

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

**8. Hold Harmless Clause**

The Association shall protect and save harmless the Board of Education from financial loss or expense, including legal fees and costs, if any, arising out of any and all claims, demands, liabilities, suits or judgments by reason of the implementation of this Article, whether such financial loss or expense results from judicial, administrative, arbitral,

settlement or other proceedings.

### **ARTICLE III UNDISRUPTED PERFORMANCE**

During the term of this Agreement, including any extension provided by the holdover section of this Agreement, there will be no strikes or refusals to render services. The Association agrees that it will not authorize, instigate, sanction or condone any such action or event. The Association, its officers and other agents shall promptly take such reasonable action to prevent the occurrence of or to stop the continuance of any actual or imminent strike or concerted refusal to render service. Such reasonable action shall include notification to all employees in the event of any concerted action or disturbance that such action or disturbance is unauthorized and in violation of the contract.

### **ARTICLE IV GRIEVANCE PROCEDURE**

#### **4.A Purposes and Definition**

4.A.1 The purpose of this procedure is to grant recognition to the mutual obligation of the Board and the Association to achieve amicable and expeditious solutions to problems which may arise regarding the interpretation or application of the ~~express provisions of this contract. This procedure is intended to secure, at the~~ lowest possible level of the employee-employer relationship, equitable solutions to such problems.

Accordingly, the Board and the Association agree that during the life of this contract all grievances between them or between the Association and the administration shall be settled in accordance with the provisions of this grievance procedure. However, nothing herein shall be construed to prevent any individual employee from (a) informally discussing a complaint with his or her immediate superior or (b) processing a grievance in his/her own behalf in accordance with the grievance procedure hereinafter set forth, excluding arbitration.

4.A.1.a A "grievance" shall mean a claim upon an event or condition which affects the welfare or conditions of employment of a teacher or a group of teachers and/or a dispute arising from the interpretation or application of the language of this Agreement or an alleged breach thereof. All grievances may be processed through Level III (Board of Education). Grievances in which there has been a violation, misinterpretation, or misapplication of a specific and explicit provision of the contract may be processed through the grievance procedure to binding arbitration by the Association.

4.A.1.b "Days" shall mean days when school is in session, except after June 1st when days shall mean calendar days, so that the matter may be resolved before the end

of the school term or as soon as possible thereafter.

4.A.1.c The procedure set forth under Conn. Gen. Stat. §10-151 is the exclusive remedy for any teacher aggrieved by the nonrenewal or termination of his or her employment contract. A complaint concerning such nonrenewal or termination shall not constitute a grievance under this Agreement. However, the Association may bring a claim that there has been a misinterpretation or misapplication of Article VII entitled Reduction in Force, to the Board of Education level as a non-arbitrable grievance under this procedure.

**4.B Time Limits**

4.B.1 Since it is important that the grievance be processed as rapidly as possible, the number of days indicated at each step shall be considered a maximum. The time limits specified may, however, be extended by written agreement of the parties in interest. If a teacher or the Association does not present a grievance for disposition set forth herein within 15 days after the teacher or the Association knew or should have known of the act or condition complained of, the grievance shall be considered to have been waived.

4.B.2 Failure by the teacher(s) at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level, and such decision shall there-after be binding upon the teacher(s) and the Association. If the Board's representative at any level fails to render a decision and the reasons thereof in writing within the specified time limits, the grievance shall be deemed denied and the teacher may appeal to the next level.

**4.C Informal Procedure**

If a teacher(s) feels that he/she may have a grievance, he/she may first discuss the matter with the principal or other appropriate administrator in an effort to resolve the problem informally. The teacher(s) shall have the right to request that a member of the Association be present as a party in interest.

**4.D Formal Procedure**

**4.D.1 Level One - School Principal**

4.D.1.a If a teacher is not satisfied with the outcome of informal procedures, he/she must submit a written statement of his/her grievance to the principal or immediate supervisor within three (3) days of the informal discussions held under Section 4.C above. A teacher who chooses not to utilize the informal procedure must submit a written statement of the grievance directly to his/her principal or immediate supervisor no later than fifteen (15) days after he/she knew or should have known of the act or condition complained of, otherwise the grievance shall be considered to have been waived. The written statement of the grievance shall include a statement of the facts, the contract provision claimed violated, and the remedy requested.

4.D.1.b The principal shall, with five (5) days after receipt of the written grievance, render his/her decision and the reasons therefor in writing to the teacher with a copy to the Association.

**4.D.2 Level Two - Superintendent of Schools**

4.D.2.a If a teacher 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 eight (8) days after his/her formal presentation, submit his/her written grievance to the Superintendent or his/her designated representative. The written statement of grievance shall include a statement of the facts, the grounds of the appeal to Level Two, and the remedy requested. No change shall be made in the subject matter of the original grievance, with the understanding that procedural issues may be raised at any level.

4.D.2.b The Superintendent or his/her designated representative shall, within seven (7) days after receipt of the referral, meet with the teacher for the purpose of resolving the grievance. A full and accurate record of such meetings shall be kept by the Superintendent and made available to any party in interest upon written request.

4.D.2.c The Superintendent or his/her designated representative shall, within seven (7) days after the meeting, render his/her decision and the reasons thereof in writing to the teacher, with a copy to the Association.

**4.D.3 Level Three - Board of Education**

4.D.3.a In the event a grievance is not resolved at Level Two, the teacher may, within three (3) days after the decision or within six (6) days after the hearing, submit the grievance to the Board. The written statement of the grievance shall include a statement of the facts, a reference to the explicit provision of this contract or Board Policy which the teacher claims has been violated, the grounds of the appeal to Level Three, and the remedy requested. No change shall be made in the subject of the original grievance, with the understanding that procedural issues may be raised at any level.

4.D.3.b The Board of Education or its designated committee shall meet with the teacher for the purpose of resolving the grievance, not later than fifteen (15) days after receipt of the grievance. A full and accurate record of such meeting shall be made available to any party in interest upon written request.

4.D.3.c The Board shall, within ten (10) days after such meeting, render its decision and the reasons therefor in writing to the teacher, with a copy to the Association.

**4.D.4 Level Four - Arbitration**

4.D.4.a In the event a grievance is not resolved at Level Three, the teacher may, within three (3) days after the decision, request in writing to the President of the Association or his/her designee that his/her grievance be submitted to arbitration.

4.D.4.b The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration by so notifying the Board in writing, and by filing a demand for the arbitration under the Voluntary Labor Arbitration Rule of the American Arbitration Association, which shall act as the administrator of the proceedings and conduct them in accordance with its administrative procedures, practices and rules.

In no event shall submission to the American Arbitration Association be made later than ten (10) days following the decision of the Board or the expiration of the time limit for making such decision, whichever occurs first. No employee may file for arbitration as an individual; only the Association may file an appeal for arbitration hereunder.

4.D.4.c The arbitrator selected shall confer promptly with representatives of the Board and the Association, shall review the record of prior meetings, and shall hold such further meetings with the teacher and other parties in interest as he/she shall deem requisite.

4.D.4.d The arbitrator shall render his/her findings of fact, reasoning, and conclusions on the issues submitted and shall make appropriate compensatory awards when necessary. The decision of the arbitrator shall be final and binding on all parties and shall be the exclusive remedy for breach of this Agreement, except that the parties do not waive their legal right to appeal the arbitrator's award pertaining to such grievance as permitted by law. In any such appeal or in any action to determine the arbitrability of the claim in dispute, the issue of arbitrability shall be a question of law for the court to determine.

4.D.4.e The cost for the services of the arbitrator shall be borne equally by the Board and the Association.

4.D.4.f The arbitrator shall hear and decide only one grievance in each case. He/she shall be bound by and must comply with all the terms of this Agreement. He/she shall not have the power to add to, delete from, or modify in any way any of the provisions of this Agreement.

#### **4.E Rights of Teachers to Representation**

4.E.1 Any party in interest may be represented at any level of the procedure by another teacher of his/her own choosing, except that he/she may not be represented by a representative or by an officer of any teacher organization other than the Association. When a teacher is not represented by the Association, the Association will be promptly notified and have the right to be present and to state its views at all stages of the procedure. The Association agrees to represent all teachers equally without regard to membership or participation in, or association with, the activities of the Association or any other employee organization.



- 4.E.2 The Association may, if it so desires, call upon the professional services of the Connecticut Education Association for consultation and assistance at any stage of the procedure.
- 4.F** **Miscellaneous**
- 4.F.1 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personal files of the participants. Nothing herein shall be deemed to eliminate the Board's responsibility to maintain records consistent with law, including but not limited to the Freedom of Information Act.
- 4.F.2 Forms for filing and processing grievances and other necessary documents shall be prepared by the Association and the Superintendent and made available through the Association so as to facilitate operation of the grievance procedure. The forms entitled "Formal Grievance Presentation," "Decision of Principal," "Decision of Superintendent," "Review by PR&R," "Review by Board of Education," "Determination Regarding Arbitration," as agreed to by the Association and the Board, are understood to be proper forms.
- 4.F.3 If the grievance occurs as a result of an action of other than the teacher's immediate superior or affects a group or class of teachers, the grievance may be processed immediately at Level Two of the formal procedure, within the time limits set forth in Section 4.B.
- 4.F.4 For the purpose of this Article, the term "immediate superior" shall mean the teacher's immediate, non-bargaining unit superior.

## ARTICLE V SALARY AND BENEFITS

- 5.A** **Salary Schedule and Extra-Curricular Activity Pay**
- 5.A.1** **Base Pay**
- 5.A.1.a The base salary of the teacher will be determined by the schedule as provided in Appendix A.
- 5.A.1.b A teacher will be placed on a salary lane corresponding to his or degree status following the district's receipt of notice that the teacher has completed all requirements for such a degree. Changes to a teacher's degree status occurs once a year, on September 1. The Board shall post a notice, in the first week of January, alerting teachers of this deadline.
- 5.A.1.c For the purpose of placement on the salary schedule, degree tracks are defined as follows:

**Bachelor:** A bachelor degree earned at an accredited college or university.

**Masters:** A masters degree earned in a planned program at an accredited college or university or thirty (30) graduate credits earned in a planned program at an accredited college or university after completion of the bachelor degree.

**6th Year:** A sixth year certificate earned in a planned program at an accredited college or university, or two masters degrees earned in planned programs at an accredited college or university, or a doctorate degree earned at an accredited college or university.

**PHD:** Those teachers holding a doctorate degree earned in a planned program from an accredited college or university shall receive a salary stipend of \$1,000.00.

5.A.1.d Teachers employed on a twelve (12) month basis in the Vocational Agriculture Program shall be paid a salary calculated by multiplying the per diem defined in Article VI, Section 6.A.4 by two hundred twenty-six (226) teacher work days. Such teachers shall receive twenty (20) days vacation each year. This paragraph will take effect September 1, 1987.

**5.A.2 Longevity Pay**

5.A.2.a A longevity payment of \$625 will be awarded to individuals who have been on maximum for more than one year.

5.A.2.b Longevity awards are governed by the same criteria as step advancement.

**5.A.3 Department Head/Team Leader**

5.A.3.a The stipend for Department Head/Team Leader for a department or team with two or more members and stipends for other extra professional activities shall be found in Appendix B. The amount of the stipend shall be set by agreement between the Lebanon Board of Education and the Lebanon Education Association, provided that no stipend is payable for a department or team with less than two members.

5.A.3.b Department heads/team leaders shall be appointed for a period of one year by the Superintendent of Schools, who shall consider the recommendations of the members of the department and the principal.

5.A.3.c The Board will pay stipends for Department Heads/Team Leaders on a prorated basis throughout the academic year together with regular salary payments.

5.A.3.d The definition of duties, rights and responsibilities is provided by Board Policy.

5.A.3.e The assumption of department head/team or unit leader duties is voluntary on the

part of any teacher.

5.A.3.f Department head/team or unit leader assignments may be reassigned for reasonable cause during the school year at the discretion of the Superintendent or his/her designee, who shall consider the recommendations of the department/team members and the principal.

**5.A.4 Extra-Curricular Activity Stipends**

5.A.4.a The stipends for extra-curricular activities as defined in 6.A.1 shall be found in Appendix C.

5.A.4.b The acceptance of extra-curricular duties in any activity is at the option of the teacher. Acceptance of the responsibility for an activity will be evidenced by signing a separate contract as shown in Appendix E.

5.A.4.c The amount of the stipends for any activity shall be set by agreement between the Lebanon Board of Education and the Lebanon Education Association. However, the Board shall not in any way be restricted in the establishment of new positions.

If a new position, different in kind from existing positions, is established after the culmination of negotiations, the amount of the stipend shall be negotiated between the Board and the Association.

5.A.4.d The Lebanon Board of Education may add or delete an activity at any time. The Superintendent and/or his/her designee shall present the activity to the staff and choose an applicant for the position who is best qualified, in the discretion of the Superintendent and building principal, and may reassign an activity during the school year. If qualifications are equal, staff members shall be given preference. If an activity is deleted, the stipend will be pro-rated to compensate an employee for any time already contributed to the activity.

**5.A.5 Miscellaneous**

5.A.5.a Teachers will be paid every second Thursday via direct deposit.

5.A.5.b Each teacher shall have the option of choosing a payment plan of twenty-two (22) equal payments or twenty-two (22) payments with the last payment equivalent to 5/26 of annual salary. Teachers must inform the district which option they will utilize by July 1st and may not change the selected option during the school year. If a teacher does not select an option, he/she will be paid in twenty-two (22) equal payments.

5.A.5.c A teacher entering the system will be granted credit for years of previous teaching experience in an accredited school or college as provided in Appendix A, provided however that no new teacher will be placed at a step on the salary scale higher than a current Lebanon teacher with the same years of experience. This section shall apply to teachers rehired after a break of service in Lebanon.

Teachers presently in the system shall advance one step annually for satisfactory performance, if the contract provides for step advancement for that year. In addition, a newly hired teacher with work experience deemed relevant to his or her position by the Superintendent shall be placed on Step 1 (or higher, based on previous teaching experience as set forth above) and upon successful completion of the school year may be credited with such work experience and be placed up to Step 10 on the new step schedule as determined by the Superintendent. For the purpose of salary placement, such work experience shall be deemed the equivalent of teaching experience, and the teacher shall not be placed higher than a current Lebanon teacher with the same years of teaching experience.

5.A.5.d Part-time service will be credited in a ratio according to the proportion of time assigned as related to the assigned working year of a full-time teacher, to determine the teacher's FTE (full-time equivalent).

Salary for part-time service shall be a teacher's FTE multiplied by the appropriate annual salary pursuant to the salary schedule.

If a part-time teacher teaches the equivalent of a full-time service year (100 days or 5/9 of the school year, whichever is greater) during the school year, the step will be granted the following July 1.

5.A.5.e Each year a teacher may make a written request that the following deductions be made (any request to change the deduction will cause that item to be dropped for that year): professional association dues, annuities, credit union, Connecticut State 457 Plan and others approved by the LEA and the Lebanon Board of Education. All such requests shall be honored by the Board. Annuities shall be limited to ten for the total membership of the bargaining unit.

5.A.5.f The Board shall provide each teacher with the complete text of this Agreement and any amendments.

5.A.5.g Where teachers are required to return individual contracts (Appendices E and F) within thirty (30) days of receipt, the following constitutes receipt:

- (i) With respect to Appendix E, the Superintendent will mail such contracts to all new teachers.
- (ii) With respect to Appendices F and G, the Superintendent may notify the Association President by June 1<sup>st</sup> if possible that such contracts have been delivered to all active staff. In all other cases, such contracts will be mailed.

## **5.B Fringe Benefits**

5.B.1 The Lebanon Board of Education shall provide and pay for the following insurances for employees:

5.B.1.a

1. Century Preferred Plan. Teachers participating in the Century Preferred Plan shall contribute twenty percent (20%) of the cost of the Plan in the first year of the contract, twenty-one percent (21%) in the second year of the contract, and twenty-two percent (22%) in the third year of the contract. The Plan shall consist of the following: In-network: home and office/preventive health care co-pay, of \$30 per visit, \$100 hospital per-admission co-pay, \$50 per visit emergency co-pay and \$100 per visit out-patient surgery facility co-pay. Out-of-network: \$300 individual deductible, \$500 two-member family deductible, \$600 more than two-member family deductible; 20% co-insurance after deductible up to the cost-share maximum up to \$2,000 per calendar year; cost-share maximum of \$1,200 individual, \$2,200 two-member family and \$3,000 more than two-member family; \$1,000,000 lifetime maximum per member. Drugs: 3 tier Public Sector formulary drug plan, with \$15/\$30/\$40 co-pays (\$15 for generic, \$30 for preferred/listed brand name, \$40 for non-preferred/non-listed brand name), \$1,000 annual maximum, and 2 x co-pay for mail order.
  
2. In lieu of participating in the Century Preferred Plan, teachers may choose to participate in the Blue Cross Blue Shield Lumenos HSA Plan with major medical component (individual lifetime maximum of \$1,000,000 out of network, unlimited in network). The premium cost share for this plan for teachers is twelve percent (12%) of the cost in the first year, thirteen percent (13%) in the second year, and fourteen percent (14%) in the third year. The above insurance shall be annually subject to a \$2,000 individual/\$4,000 family deductible, co-insurance of 100% in network, 80%/20% out of network in accordance with the general plan description. Drugs: 100% coverage/no co-pay after exhaustion of deductible if in network, 20% coverage if out of network. The Board shall pay for forty-five percent (45%) of the teacher's deductible.

The teacher may exercise his or her option with regard to participating in these plans annually on the date determined by the Board. A teacher who fails to change plans will continue in the plan until the next annual option date. A teacher and dependents participating in any such plans are subject to all the terms and conditions of the plan which may be reviewed in the office of the Superintendent of Schools.

5.B.1.b

Blue Cross/Blue Shield Full Service Dental Care Plan with Rider A, or comparable dental coverage, with teachers contributing twenty percent (20%) of the cost of the Plan in the first year of the contract, twenty-one percent (21%) in the second year of the contract, and twenty-two percent (22%) in the third year of the contract.

- 5.B.1.c Term life insurance for double the teacher's salary rounded to the next highest thousand.
- 5.B.1.d To be eligible to participate in the insurance plans set forth above, each teacher must submit a written wage deduction authorization authorizing the Board of Education to deduct from teacher's salary his or her share of the cost of benefits. An employee may withdraw from full coverage at his or her option. Reinstatement of discontinued benefits is subject to the Board's insurance plan.
- 5.B.1.e Subject to law, including the rules and regulations of the Internal Revenue Service, and independent of the requirement that teachers contribute to the cost of insurance benefits, the Board shall, not later than the effective date of this Agreement, implement and maintain a "Section 125" Salary Reduction Agreement which shall be designed to permit exclusion from taxable income of the employee's share of health insurance premiums and make an IRC Section 125/129 Plan available to all employees in connection with the premium co-payment, cost of additional medical care and dependent care.
- 5.B.1.f Failure to claim dependents or to properly update medical insurance coverage data negates the Board's responsibility to reimburse for any expense incurred. Teachers must be enrolled in the Lebanon Group Plan in order to participate.
- 5.B.1.g The Board reserves the right to provide the coverages above through alternative carriers, provided that the coverage and administration are substantially equivalent. The Association will be consulted regarding any proposed insurance carrier change. Any disagreement regarding "substantially equivalent" shall be resolved through the grievance procedure at the arbitration level, prior to the implementation of any such change.
- 5.B.2 The Lebanon Board of Education shall protect its teachers from personal liability in performance of their duties as specified in §10-235 of the Connecticut Statutes.
- 5.B.3 The Board of Education shall pay the full cost of any course that it may require of all (any) teachers but not those courses that are the personal responsibility of the teachers in order for them to be currently prepared in their professional obligation. Notwithstanding this provision, a teacher taking graduate courses to earn his or her first master's degree or "BA+30" in a planned program shall receive a tuition reimbursement of up to 50% of the cost of tuition per course, not to exceed \$400. Reimbursement shall be made only for four courses per school year approved in advance by the Superintendent and when the teacher receives a grade of "B" or better.
- 5.B.3.a The Board shall reimburse teachers for graduate course when course work is in a planned program leading to a 6<sup>th</sup> year certificate, a second Master's Degree, or a Ph.D., from an accredited college or university. Employees shall be eligible to

receive reimbursement of up to 50% of the cost of tuition per course not to exceed \$400. Reimbursement shall be made only for four (4) courses per school year approved in advance by the Superintendent and when the teacher receives a grade of "B" or better. Each teacher must submit evidence of successful completion of a course between July 1 and June 30 of each contract year. The Board shall reimburse teachers by September 30 following the contract year in which the claim was submitted.

5.B.4 The Board shall reimburse any teacher who is retiring from the Lebanon Public Schools and is immediately eligible to receive benefits under the Teacher Retirement Act, Section 10-183b, *et seq.*, of the General Statutes, for any accumulated unused sick days and for any unused sick leave for the current year, at a rate of \$25 per day, provided that no payment shall exceed Four Thousand Seven Hundred and Fifty (\$4,750) Dollars, and provided that teachers intending to retire shall notify the school administration in writing prior to January 15<sup>th</sup> that they are retiring effective June 30<sup>th</sup> of that school year. Any teacher failing to meet the January 15<sup>th</sup> deadline will be reduced by twenty-five percent (25%) the number of sick days available for reimbursement. Said notice will not be required in exigent circumstances. Teachers hired after June 30, 2014 will not be eligible for this benefit.

**5.C.1 Sick Leave**

5.C.1.a Sick leave shall be used for personal illness or for any appointment to see a physician. Up to five (5) days of sick leave may be used for an illness in the immediate family, defined as spouse, children, parents, or other family members domiciled in the teacher's home, which requires the presence of the teacher.

5.C.1.b Each teacher shall be entitled to fifteen (15) days of sick leave per year, the unused portion of which may be allowed to accumulate to a total of 175 days.

5.C.1.c The teacher shall notify his principal or the agent of the principal prior to utilizing sick leave, if possible.

5.C.1.d By the end of September of each school year, the Board will inform each teacher of the total number of his/her accumulated sick leave days.

5.C.1.e In case of catastrophic physical illness or injury, the Board may in its discretion extend additional sick leave to a teacher who has exhausted accrued sick leave. The Board may take into consideration factors including but not limited to relevant medical evidence and length of service in considering such request.

5.C.1.f In case of an emergency illness during school hours, a teacher shall be charged with 1/2 sick day if 1/2 teaching duties have been performed.

5.C.1.g The Superintendent may require a signed statement from a licensed physician at any time to verify the nature of an extended absence or when there is a pattern of

sick leave usage that gives rise to a reasonable suspicion of misuse, or the fitness of the teacher to return to work. In addition, in such cases, the Superintendent may require the teacher to be examined by a Board appointed physician at Board expense.

**5.C.2**            **Personal Leave**

Personal leave of up to five (5) days per year, which five days shall include leave provided in §5.C.2.h, shall be granted by the Superintendent after approval of the Principal, for business which cannot be transacted outside of school hours. The teacher must request such leave in writing, and in such form as may be administratively required, with reasons stated, not later than 48 hours in advance, provided that the teachers may verbally notify the Principal or in his absence, the Superintendent, and complete the appropriate form upon returning to school under items c and e. Personal business which cannot be transacted outside of school hours includes, but is not limited to, the following:

- 5.C.2.a            Any legal and/or financial situation that might arise wherein the teacher's attendance is required, provided that this clause shall not pertain to any situation that shall arise due to the demands of outside employment.
- 5.C.2.b            Marriage of a family member;
- 5.C.2.c            Any severe illness in the immediate family requiring the presence of the teacher;
- 5.C.2.d            Attendance at graduation exercises of a family member;
- 5.C.2.e            Birth of child or adoption by a family member;
- 5.C.2.f            Observance of major religious holidays;
- 5.C.2.g            Funeral or bereavement (one day per occasion) not included in Section 5.C.3 for friend or relative;
- 5.C.2.h            Two days for personal business of an urgent or sensitive nature.
- 5.C.2.i            The Superintendent may grant additional leave to teachers who have exhausted their personal leave in bona fide cases of emergency.
- 5.C.2.j            Personal leave may not be used to extend vacations or holidays. Under ordinary circumstances, personal leave will not be granted for days immediately preceding or following a vacation or holiday.

**5.C.3**            **Funeral Leave**

The Superintendent, after approval from the Principal, shall grant up to three (3) days leave for the purpose of attending a funeral in cases of death in the immediate family. Immediate family is defined as spouse, father, mother,



siblings, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparents, grandchildren, step children, step sister, step brother, step parent, legal guardian or member of the immediate household.

Extension of such leave may be granted at the discretion of the Superintendent. Extended leave shall be deducted from the teacher's accumulated sick leave.

**5.C.4**

**Professional Leave**

The Superintendent, after approval of the Principal, may grant professional leave to be used for the purpose of visiting other schools, attending conferences, attending conventions and other activities related to professional development. The teacher must request such leave at least five (5) working days in advance, stating the purpose of the leave, duration, estimated expenses, and such other information as may be required by the Superintendent on an administrative professional leave request form.

**5.C.5**

**Leave of Absence**

5.C.5.a

Leaves of absence may be granted for extended periods of time for medical, physical, professional enrichment, and unusual personal reasons. Such leaves shall be presented in writing to the Board of Education and Superintendent. The Board of Education may act upon the recommendation of the Superintendent.

5.C.5.b

Teachers who are granted extended leave for a full school year, as stated above, will be reinstated in the step next higher than the step he/she held upon commencement of leave in a position for which he/she is certified and qualified.

5.C.5.c

Insurance benefits may be continued during such leave at the teacher's expense.

5.C.5.d

It is understood that by granting any leave the Board in no way waives its right to deny similar leaves in the future for any reason.

**5.C.6**

**Maternity Leave**

5.C.6.a

Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, shall be treated as temporary disabilities for all job-related purposes. (The term "temporary disability" shall be interpreted as being within the meaning of the term "sick" as used in Section 10-156 of the Connecticut General Statutes.)

5.C.6.b

Accumulated sick leave shall be available for use during the period that a female employee is determined by her physician to be physically disabled from performing the duties of her job because of pregnancy or conditions attendant thereto, such period ordinarily not to exceed six weeks in duration. In the event that an employee is disabled for more than six weeks, the Board of Education reserves the right to have that employee examined by a licensed OB-GYN mutually agreed upon by the Superintendent and the employee at the expense of

the Lebanon Board of Education.

- 5.C.6.c Disability leave beyond any accumulated sick leave shall be available, for such reasonable further period of time as a female employee is determined by her physician to be disabled from performing the duties of her job because of pregnancy or conditions attendant thereto, subject to the provisions of Section 5.C.6.b. above.
- 5.C.6.d Policies involving commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, protection under health or temporary disability plans, and payment of sick leave shall be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other temporary disabilities.
- 5.C.6.e Pregnancy or childbirth shall not be the basis for termination of employment or compulsory resignation.
- 5.C.7** **Sabbatical Leave**
- 5.C.7.a At the discretion of the Board of Education, a teacher in the system may be granted up to 1 year sabbatical leave after having taught a minimum of 7 years in this system.
- 5.C.7.b His pay for this year will be up to that he would receive if he remained at his position, less any stipend received as the result of a grant, fellowship, etc.
- 5.C.7.c The teacher shall execute a promissory agreement to return to the Lebanon School System for a minimum of 2 years after completion of such leave. If he/she fails to complete two years of work after completion of such leave, such agreement shall provide for repayment of salary and benefits paid during such leave on a prorated basis, and shall require the teacher to pay all costs of collection, including reasonable attorney's fees.
- 5.C.7.d The Board shall guarantee any teacher covered under this section the return to a position for which he/she is certified and qualified, subject to the reduction in force provisions of this Agreement.
- 5.C.7.e The leave year will be considered to be a year of service in the Lebanon School System.
- 5.C.8** **Childrearing Leave**
- 5.C.8.a Any certified professional employee shall be entitled, upon written request submitted to the Superintendent of Schools, to an extended leave of absence without pay for purposes of childrearing, apart from any period of maternity disability leave with pay.
- 5.C.8.b The Superintendent must receive initial notification of intent to take childrearing

leave in writing no less than sixty (60) school days prior to the time such leave is to commence, or in the case of adoption, as soon as possible. Failure to notify shall result in relinquishing the right to such leave.

- 5.C.8.c Childrearing leave will commence on the date that maternity disability leave ends, or on a date established by agreement with the Superintendent. A copy of the notice regarding such leave shall be forwarded to the President of the Association.
- 5.C.8.d If childrearing leave commences before January 1, in any twelve-month period from July 1 through June 30, such leave shall be for the balance of the school year. The teacher shall return to work on the first teacher work day of the subsequent school year. If childrearing leave commences after January 1, the teacher may choose to return to work on either the first teacher work day of the subsequent school year, or the first teacher work day of the second subsequent school year. A teacher may request and the Superintendent may grant any portion of the leave specified above.
- 5.C.8.e A teacher on childrearing leave must submit written notice to the Superintendent of Schools of intention to return to active employment upon termination of leave in accordance with Section 5.D.
- 5.C.8.f A teacher may submit a notice to take childrearing leave after March 1, and request leave only for the balance of that school year. In such a case, the teacher must notify the Superintendent of intention to return to active employment at the same time that the request for leave is submitted.
- 5.C.8.g Childrearing leave shall be without salary, insurance or sick leave, except that teachers may elect to continue group insurance coverage at group rates but at their own expense. A teacher returning from such leave shall retain the same length of service and salary step that he/she held prior to taking such leave.
- 5.C.8.h Upon returning from leave of absence, the teacher shall be reappointed to a position for which he/she is certified and qualified, subject to the reduction in force provisions of this Agreement.
- 5.D** An employee intending to return from a paid or unpaid leave, granted under this Agreement, at the commencement of an academic year shall file a notice of such intention with the Superintendent on or by the March 1 preceding the scheduled date of return. An employee required to return from leave on a date other than at the commencement of an academic year shall file a notice of intent to return by or on the date established by the Board of Education or the Superintendent at the commencement of the leave. An employee who fails to file a notice of intent to return with the Superintendent by the required date shall be deemed to have resigned from the employ of the Board effective on the "notice of intent to return" date. The requirement that an employee file a "notice of intent to return" shall not apply to any leave granted for medical reasons. The Superintendent may, at his or

her discretion, waive or extend the "notice of intent to return" date in cases of extreme hardship.

## ARTICLE VI WORKING CONDITIONS

### 6.A Teaching Assignments

6.A.1 All extra-curricular activities shall be assumed by the teacher on a voluntary basis.

6.A.2 The Board shall attempt to reduce all non-teaching duties to a minimum.

6.A.3 Teachers shall be assigned morning and afternoon bus duties as found necessary, but the Board shall make every effort to reduce this to a minimum.

6.A.4 The salaries provided in Appendix A are based upon a teacher work year of 180 school sessions within the meaning of the Connecticut General Statutes and up to six (6) additional days beyond the statutory provisions, one of which shall be designated prior to the opening of school. New teachers may be required to attend school for an additional day for the purposes of orientation. The Board will consult with the Association concerning the schedule for days other than student school sessions.

6.A.5 Each teacher shall be provided two hundred twenty-five (225) minutes of preparation time, during each five day work week.

6.A.6 All staff members shall be notified of any professional or extra-curricular positions to be filled in the bargaining unit through postings in each building and also through written notification to the president of the Association. Such notice will be given at least 10 days prior to the filling of the position. Should a situation arise that a position needs to be filled within the 10 days, the announcement time may be reduced in the same amount as the time remaining to fill the position, less 3 days. Reasons for the time reduction will accompany the notice. In the alternative, the Superintendent may fill the position on an interim or temporary basis until such time as a permanent appointment can be made without interfering with the educational interest of the students.

6.A.6.a When a part time position in an area is eliminated and replaced by a full time position, it will be deemed a new position for which a presently employed teacher may apply.

6.A.7 The Board of Education and the Association subscribe to the philosophy that a reasonable class size must be maintained to provide quality education.

6.A.8 A teacher initially employed by the Board shall receive their building grade

and/or subject assignments from the Superintendent's office.

- 6.A.8.a The Board shall notify teachers already in the system of any tentative change in their programs for the ensuing school year five (5) school days prior to the close of the current school year, if possible. Teachers not so notified may assume that he or she will retain their current assignment.
- 6.A.8.b Teachers shall be notified in writing of any changes in their programs and schedules for the ensuing school year, including the school to which they will be assigned, the grades and/or subjects that they will teach, and any special or unusual classes or assignments that they will have. If matters beyond the control of the Board such as, but not limited to, resignations, death, promotion, leave of absence, exceptional increase or decrease of student enrollment or inoperable facilities occur, such assignments may be changed only as required thereby, with prompt notice in writing to both the teacher and the Association. This section shall not be construed to prohibit involuntary interschool or intraschool transfers when necessary to avoid a layoff or a reduction in force. Teachers who have been involuntarily transferred will receive consideration for an open position in the form of an interview.
- 6.A.8.c In the determination of assignments, the convenience and wishes of the teacher shall be factors to the extent that these factors do not conflict with the instructional requirements and best interests of the school system and the pupils.
- 6.A.8.d In arranging schedules for teachers who are assigned to more than one school, every effort shall be made to limit the amount of inter-school travel. Such teachers shall be notified of any changes in their schedules five (5) school days prior to the close of the current school year, if possible. Teachers who are assigned to more than one school in any one school day shall receive the IRS rate per mile which is in effect at the time of travel for all inter-school travel.
- 6.A.9 The student day shall be six (6) hours and 35 minutes and the teacher work day shall be seven (7) hours and 5 minutes, during which additional one-half (1/2) hour of work time the work day will include all assignments made by the administration before the opening of and following the close of school.
- 6.A.9.a Teachers may be required, at the discretion of the administration, to attend in each contract year three (3) evening meetings, including but not limited to Open House, parent-teacher conferences and other student or professional activities. Additionally, teachers may be required, at the discretion of the administration, to attend up to two meetings a month to be held outside of the regular teacher work day, with one of these two meetings a staff meeting. These meetings are to be scheduled in advance and will be up to one (1) hour in length.

**6.B Incentives**

The Board explicitly retains the right to establish incentive standards to pay

awards, above and beyond the salary grid, provided that such awards or bonuses shall be distributed according to an equitable standard and that all teachers are equally eligible for consideration under the incentive standards. Incentives may be paid for such purposes as curriculum revisions, grant proposal development, policy consultation and other activities representing endeavors over and above regularly assigned duties.

## **ARTICLE VII REDUCTION IN FORCE**

### **7.A General Statement of Policy**

Recognizing that it may become necessary to eliminate professional staff positions in certain circumstances, this policy is adopted to provide an orderly process for staff reduction as a result of position elimination should such reduction become necessary.

### **7.B Procedure**

#### **7.B.1**

For the purposes of this policy, the term "teacher" shall include certified employees of the Board of Education who occupy a position requiring a teaching or intermediate administrator certificate issued by the State Department of Education.

#### **7.B.2**

The Board of Education may, in the first instance, exercise its right and power to reduce the number of teaching staff positions without determining which teacher contracts will be terminated, if any, or what other staffing changes will be made to effectuate the purpose of position elimination.

#### **7.B.3**

Prior to commencing action to terminate a teacher contract under this policy, the Board of Education will give due consideration to its ability to effectuate staff reduction through attrition.

#### **7.B.4**

If the position of a teacher who has attained tenure status is eliminated, such teacher will have the right to be placed in an available position for which he or she is certified and qualified. Available positions shall include those held by nontenured teachers. In order to be placed in an available position, a tenured teacher must have taught in that area at least 20% of his or her teaching assignment for at least one year during the five year period preceding the school year in which the staff reduction occurs or must have taken at least one three credit graduate course in that area approved by the Superintendent during the five year period preceding the school year in which staff reduction occurs.

### **7.B.5**

#### **7.B.5.a**

#### **Identification of Position To Be Eliminated and Contracts to be Terminated**

When the Board of Education votes to eliminate a position in a department in a particular school, the position deemed eliminated will be that held by the least senior member of the department. When the Board votes to eliminate a grade

level position in a particular school the position deemed eliminated will be that held by the least senior teacher on the grade levels affected. If the Board votes to eliminate a position serving two or more schools in a particular subject area and more than one teacher holds such a position, the position deemed eliminated by the Board will be that held by the least senior teacher.

7.B.5.b Contract termination because of elimination of position will be based upon seniority as determined by the total number of continuous years of contractual service as a certified teacher or administrator in the Lebanon School System. In order to displace another teacher on the basis of seniority, a tenured teacher must have taught in that area at least 20% of his or her teaching assignment for at least one year during the five year period preceding the school year in which the staff reduction occurs or must have taken at least one three credit graduate course in that area approved by the Superintendent during the five year period preceding the school year in which staff reduction occurs.

7.B.5.c When it becomes necessary to choose between or among teachers of equal seniority as defined in paragraph 7.B.5.b. above, the following criteria shall apply in the order listed:

1. Best evaluation of performance.
2. Highest degree status.
3. Highest total years of service as a teacher or administrator in the Lebanon School System.
4. Highest total years of continuous service as a teacher or administrator in the State of Connecticut under a professional or provisional teaching or administrative certificate.
5. Highest total number of years of service as a teacher or administrator in Connecticut under a professional or provisional teaching or administrative certificate.

7.B.5.d Notwithstanding any provisions of this Article to the contrary, the Board shall determine which non-tenured teacher may be terminated in the event of a reduction in force based on an assessment of such teacher's overall performance. It is understood teachers holding DSAPs will be non-renewed before that of non-tenured teaching staff.

#### **7.C Policy Provision Not Applicable to Promotions**

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

- 7.D Recall Procedure**
- 7.D.1 The name of any teacher whose contract of employment has been terminated because of position elimination shall be placed upon a recall list and shall remain on such list for a period of two (2) years.
- 7.D.2 Any offer of re-employment under the provisions of this policy shall be made by notification in writing by registered mail sent to the teacher's last known address and to the President of the Association at least thirty (30) days prior to the anticipated date of re-employment. Any offer so made shall be accepted or rejected in writing within ten (10) days of written notification. If the appointment is accepted, the teacher shall, where possible, receive a written contract of employment within twenty (20) days of receipt of the teacher's reply by the Board of Education. If the teacher rejects the appointment or does not respond to the notice of appointment within ten (10) days of mailing, the name of the teacher will be removed from the recall list.
- 7.D.3 Offers of re-employment to teachers whose names appear on a recall list shall be in the inverse order of termination provided, however, that no teacher on the recall list will be offered re-employment in a teaching position unless he or she has taught within the area of certification applicable to such position during the five year period preceding the year of contract termination.
- 7.D.4 Any teacher who accepts an offer of re-employment under the provisions of this policy shall be placed upon the salary step next succeeding that which he or she occupied at the time of contract termination, provided that any teacher who completes one or more statutory years of employment as a certified teacher in another public school system in Connecticut shall receive full credit on the salary schedule for such service.
- 7.D.5 A recall list shall be made available to LEA, and the LEA shall be notified as teachers are recalled.
- 7.E For the purpose of this Article, a teacher who is acting as a temporary substitute or who has been given a contract of limited duration or series of such contracts shall be deemed to have no seniority or recall rights.

## **ARTICLE VIII MANAGEMENT RIGHTS**

It is understood and agreed that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the operation of the public schools of the Town of Lebanon in all its aspects. In this, it is recognized that the Board has all the customary and usual rights, powers, functions and authority of management as provided under §10-220 of the Connecticut General Statutes.



Any of the rights, powers, functions and authority which the Board had prior to the signing of this Agreement, or any agreement with the Association, including those in respect to rates of pay, hours of employment, or conditions of work, are retained by the Board, except as those rights, powers, functions or authority are specifically abridged or modified by the express provisions of this agreement or by any supplement to this agreement arrived at through the process of collective bargaining. Such rights, powers, functions and authority include by way of illustration but are not limited to the following:

To maintain public elementary and secondary schools and such other educational activities as in its judgment will best serve the interests of the Town of Lebanon to give the children of Lebanon as nearly equal advantages as maybe practicable; to decide the need for school facilities; to determine the care, maintenance and operation of buildings, land, apparatus and other property used for school purposes; to determine the number, age, and qualifications of the pupils to be admitted into each school; to employ, assign and transfer employees; to suspend or dismiss the employees of the schools in the manner provided by statutes; to designate the schools which shall be attended by the various children within the Town, to make such provisions as will enable each child of school age residing in the Town to attend school for the period required by law and provide for the transportation of children wherever it is reasonable and desirable; to prescribe rules for management, studies, classification and discipline for the public schools; to decide the textbooks to be used; to make rules for the arrangement, use and safekeeping of the school libraries and to approve the books selected therefor and to approve plans for school buildings; to prepare and submit budgets to the Board of Finance and, in its sole discretion, expend monies appropriated by the town for the maintenance of the schools, and to make such transfers of funds within the appropriated budget as it shall deem desirable, and to continue to establish administrative regulations not inconsistent with this Agreement.

#### **ARTICLE IX EMPLOYEE RIGHTS**

No negative or derogatory material shall be placed in a teacher's official personnel file unless the teacher has been notified and has the opportunity to review the material. The teacher may submit a written notation regarding any material in question. If the teacher is asked to sign the material placed in his/her file, signature shall be understood to indicate his/her awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material.

No anonymous and/or unsubstantiated complaint shall be placed in a teacher's official personnel file without prior notice to the teacher and the right to provide written rebuttal.

#### **ARTICLE X HOLDOVER**

The parties agree to negotiate under §10-153a through §10-153g of the Connecticut General

Statutes of the State of Connecticut, as amended, in order to fix for its term the salaries and all other conditions of employment provided herein. In the event such negotiations do not result in an agreement on and approval of a successor agreement prior to the expiration date, this contract shall remain in full force and effect thereafter.

If any provision of this contract is, or shall at any time be, contrary to law, then such provision shall be severed from this agreement, and shall not be applicable or performed or enforced, except to the extent permitted by law, and any substitute section shall be subject to appropriate consultation with the Association. In the event that any provision of this contract is, or shall at any time be, contrary to law, all other provisions of this contract shall continue in effect.

This contract contains the full and complete agreement between the Board and the Association on all bargainable issues, and neither party shall be required during the term hereof to negotiate or bargain upon any issue, whether it is covered or not covered by this Agreement.

#### **ARTICLE XI DURATION**

The provisions of this agreement shall take effect July 1, 2014, and shall remain in full force and effect up to and including June 30, 2017.

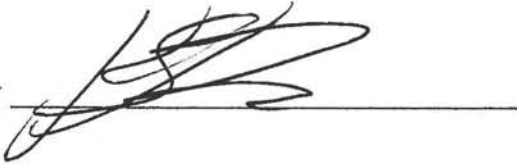
This Agreement shall not be altered, amended, or changed except in writing, signed by both the Board and the Association, which amendment shall be appended hereto and become a part hereof.

IN WITNESS WHEREOF, THE PARTIES HAVE HERETO SET THEIR HANDS THIS  
DAY OF OCTOBER, 2013.

LEBANON EDUCATION ASSOCIATION

LEBANON BOARD OF EDUCATION

By



By



**APPENDIX A-1**  
**TEACHER SALARY SCHEDULE**  
**2014-2015**

<u>Step</u>	<u>BA</u>	<u>MA</u>	<u>6th Year</u>
1	39,734	43,457	45,161
2	41,140	45,398	47,515
3	42,604	47,442	50,005
4	44,122	49,583	52,641
5	45,706	51,832	55,427
6	47,352	54,196	58,376
7	49,062	56,676	61,498
8	50,840	59,282	64,798
9	52,879	61,806	66,862
10	56,554	64,329	68,927
11		67,832	72,293
12		72,104	76,431
13		75,563	79,940

There shall be no step advancement.

**APPENDIX A-2**  
**TEACHER SALARY SCHEDULE**  
**2015-2016**

<u>Step</u>	<u>BA</u>	<u>MA</u>	<u>6th Year</u>
1	39,734	43,457	45,161
2	41,140	45,398	47,515
3	42,604	47,442	50,005
4	44,122	49,583	52,641
5	45,706	51,832	55,427
6	47,352	54,196	58,376
7	49,062	56,676	61,498
8	50,840	59,282	64,798
9	52,879	61,806	66,862
10	57,176	64,329	68,927
11		67,832	72,293
12		72,104	76,431
13		76,394	80,819

Teachers shall advance one step unless they are on maximum.

**APPENDIX A-3**  
**TEACHER SALARY SCHEDULE**  
**2016-2017**

<u>Step</u>	<u>BA</u>	<u>MA</u>	<u>6th Year</u>
1	40,358	44,139	45,870
2	41,786	46,111	48,261
3	43,273	48,187	50,791
4	44,814	50,362	53,467
5	46,424	52,646	56,298
6	48,095	55,047	59,292
7	49,833	57,565	62,463
8	51,638	60,212	65,815
9	53,710	62,776	67,911
10	58,073	65,339	70,010
11		68,897	73,428
12		73,236	77,631
13		77,593	82,088

Teachers shall advance one step unless they are on maximum.

**APPENDIX B**  
**EXTRA PROFESSIONAL ACTIVITIES**

2014-2017

**SPEC.ED:**

PK-4 Special Education (Speech)	\$2,000.00
5-12 Special Education	\$1,600.00

**DEPT HEADS (9-12)**

English Grades 9-12	\$2,200.00
World Language Grades 9-12	\$1,400.00
Mathematics 9-12 (computers)	\$2,200.00
Science Grades 9-12	\$2,200.00
Social Studies Grades 9-12 (library)	\$2,200.00
Vocational Agriculture 9-12	\$1,400.00
Vocational Education Grades 9-12	\$1,400.00
HS Intervention Services (guidance, psychologist)	\$1,400.00
Arts, (music, art)	\$1,400.00
PE, (health)	\$1,400.00

**TEAM LEADERS:**

Elementary	\$1,600.00 per team leader
Middle School	\$1,800.00 per team leader
MS Intervention Services (guidance, psychologist, reading,)	\$1,400.00
MS Related Arts (PE, music, art, computers, tech ed, library)	\$1,900.00
EL Intervention Services (psychologist, reading, math, title)	\$1,600.00
EL Related Arts (PE, art, music, library, science and tech enrichment)	\$2,000.00

**APPENDIX C-1**  
**EXTRA-CURRICULAR ACTIVITIES (COACHES)**  
**2014-2015**

<b>Position</b>	<b>Year 1</b>	<b>Year 3</b>	<b>Year 5</b>	
<b>Group A</b>				
LMS Track Assistant Coach	\$1,141	\$1,202	\$1,263	
LMS Cross Country Assistant	\$1,141	\$1,202	\$1,263	<i>LES = Lebanon</i>
LMS Cheerleading	\$1,141	\$1,202	\$1,263	<i>Elementary School</i>
LES Basketball Boys Coach	\$1,141	\$1,202	\$1,263	
LES Basketball Girls Coach	\$1,141	\$1,202	\$1,263	<i>LMS = Lebanon</i>
<b>Group B</b>				
LMS Baseball Coach	\$1,732	\$1,826	\$1,919	
LMS Softball Coach	\$1,732	\$1,826	\$1,919	<i>LMHS = Lyman</i>
LMS Soccer Boys Coach	\$1,732	\$1,826	\$1,919	<i>Memorial High</i>
LMS Soccer Girls Coach	\$1,732	\$1,826	\$1,919	<i>School</i>
LMS Wrestling Coach	\$1,732	\$1,826	\$1,919	
LMS Cross Country Coach	\$1,732	\$1,826	\$1,919	
LMS Track Coach	\$1,732	\$1,826	\$1,919	
<b>Group C</b>				
LMS Basketball 7-8 Boys Coach	\$1,980	\$2,087	\$2,194	
LMS Basketball 7-8 Girls Coach	\$1,980	\$2,087	\$2,194	
LMHS Freshman B-ball Boys Coach	\$1,980	\$2,087	\$2,194	
LMHS Freshman B-ball Girls Coach	\$1,980	\$2,087	\$2,194	
<b>Group D</b>				
LMHS JV Baseball Coach	\$2,459	\$2,595	\$2,733	
LMHS JV Softball Coach	\$2,459	\$2,595	\$2,733	
LMHS JV Soccer Boys Coach	\$2,459	\$2,595	\$2,733	
LMHS JV Soccer Girls Coach	\$2,459	\$2,595	\$2,733	
LMHS JV Wrestling Coach	\$2,459	\$2,595	\$2,733	
LMHS JV Volleyball Coach	\$2,459	\$2,595	\$2,733	
LMHS V Cheerleading Coach	\$2,459	\$2,595	\$2,733	
LMHS Track indoor Assistant	\$2,459	\$2,595	\$2,733	
LMHS Track outdoor Boys Assistant	\$2,459	\$2,595	\$2,733	
LMHS Track outdoor Girls Assistant	\$2,459	\$2,595	\$2,733	
LMHS Cross Country Assistant	\$2,459	\$2,595	\$2,733	
<b>Group E</b>				
LMHS V Golf CoEd Coach	\$3,149	\$3,323	\$3,498	
LMHS V Tennis Boys Coach	\$3,149	\$3,323	\$3,498	
LMHS V Tennis Girls Coach	\$3,149	\$3,323	\$3,498	
LMHS V Indoor Track Coach	\$3,149	\$3,323	\$3,498	
LMHS V Cross Country Coach	\$3,149	\$3,323	\$3,498	



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**2014-2015, continued**

<b>Group F</b>	<b>Year 1</b>	<b>Year 3</b>	<b>Year 5</b>
LMHS JV Basketball Boys Coach	\$3,640	\$3,842	\$4,044
LMHS JV Basketball Girls Coach	\$3,640	\$3,842	\$4,044
LMHS V Softball Coach	\$3,640	\$3,842	\$4,044
LMHS V Soccer Boys Coach	\$3,640	\$3,842	\$4,044
LMHS V Soccer Girls Coach	\$3,640	\$3,842	\$4,044
LMHS V Volleyball Coach	\$3,640	\$3,842	\$4,044
LMHS V Track Boys Coach	\$3,640	\$3,842	\$4,044
LMHS V Track Girls Coach	\$3,640	\$3,842	\$4,044
LMHS V Baseball Coach	\$3,640	\$3,842	\$4,044
<b>Group G</b>			
LMHS V Basketball Boys Coach	\$4,722	\$4,983	\$5,246
LMHS V Basketball Girls Coach	\$4,722	\$4,983	\$5,246
LMHS V Wrestling Coach	\$4,722	\$4,983	\$5,246

**APPENDIX C-2**  
**EXTRA-CURRICULAR ACTIVITIES (COACHES)**  
**2015-2016**

<b>Position</b>	<b>Year 1</b>	<b>Year 3</b>	<b>Year 5</b>	
<b>Group A</b>				
LMS Track Assistant Coach	\$1,152	\$1,214	\$1,276	
LMS Cross Country Assistant	\$1,152	\$1,214	\$1,276	<i>LES = Lebanon</i>
LMS Cheerleading	\$1,152	\$1,214	\$1,276	<i>Elementary School</i>
LES Basketball Boys Coach	\$1,152	\$1,214	\$1,276	
LES Basketball Girls Coach	\$1,152	\$1,214	\$1,276	<i>LMS = Lebanon</i>
<b>Group B</b>				
LMS Baseball Coach	\$1,749	\$1,844	\$1,938	
LMS Softball Coach	\$1,749	\$1,844	\$1,938	<i>LMHS = Lyman</i>
LMS Soccer Boys Coach	\$1,749	\$1,844	\$1,938	<i>Memorial High</i>
LMS Soccer Girls Coach	\$1,749	\$1,844	\$1,938	<i>School</i>
LMS Wrestling Coach	\$1,749	\$1,844	\$1,938	
LMS Cross Country Coach	\$1,749	\$1,844	\$1,938	
LMS Track Coach	\$1,749	\$1,844	\$1,938	
<b>Group C</b>				
LMS Basketball 7-8 Boys Coach	\$2,000	\$2,108	\$2,216	
LMS Basketball 7-8 Girls Coach	\$2,000	\$2,108	\$2,216	
LMHS Freshman B-ball Boys Coach	\$2,000	\$2,108	\$2,216	
LMHS Freshman B-ball Girls Coach	\$2,000	\$2,108	\$2,216	
<b>Group D</b>				
LMHS JV Baseball Coach	\$2,484	\$2,621	\$2,760	
LMHS JV Softball Coach	\$2,484	\$2,621	\$2,760	
LMHS JV Soccer Boys Coach	\$2,484	\$2,621	\$2,760	
LMHS JV Soccer Girls Coach	\$2,484	\$2,621	\$2,760	
LMHS JV Wrestling Coach	\$2,484	\$2,621	\$2,760	
LMHS JV Volleyball Coach	\$2,484	\$2,621	\$2,760	
LMHS V Cheerleading Coach	\$2,484	\$2,621	\$2,760	
LMHS Track indoor Assistant	\$2,484	\$2,621	\$2,760	
LMHS Track outdoor Boys Assistant	\$2,484	\$2,621	\$2,760	
LMHS Track outdoor Girls Assistant	\$2,484	\$2,621	\$2,760	
LMHS Cross Country Assistant	\$2,484	\$2,621	\$2,760	

2015-2016, continued

	<b>Year 1</b>	<b>Year 3</b>	<b>Year 5</b>
<b>Group E</b>			
LMHS V Golf CoEd Coach	\$3,180	\$3,356	\$3,533
LMHS V Tennis Boys Coach	\$3,180	\$3,356	\$3,533
LMHS V Tennis Girls Coach	\$3,180	\$3,356	\$3,533
LMHS V Indoor Track Coach	\$3,180	\$3,356	\$3,533
LMHS V Cross Country Coach	\$3,180	\$3,356	\$3,533
<b>Group F</b>			
LMHS JV Basketball Boys Coach	\$3,676	\$3,880	\$4,084
LMHS JV Basketball Girls Coach	\$3,676	\$3,880	\$4,084
LMHS V Softball Coach	\$3,676	\$3,880	\$4,084
LMHS V Soccer Boys Coach	\$3,676	\$3,880	\$4,084
LMHS V Soccer Girls Coach	\$3,676	\$3,880	\$4,084
LMHS V Volleyball Coach	\$3,676	\$3,880	\$4,084
LMHS V Track Boys Coach	\$3,676	\$3,880	\$4,084
LMHS V Track Girls Coach	\$3,676	\$3,880	\$4,084
LMHS V Baseball Coach	\$3,676	\$3,880	\$4,084
<b>Group G</b>			
LMHS V Basketball Boys Coach	\$4,769	\$5,033	\$5,298
LMHS V Basketball Girls Coach	\$4,769	\$5,033	\$5,298
LMHS V Wrestling Coach	\$4,769	\$5,033	\$5,298

**APPENDIX C-3**  
**EXTRA-CURRICULAR ACTIVITIES (COACHES)**  
**2016-2017**

<b>Position</b>	<b>Year 1</b>	<b>Year 3</b>	<b>Year 5</b>	
<b>Group A</b>				
LMS Track Assistant Coach	\$1,164	\$1,226	\$1,289	
LMS Cross Country Assistant	\$1,164	\$1,226	\$1,289	<i>LES = Lebanon</i>
LMS Cheerleading	\$1,164	\$1,226	\$1,289	<i>Elementary School</i>
LES Basketball Boys Coach	\$1,164	\$1,226	\$1,289	
LES Basketball Girls Coach	\$1,164	\$1,226	\$1,289	<i>LMS = Lebanon</i>
<b>Group B</b>				
LMS Baseball Coach	\$1,766	\$1,862	\$1,957	
LMS Softball Coach	\$1,766	\$1,862	\$1,957	<i>LMHS = Lyman</i>
LMS Soccer Boys Coach	\$1,766	\$1,862	\$1,957	<i>Memorial High</i>
LMS Soccer Girls Coach	\$1,766	\$1,862	\$1,957	<i>School</i>
LMS Wrestling Coach	\$1,766	\$1,862	\$1,957	
LMS Cross Country Coach	\$1,766	\$1,862	\$1,957	
LMS Track Coach	\$1,766	\$1,862	\$1,957	
<b>Group C</b>				
LMS Basketball 7-8 Boys Coach	\$2,020	\$2,129	\$2,238	
LMS Basketball 7-8 Girls Coach	\$2,020	\$2,129	\$2,238	
LMHS Freshman B-ball Boys Coach	\$2,020	\$2,129	\$2,238	
LMHS Freshman B-ball Girls Coach	\$2,020	\$2,129	\$2,238	
<b>Group D</b>				
LMHS JV Baseball Coach	\$2,509	\$2,647	\$2,788	
LMHS JV Softball Coach	\$2,509	\$2,647	\$2,788	
LMHS JV Soccer Boys Coach	\$2,509	\$2,647	\$2,788	
LMHS JV Soccer Girls Coach	\$2,509	\$2,647	\$2,788	
LMHS JV Wrestling Coach	\$2,509	\$2,647	\$2,788	
LMHS JV Volleyball Coach	\$2,509	\$2,647	\$2,788	
LMHS V Cheerleading Coach	\$2,509	\$2,647	\$2,788	
LMHS Track indoor Assistant	\$2,509	\$2,647	\$2,788	
LMHS Track outdoor Boys Assistant	\$2,509	\$2,647	\$2,788	
LMHS Track outdoor Girls Assistant	\$2,509	\$2,647	\$2,788	
LMHS Cross Country Assistant	\$2,509	\$2,647	\$2,788	

**2016-2017, continued**

	<b>Year 1</b>	<b>Year 3</b>	<b>Year 5</b>
<b>Group E</b>			
LMHS V Golf CoEd Coach	\$3,212	\$3,390	\$3,568
LMHS V Tennis Boys Coach	\$3,212	\$3,390	\$3,568
LMHS V Tennis Girls Coach	\$3,212	\$3,390	\$3,568
LMHS V Indoor Track Coach	\$3,212	\$3,390	\$3,568
LMHS V Cross Country Coach	\$3,212	\$3,390	\$3,568
<b>Group F</b>			
LMHS JV Basketball Boys Coach	\$3,713	\$3,919	\$4,125
LMHS JV Basketball Girls Coach	\$3,713	\$3,919	\$4,125
LMHS V Softball Coach	\$3,713	\$3,919	\$4,125
LMHS V Soccer Boys Coach	\$3,713	\$3,919	\$4,125
LMHS V Soccer Girls Coach	\$3,713	\$3,919	\$4,125
LMHS V Volleyball Coach	\$3,713	\$3,919	\$4,125
LMHS V Track Boys Coach	\$3,713	\$3,919	\$4,125
LMHS V Track Girls Coach	\$3,713	\$3,919	\$4,125
LMHS V Baseball Coach	\$3,713	\$3,919	\$4,125
<b>Group G</b>			
LMHS V Basketball Boys Coach	\$4,817	\$5,083	\$5,351
LMHS V Basketball Girls Coach	\$4,817	\$5,083	\$5,351
LMHS V Wrestling Coach	\$4,817	\$5,083	\$5,351

**APPENDIX D-1**  
**EXTRA-CURRICULAR ACTIVITIES (ADVISORS/DIRECTORS)**  
**2014-2015**

	<u>1st year</u>	<u>3rd year</u>	<u>5th year</u>
Sam team	\$350.00		
TEAM Mentor	\$250.00 per year		
District Website Manager	\$2032.80	\$2131.91	\$2231.01
 Group A			
<b><u>High School</u></b>			
CT Youth Forum	\$757.50	\$808.00	\$858.50
French Club	\$757.50	\$808.00	\$858.50
Model U.N.	\$757.50	\$808.00	\$858.50
Quiz Bowl	\$757.50	\$808.00	\$858.50
Outing Club	\$757.50	\$808.00	\$858.50
Amnesty International	\$757.50	\$808.00	\$858.50
AP Coordinator	\$757.50	\$808.00	\$858.50
CAPT Coordinator	\$757.50	\$808.00	\$858.50
Assistant Jazz Band	\$757.50	\$808.00	\$858.50
GSA	\$757.50	\$808.00	\$858.50
Literary Magazine	\$757.50	\$808.00	\$858.50
Ski Club	\$757.50	\$808.00	\$858.50
Spanish Club	\$757.50	\$808.00	\$858.50
 <b><u>Middle School</u></b>			
Computer Club	\$757.50	\$808.00	\$858.50
Math Team	\$757.50	\$808.00	\$858.50
Ski Club	\$757.50	\$808.00	\$858.50
CMT Coordinator	\$757.50	\$808.00	\$858.50
 <b><u>Elementary School</u></b>			
Art Night	\$757.50	\$808.00	\$858.50
Chorus	\$757.50	\$808.00	\$858.50
Drama	\$757.50	\$808.00	\$858.50
Band	\$757.50	\$808.00	\$858.50
Yearbook	\$757.50	\$808.00	\$858.50
Student Council	\$757.50	\$808.00	\$858.50
CMT Coordinator	\$757.50	\$808.00	\$858.50
PRE K-4 LA Coordinator	\$757.50	\$808.00	\$858.50

2014-2015, continued	1st year	3rd year	5th year
<b>Group B</b>			
<b><u>High School</u></b>			
Advisor Freshman	\$1,060.50	\$1,111.00	\$1,161.50
Advisor Sophomore	\$1,060.50	\$1,111.00	\$1,161.50
Band, HS Jazz	\$1,060.50	\$1,111.00	\$1,161.50
Chamber Singers	\$1,060.50	\$1,111.00	\$1,161.50
Math League	\$1,060.50	\$1,111.00	\$1,161.50
National Honor Society	\$1,060.50	\$1,111.00	\$1,161.50
TRI M	\$1,060.50	\$1,111.00	\$1,161.50
Awards Coordinator	\$1,060.50	\$1,111.00	\$1,161.50
<b><u>Middle School</u></b>			
Panther News	\$1,060.50	\$1,111.00	\$1,161.50
NJHS	\$1,060.50	\$1,111.00	\$1,161.50
Peer Educators	\$1,060.50	\$1,111.00	\$1,161.50
Show Chorus	\$1,060.50	\$1,111.00	\$1,161.50
Jazz Band	\$1,060.50	\$1,111.00	\$1,161.50
<b><u>Elementary School</u></b>			
Big Brothers Big Sisters	\$1,060.50	\$1,111.00	\$1,161.50
<b>Group C</b>			
<b><u>High School</u></b>			
Newspaper	\$1,565.50	\$1,616.00	\$1,666.50
Student Council	\$1,565.50	\$1,616.00	\$1,666.50
Chorus	\$1,565.50	\$1,616.00	\$1,666.50
AAA Coordinator	\$1,565.50	\$1,616.00	\$1,666.50
Advisor, Junior	\$1,565.50	\$1,616.00	\$1,666.50
Advisor, Senior	\$1,565.50	\$1,616.00	\$1,666.50
Dance Team	\$1,565.50	\$1,616.00	\$1,666.50
Senior Project Director	\$1,565.50	\$1,616.00	\$1,666.50
FFA	\$1,565.50	\$1,616.00	\$1,666.50
Diversity Coordinator	\$1,565.50	\$1,616.00	\$1,666.50
<b><u>Middle School</u></b>			
Student Council	\$1,565.50	\$1,616.00	\$1,666.50
Yearbook	\$1,565.50	\$1,616.00	\$1,666.50
Chorus	\$1,565.50	\$1,616.00	\$1,666.50
<b>Group D</b>			
<b><u>High School</u></b>			
Band	\$2,032.80	\$2,131.91	\$2,231.02

2014-2015, continued

**Middle School**

Band	\$2,032.80	\$2,131.91	\$2,231.02
Drama non-musical	\$2,032.80	\$2,131.91	\$2,231.02

Group E

**High School**

Year Book	\$2,732.62	\$2,869.25	\$3,005.88
Drama non-musical	\$2,732.62	\$2,869.25	\$3,005.88

**Middle School**

Drama, Musical	\$2,732.62	\$2,869.25	\$3,005.88
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Group F

**High School**

Assistant Athletic Director	\$3,825.66	\$4,016.95	\$4,207.22
Drama, Musical	\$3,825.66	\$4,016.95	\$4,207.22

Group G

**High School**

Student Activity Director	\$4,590.79	\$4,820.34	\$5,049.87
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Group H

**High School**

Athletic Director	\$10,303.00		
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**APPENDIX D-2**  
**EXTRA-CURRICULAR ACTIVITIES (ADVISORS/DIRECTORS)**  
**2015-2016**

	<u>1st year</u>	<u>3rd year</u>	<u>5th year</u>
Sam team	\$350.00		
TEAM Mentor	\$250.00 per year		
District Website Manager	\$2053.13	\$2153.23	\$2253.32
<b>Group A</b>			
<b><u>High School</u></b>			
CT Youth Forum	\$765.08	\$816.08	\$867.09
French Club	\$765.08	\$816.08	\$867.09
Model U.N.	\$765.08	\$816.08	\$867.09
Quiz Bowl	\$765.08	\$816.08	\$867.09
Outing Club	\$765.08	\$816.08	\$867.09
Amnesty International	\$765.08	\$816.08	\$867.09
AP Coordinator	\$765.08	\$816.08	\$867.09
CAPT Coordinator	\$765.08	\$816.08	\$867.09
Assistant Jazz Band	\$765.08	\$816.08	\$867.09
GSA	\$765.08	\$816.08	\$867.09
Literary Magazine	\$765.08	\$816.08	\$867.09
Ski Club	\$765.08	\$816.08	\$867.09
Spanish Club	\$765.08	\$816.08	\$867.09
<b><u>Middle School</u></b>			
Computer Club	\$765.08	\$816.08	\$867.09
Math Team	\$765.08	\$816.08	\$867.09
Ski Club	\$765.08	\$816.08	\$867.09
CMT Coordinator	\$765.08	\$816.08	\$867.09
<b><u>Elementary School</u></b>			
Art Night	\$765.08	\$816.08	\$867.09
Chorus	\$765.08	\$816.08	\$867.09
Drama	\$765.08	\$816.08	\$867.09
Band	\$765.08	\$816.08	\$867.09
Yearbook	\$765.08	\$816.08	\$867.09
Student Council	\$765.08	\$816.08	\$867.09
CMT Coordinator	\$765.08	\$816.08	\$867.09
PRE K-4 LA Coordinator	\$765.08	\$816.08	\$867.09

<b>2015-2016, continued</b>	<b><u>1st year</u></b>	<b><u>3rd year</u></b>	<b><u>5th year</u></b>
<b>Group B</b>			
<b><u>High School</u></b>			
Advisor Freshman	\$1,071.11	\$1,122.11	\$1,173.12
Advisor Sophomore	\$1,071.11	\$1,122.11	\$1,173.12
Band, HS Jazz	\$1,071.11	\$1,122.11	\$1,173.12
Chamber Singers	\$1,071.11	\$1,122.11	\$1,173.12
Math League	\$1,071.11	\$1,122.11	\$1,173.12
National Honor Society	\$1,071.11	\$1,122.11	\$1,173.12
TRI M	\$1,071.11	\$1,122.11	\$1,173.12
Awards Coordinator	\$1,071.11	\$1,122.11	\$1,173.12
<b><u>Middle School</u></b>			
Panther News	\$1,071.11	\$1,122.11	\$1,173.12
NJHS	\$1,071.11	\$1,122.11	\$1,173.12
Peer Educators	\$1,071.11	\$1,122.11	\$1,173.12
Show Chorus	\$1,071.11	\$1,122.11	\$1,173.12
Jazz Band	\$1,071.11	\$1,122.11	\$1,173.12
<b><u>Elementary School</u></b>			
Big Brothers Big Sisters	\$1,071.11	\$1,122.11	\$1,173.12
<b>Group C</b>			
<b><u>High School</u></b>			
Newspaper	\$1,581.16	\$1,632.16	\$1,683.17
Student Council	\$1,581.16	\$1,632.16	\$1,683.17
Chorus	\$1,581.16	\$1,632.16	\$1,683.17
AAA Coordinator	\$1,581.16	\$1,632.16	\$1,683.17
Advisor, Junior	\$1,581.16	\$1,632.16	\$1,683.17
Advisor, Senior	\$1,581.16	\$1,632.16	\$1,683.17
Dance Team	\$1,581.16	\$1,632.16	\$1,683.17
Senior Project Director	\$1,581.16	\$1,632.16	\$1,683.17
FFA	\$1,581.16	\$1,632.16	\$1,683.17
Diversity Coordinator	\$1,581.16	\$1,632.16	\$1,683.17
<b><u>Middle School</u></b>			
Student Council	\$1,581.16	\$1,632.16	\$1,683.17
Yearbook	\$1,581.16	\$1,632.16	\$1,683.17
Chorus	\$1,581.16	\$1,632.16	\$1,683.17
<b>Group D</b>			
<b><u>High School</u></b>			
Band	\$2,053.13	\$2,153.23	\$2,253.33

2015-2016, continued

	<u>1st year</u>	<u>3rd year</u>	<u>5th year</u>
<b><u>Middle School</u></b>			
Band	\$2,053.13	\$2,153.23	\$2,253.33
Drama non-musical	\$2,053.13	\$2,153.23	\$2,253.33
Group E			
<b><u>High School</u></b>			
Year Book	\$2,759.95	\$2,897.94	\$3,035.94
Drama non-musical	\$2,759.95	\$2,897.94	\$3,035.94
<b><u>Middle School</u></b>			
Drama, Musical	\$2,759.95	\$2,897.94	\$3,035.94
Group F			
<b><u>High School</u></b>			
Assistant Athletic Director	\$3,863.92	\$4,057.12	\$4,249.29
Drama, Musical	\$3,863.92	\$4,057.12	\$4,249.29
Group G			
<b><u>High School</u></b>			
Student Activity Director	\$4,636.70	\$4,868.54	\$5,100.37
Group H			
<b><u>High School</u></b>			
Athletic Director	\$10,406.03		

**APPENDIX D-3**  
**EXTRA-CURRICULAR ACTIVITIES (ADVISORS/DIRECTORS)**  
**2016-2017**

	<u>1st year</u>	<u>3rd year</u>	<u>5th year</u>
Sam team	\$350.00		
TEAM Mentor	\$250.00 per year		
District Website Manager	\$2,073.66	\$2,174.76	\$2,275.86
<b>Group A</b>			
<b><u>High School</u></b>			
CT Youth Forum	\$772.73	\$824.24	\$875.76
French Club	\$772.73	\$824.24	\$875.76
Model U.N.	\$772.73	\$824.24	\$875.76
Quiz Bowl	\$772.73	\$824.24	\$875.76
Outing Club	\$772.73	\$824.24	\$875.76
Amnesty International	\$772.73	\$824.24	\$875.76
AP Coordinator	\$772.73	\$824.24	\$875.76
CAPT Coordinator	\$772.73	\$824.24	\$875.76
Assistant Jazz Band	\$772.73	\$824.24	\$875.76
GSA	\$772.73	\$824.24	\$875.76
Literary Magazine	\$772.73	\$824.24	\$875.76
Ski Club	\$772.73	\$824.24	\$875.76
Spanish Club	\$772.73	\$824.24	\$875.76
<b><u>Middle School</u></b>			
Computer Club	\$772.73	\$824.24	\$875.76
Math Team	\$772.73	\$824.24	\$875.76
Ski Club	\$772.73	\$824.24	\$875.76
CMT Coordinator	\$772.73	\$824.24	\$875.76
<b><u>Elementary School</u></b>			
Art Night	\$772.73	\$824.24	\$875.76
Chorus	\$772.73	\$824.24	\$875.76
Drama	\$772.73	\$824.24	\$875.76
Band	\$772.73	\$824.24	\$875.76
Yearbook	\$772.73	\$824.24	\$875.76
Student Council	\$772.73	\$824.24	\$875.76
CMT Coordinator	\$772.73	\$824.24	\$875.76
PRE K-4 LA Coordinator	\$772.73	\$824.24	\$875.76

<u>2016-2017, continued</u>	<u>1st year</u>	<u>3rd year</u>	<u>5th year</u>
<b>Group B</b>			
<b><u>High School</u></b>			
Advisor Freshman	\$1,081.82	\$1,133.33	\$1,184.85
Advisor Sophomore	\$1,081.82	\$1,133.33	\$1,184.85
Band, HS Jazz	\$1,081.82	\$1,133.33	\$1,184.85
Chamber Singers	\$1,081.82	\$1,133.33	\$1,184.85
Math League	\$1,081.82	\$1,133.33	\$1,184.85
National Honor Society	\$1,081.82	\$1,133.33	\$1,184.85
TRI M	\$1,081.82	\$1,133.33	\$1,184.85
Awards Coordinator	\$1,081.82	\$1,133.33	\$1,184.85
<b><u>Middle School</u></b>			
Panther News	\$1,081.82	\$1,133.33	\$1,184.85
NJHS	\$1,081.82	\$1,133.33	\$1,184.85
Peer Educators	\$1,081.82	\$1,133.33	\$1,184.85
Show Chorus	\$1,081.82	\$1,133.33	\$1,184.85
Jazz Band	\$1,081.82	\$1,133.33	\$1,184.85
<b><u>Elementary School</u></b>			
Big Brothers Big Sisters	\$1,081.82	\$1,133.33	\$1,184.85
<b>Group C</b>			
<b><u>High School</u></b>			
Newspaper	\$1,596.97	\$1,648.48	\$1,700.00
Student Council	\$1,596.97	\$1,648.48	\$1,700.00
Chorus	\$1,596.97	\$1,648.48	\$1,700.00
AAA Coordinator	\$1,596.97	\$1,648.48	\$1,700.00
Advisor, Junior	\$1,596.97	\$1,648.48	\$1,700.00
Advisor, Senior	\$1,596.97	\$1,648.48	\$1,700.00
Dance Team	\$1,596.97	\$1,648.48	\$1,700.00
Senior Project Director	\$1,596.97	\$1,648.48	\$1,700.00
FFA	\$1,596.97	\$1,648.48	\$1,700.00
Diversity Coordinator	\$1,596.97	\$1,648.48	\$1,700.00
<b><u>Middle School</u></b>			
Student Council	\$1,596.97	\$1,648.48	\$1,700.00
Yearbook	\$1,596.97	\$1,648.48	\$1,700.00
Chorus	\$1,596.97	\$1,648.48	\$1,700.00
<b>Group D</b>			
<b><u>High School</u></b>			
Band	\$2,073.66	\$2,174.76	\$2,275.86

2016-2017, continued

**Middle School**

Band	\$2,073.66	\$2,174.76	\$2,275.86
Drama non-musical	\$2,073.66	\$2,174.76	\$2,275.86

Group E

**High School**

Year Book	\$2,787.55	\$2,926.92	\$3,066.30
Drama non-musical	\$2,787.55	\$2,926.92	\$3,066.30

**Middle School**

Drama, Musical	\$2,787.55	\$2,926.92	\$3,066.30
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Group F

**High School**

Assistant Athletic Director	\$3,902.56	\$4,097.69	\$4,291.78
Drama, Musical	\$3,902.56	\$4,097.69	\$4,291.78

Group G

**High School**

Student Activity Director	\$4,683.07	\$4,917.23	\$5,151.37
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Group H

**High School**

Athletic Director	\$10,510.09		
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APPENDIX E

TEACHER'S INITIAL CONTRACT

The Board of Education of the Town of Lebanon, Connecticut, hereby agrees to employ \_\_\_\_\_ and \_\_\_\_\_ (to whom the term "teacher" hereinafter refers) hereby agrees to serve under the direction of the Superintendent of Schools as a \_\_\_\_\_ in the public schools of said Town, for the school year beginning \_\_\_\_\_ and ending June 30, 20\_\_, subject to the conditions stated below.

In accordance with the provisions of the prevailing salary schedule and accompanying regulations of the Board of Education for said Town, the Board hereby agrees to pay said teacher, and said teacher hereby agrees to accept, for service during the above stated period, an annual salary rate of \$ \_\_\_\_\_ in twenty-two or twenty-six periodic installments, and subject to required deductions for the State Teachers' Retirement Fund and the United States Withholding Tax, Lebanon Education Association agency service fee, and other agreed-to deductions which the teacher may in writing authorize.

This contract may be terminated by mutual consent at any time. It may be terminated or non-renewed by the Board as provided by statute. The teacher may resign for good reason by submitted at least thirty (30) days' written notice at any time except during the month of August, during which month, unless the contract has been terminated by mutual consent or Board action, the teacher will accept employment with no other Board of Education in Connecticut.

This contract is and shall be subject to the prevailing statutes of the State of Connecticut and the prevailing rules and regulations of the Board of Education.

SIGNED

Date \_\_\_\_\_

\_\_\_\_\_  
Teacher

BOARD OF EDUCATION, LEBANON, CT

Date \_\_\_\_\_

By \_\_\_\_\_  
Superintendent of Schools

APPENDIX F

LEBANON BOARD OF EDUCATION

EXTRA-CURRICULAR ACTIVITIES CONTRACT

The Board of Education for the Town of Lebanon, Connecticut hereby agrees to employ \_\_\_\_\_ and \_\_\_\_\_ hereby agrees to perform all of the regular duties as (advisor-coach) of \_\_\_\_\_ at Lyman Memorial High School - Lebanon Elementary School and spend such time as is necessary to complete those duties during the school year \_\_\_\_\_. It will be the responsibility of the (advisor-coach) to see that students have continuous supervision. The (advisor-coach) is also responsible for all equipment and facilities used in the activity.

For the above service, the Lebanon Board of Education will pay the sum of \$ \_\_\_\_\_ for the school year \_\_\_\_\_.

This contract may be terminated by mutual consent at any time.

This contract is void if not signed and returned to the Superintendent's office within thirty (30) days of receipt.

SIGNED

Date \_\_\_\_\_

\_\_\_\_\_  
(Advisor-Coach)

LEBANON BOARD OF EDUCATION

Date \_\_\_\_\_

By \_\_\_\_\_  
Superintendent of Schools



**APPENDIX G**

**LEBANON BOARD OF EDUCATION**

**DEPARTMENT HEAD/TEAM LEADER CONTRACT**

The Board of Education for the Town of Lebanon, Connecticut, hereby agrees to employ \_\_\_\_\_ as (Department Head/Team Leader) for \_\_\_\_\_ at (Lyman Memorial High School - Lebanon Elementary School) for the school year \_\_\_\_\_. The (Department Head/Team Leader) agrees to spend such time as is necessary to complete the duties of the position as described in such job description(s) of the position as the Board of Education may from time to time adopt. A copy of the existing job description is attached to and made a part of this Agreement.

For the above service, the Lebanon Board of Education will pay the sum of \$ \_\_\_\_\_ for the school year \_\_\_\_\_.

This Agreement may be terminated by mutual consent at any time.

This contract is void if not signed and returned to the Superintendent's office within thirty (30) days of receipt.

IN WITNESS WHEREOF, the parties have hereto set their hands.

SIGNED

Date \_\_\_\_\_

\_\_\_\_\_  
(Department Head/Team Leader)

LEBANON BOARD OF EDUCATION

Date \_\_\_\_\_

By \_\_\_\_\_  
Superintendent of Schools