

AGREEMENT BETWEEN THE  
BLOOMFIELD BOARD OF EDUCATION

AND

BLOOMFIELD EDUCATION  
ASSOCIATION

JULY 1, 2025 TO JUNE 30, 2028

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## **ARTICLE 1**

### **TERM AND SCOPE OF CONTRACT**

- A. This Agreement is negotiated under Section 10-153 a-n of the Connecticut General Statutes, in order to fix for its term the salaries, hours and other conditions of employment provided herein.
- B. The Association shall be the exclusive bargaining agent and representative for all certified personnel in the "teachers' unit" as defined in Section 10-153 of the Connecticut General Statutes (the Teacher Negotiation Act) with respect to salaries, hours and other conditions of employment and the negotiation of collective bargaining agreements.
- C. Unless expressly limited by a specific section of this Agreement, the rights, powers and authority held by the Board under any Town Charter, general or special act of legislature, over matters involving the Bloomfield School System, including but not limited to full control over the policies, practices, procedures and regulations with respect to employees of the Board at all its schools, shall remain vested solely and exclusively in the Bloomfield Board of Education.
- D. Nothing in this Agreement shall in any way limit or contravene the authority of the Charter of the Town of Bloomfield.

## **ARTICLE 2**

### **PROFESSIONAL NEGOTIATION**

#### **Negotiation Over Successor Agreement**

The Board and the Association agree to negotiate a Successor Agreement in accord with the provisions of Section 10-153 of the Connecticut General Statutes.

## **ARTICLE 3**

### **GRIEVANCE PROCEDURE**

- A. The purpose of the following grievance procedure shall be to settle equitably at the lowest possible administrative level issues which arise from time to time with respect to the salaries and working conditions of teachers. The Board and Association agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.
- B. A "grievance" is defined as a dispute involving the interpretation or application of a specific section of this Agreement or over the interpretation or application of a specific provision of any Board policy that relates to salaries or other conditions of employment, or over a procedural violation of the teacher evaluation plan, or over any action taken or refused by Administrative personnel which an employee believes unfair to the employee. Only grievances arising out of a claimed interpretation or application of specific provisions of this Agreement or Board policy that relates to salaries or other conditions of employment can proceed to Arbitration.

Claims of unfairness of Administrative personnel and / or procedural violations of the teacher evaluation plan can proceed only to Level Two - Superintendent of Schools.

- C. Since it is important that grievances or disputes be initiated and processed as rapidly as possible, the number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The limits specified may, however, be extended by mutual agreement. All agreements to extend the time lines must be executed in writing.

In the event a grievance is filed on or after June 1, but before the opening of school, the time limits set forth herein will be read as weekdays (Monday through Friday exclusive of holidays) rather than school days, except that either party may extend the time limit at each level by not more than three (3) weekdays.

#### D. Filing Procedure

##### 1. Level One - Principal or Administrator involved

- a. A member of the unit with a grievance or other dispute shall submit the grievance in writing within fifteen (15) school days of the occurrence giving rise to it and discuss it with the building principal or, with the administrator whose decision or action gave rise to the grievance. The grievance shall be in writing and shall specify the grievance asserted, the section of the contract alleged to be involved, or the Board policy involved, if any. However, grievances involving action taken by the Board of Education, the Superintendent of Schools, or other Central Office supervisors or administrators shall be submitted in writing directly at Level Two Superintendent of Schools within fifteen (15) school days of the occurrence giving rise to the grievance.
- b. The building principal or administrator whose decision or action gave rise to the grievance shall represent the administration at this level of the grievance procedure. Within ten (10) school days after receipt of the written grievance, the building principal or administrator whose decision or action gave rise to the grievance shall meet with the aggrieved member of the unit and/or the President of the Association or designee.

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

- a. In the event that such aggrieved member of the unit is not satisfied with the disposition of the grievance at Level one, or in the event that no decision has been rendered within ten (10) school days after presentation of the grievance, the teacher may file the written grievance with the Superintendent or designee above the level of principal within five (5) school days after the decision at Level One or fifteen (15) school days after the grievance was first presented, whichever is sooner. The grievance shall be in writing and shall specify the grievance asserted, the section of the contract alleged to be involved, or the Board policy involved, if any, and its disposition at Level One.

- b. The Superintendent or designee shall represent the administration at this level of the grievance procedure. Within ten (10) school days after receipt of the written grievance by the Superintendent or designee, the Superintendent or designee shall meet with the aggrieved member of the unit and/or the President of the Association or designee.

### 3. Level Three - Board of Education

In the event that the aggrieved member of the unit is not satisfied with the disposition of the grievance at Level Two, or in the event no decision has been rendered within ten (10) school days after having first met with the Superintendent or designee, the teacher may file a written grievance, indicating such dissatisfaction with the Board within five (5) school days after a decision by the Superintendent or designee or fifteen (15) school days after having first met with the Superintendent, whichever is sooner. Within ten (10) school days after receiving the written grievance, the Board or a committee of the Board shall meet with the aggrieved member of the unit and/or the President of the Association or designee for the purpose of resolving the grievance.

### 4. Level Four - Impartial Arbitration

- a. If the grievance is not settled at Level Three, it may be submitted, at the request of the Association only, to arbitration. The parties may select an arbitrator by mutual agreement to hear the grievance, and retain him or her privately. If the parties cannot agree on an arbitrator within ten days of the Association informing the Superintendent of the Association's intent to pursue the grievance to arbitration, the Association shall file the grievance with the American Dispute Resolution Association. Under these circumstances, the Arbitrator shall be selected from a list submitted by the American Dispute Resolution Association and the arbitration shall be conducted in accordance with their rules and regulations. The Association's request for arbitration shall be in writing and must be filed with the American Dispute Resolution Association no later than ten (10) days after receipt of the written answer or within thirty (30) days of submission to the Board, whichever is sooner.
- b. The arbitrator designated shall hear and decide only one (1) grievance at a time. The award shall be final and binding as provided by law. The arbitrator shall be bound by and must comply with all the terms of this Agreement and shall have no power to add to, subtract from, or in any way modify the provisions of this Agreement. The cost of arbitration shall be borne equally by both parties.

### E. Miscellaneous

1. If, in the judgment of the Association a grievance affects a group or class of members of the unit, the Association may process such grievance through all levels of the grievance procedure.

2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
3. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations shall be prepared and approved by the Board and the Association.
4. Neither the Association nor the Board, its members, representatives or agents shall interfere, restrain, or coerce the other, its members, representatives, agents or the Superintendent or designee in the performance of their respective duties and obligations imposed upon them by the laws of the State of Connecticut and the Town of Bloomfield or in the exercise of their rights conferred by this Agreement.
5. Any grievance not processed within the time limits set for each level of the grievance procedure in the Article shall be deemed to have been waived.
6. No reprisals of any kind shall be taken by the Board or by any member of the Administration or by the Association or members of the unit against anyone by reason of participation in the grievance procedure or support of any participant thereto.

## **ARTICLE 4**

### **SALARIES**

The salaries of all persons covered by this Agreement are set forth in the following definitions for teacher salary placement:

#### **A. Definitions for Teacher Salary Placement**

1. Level One - A Baccalaureate Degree earned at any accredited college or university.
2. Level Two - A Master's Degree earned at an accredited college or university; or the completion of thirty (30) credits beyond Level one in a program approved by accredited colleges or universities and approved by the Superintendent of Schools and the Association. All such credits earned for Level Two must be earned within a ten (10) year period.
3. Level Three - The completion of thirty (30) credits beyond Level Two at an accredited college or university in a program approved by the Board; or a "Sixth Year Certificate" from an accredited college or university in a program as approved in advance by the Board of Education; or the completion of thirty (30) credits beyond Level Two in an academic discipline which in the judgment of the Board enables the teacher to show greater proficiency in his/her field of work; or an MSW degree in Social Work; or the completion of a 60 credit Master's program in a field such as Speech/Language and School Psychology. All such credits earned for Level Three must be earned within a seven (7)

year period.

4. Level Four - A Doctor's Degree earned at an accredited college or university in an academic discipline which in the judgment of the Board enables the teacher to show greater proficiency in his/her field of work.
5. Credits beyond the Bachelor's shall be interpreted to mean credits of graduate study. Exceptions to this may be allowed at the discretion of the Superintendent of Schools provided that:
  - a. the course is initiated and completed by the teacher while an employee of the Bloomfield School System;
  - b. a written request is submitted prior to taking the course;
  - c. the course will improve the teacher's competence in the teacher's current teaching assignment.
6. Change of Degree Status - To be placed on Levels Two through Four, a teacher must file a "Degree Change Classification" Form with the office of Human Resources on or before the third Tuesday of November of the school year prior to the change taking effect, and file official transcripts, certificate, or completion of credits must be filed in the Office of the Superintendent prior to October 1<sup>st</sup> of the school year in which the change is to take effect. Once such proof is filed in the Office of Human Resources prior to October 1<sup>st</sup>, payments on the appropriate level will be made retroactive to the first day of the teacher work year. If a teacher files the evidence of such degree, certificate, or completion of credits after October 1<sup>st</sup>, the change shall take effect on the following February 1<sup>st</sup>.

**B. Long Term Substitutes**

1. Long Term Substitute teachers (certified teachers employed more than forty (40) days) will receive all contract benefits.
2. When the Board of Education knows the position will be for over forty (40) days, the Long Term Substitute shall receive contractual benefits beginning on the first day of employment.
3. Long Term Substitutes shall be placed on the lowest step of the BA lane.
4. In the event the Long Term Substitute continues to be employed by the Bloomfield Board of Education in subsequent years, he/she shall be placed on the appropriate lane and step of the salary schedule for subsequent employment, taking into account years of experience and degree status, per Article 4, Salaries, Section C.3, of this Agreement.
5. BFEP members who are selected to take a Long Term Substitute position will:

- a. Take a leave of absence from the BFEP in order for them to become a BEA member and keep their seniority as long as the position is not more than one year.
- b. They will keep their BFEP health benefits.
- c. Their BFEP sick time and personnel time will be frozen and they will be give BEA sick time and personnel time pro-rated to the length of their position.

C. Salary Schedule - All salary schedules are attached hereto as appendices:

- Appendix A-1 Teachers' Salary Schedule
- Appendix A-2 Differential Salary Schedule
- Appendix A-2 Special Project Remuneration
- Appendix A-2 Coordinators Stipend Schedule
- Appendix A-3 Coaches' Salary Schedule Extra-
- Appendix A-4 Curricular Salary Schedule

D. Placement - All members of the unit shall be placed on the appropriate step in the salary schedule, taking into consideration the following:

- 1. Level status as defined above.
- 2. Number of years in the Bloomfield School System.
- 3. Credit for previous experience shall be evaluated by the Superintendent or his/her designee. Previous experience shall include experience as:
  - a. a teacher in another public school district(s),
  - b. a teacher in a parochial/private school(s),
  - c. a teacher at an institution(s) of higher education, and/or
  - d. a long-term substitute teacher for one or more school years.
- 4. No new teacher will be placed on a step higher than currently employed Bloomfield teachers having equal education and experience. When hiring in a shortage area, as defined by the Commissioner of Education, the district may match the previous salary of a new hire, to the best of its ability, for an educator, with prior notification to the Association President.

E. Paychecks — First paycheck should be scheduled for the first teacher pay period in August regardless of the first day of school and clarification on teachers' deductions should be issued at the same time. The last paycheck of the school year shall be distributed on the last teacher pay period of the school year regardless of the last day of school. This paycheck will be the teacher's balloon check. All teachers shall be paid via direct deposit. An individual teacher who can demonstrate undue hardship to the Superintendent of Schools or his or her designee may be excused from the requirement of payment by direct deposit.

## **ARTICLE 5**

### **DUES DEDUCTION**

A. The Board agrees to deduct from the salaries of its employees dues for the Bloomfield Education Association, Connecticut Education Association, National Education Association, and any other Board and teacher approved deductions as said employees individually and voluntarily authorize in writing to the Board to deduct, and to remit the monies monthly as they are deducted beginning with the first deduction to the designated Association, or Agency.

B. Dues Deductions

1. Deductions

The Bloomfield Board of Education agrees to deduct from each teacher whom the Association certifies to the Board has enrolled as a Member an amount equal to the Association membership dues by means of payroll deduction. The Board shall deduct dues from twenty (20) pay periods as determined by the Finance Office throughout the school year. Under normal circumstances, the amount of Association Dues shall be certified by the Association to the Board of Education not later than August 15th of each school year.

2. Subsequent Employment

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

3. Forwarding of Monies

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

4. Lists

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

5. Save Harmless

The Association shall hold the Board harmless against any and all claims, demands, liabilities, lawsuits, attorneys' fees, or other costs which may arise out of, or by reason of, actions taken against the Board as a result of the enforcement or administration of this Section.

## **ARTICLE 6**

### **PROTECTION**

- A. The Board shall reimburse a teacher for any clothing, jewelry or personal phone damaged or destroyed as a result of defective equipment or furniture and student negligence or malice. The Board will also reimburse a teacher under the same conditions stated above for eyeglasses or contact lenses, hearing aids, medical and dental appliances, or watches not to exceed \$400 per occurrence. Any teacher who wishes to file a claim for reimbursement under this paragraph must notify the Business Operations one week after the incident and will be offset by any insurance claim..
- B. The Board will allocate \$3,000 for the purpose of reimbursing teachers for vandalism to their cars while on school duty, whether or not the car is covered by insurance. Any teacher who wishes to file a claim for reimbursement under this paragraph must notify the Business Operations by the end of the school day immediately following the incident giving rise to the claim. All reimbursements for car vandalism will be held until the end of the school year at which time reimbursement will be made in full if the amount allocated is sufficient for such purpose. Otherwise, prorated reimbursement will be made according to the demands made on the fund. It is agreed that a teacher filing for reimbursement for automobile vandalism will provide a statement that no claim is filed with the teacher's insurance carrier for reimbursement, except for any deductible that is not covered by the carrier.
- C. Teachers shall report immediately in writing to their principal all cases of assault suffered by them in connection with their employment. The principal shall forward a copy of the report to the Superintendent. Pursuant to C.G.S. Section 10- 233g(a), the principal shall file a copy of such assault report with the local police authority.

Pursuant to C.G.S. Section 10-233g(b), no administrator shall interfere with the right of any bargaining unit member to contact and/or file a complaint with the local police authority in cases of threats of physical violence and physical assaults by a student.

D. Unusual Incident

Teachers shall fill out the district's unusual incident form when they believe it is needed (see Appendix D for form). No administrator shall interfere with the right of any bargaining unit member in filling out said form. The form will be submitted to the building principal within one day of the incident. The principal will conference with the teacher whom submitted the form no more than twenty-four hours from submission of form to discuss the matter.

## **ARTICLE 7**

### **LEAVE POLICIES**

#### **A. Sick Leave**

1. Each employee is entitled to sick leave with full pay of up to fifteen (15) days in each school year for personal illness, quarantine, or absence because of injury or for illness in the family (spouse, parent (not in-law) or child.) Professional communication, consideration and judgement will be used by both the teacher and administrator to determine whether teacher sick time is required to attend to occasional short-duration personal health and familial health matters. In dialogue between the administrator and teacher, sick time for brief and infrequent absences should generally not be required if student instruction is not directly impacted. Sick time will only be used in ½ day (3.4 hours) or full days (7.25 hours) increments.

Unused sick leave may be accumulated from year to year, as long as the employee remains continuously in the employ of the Board up to a maximum of one hundred and eighty (180) days. The Board of Education may grant an extension dependent on the nature of the illness or injury, the circumstances involved, or the service record of the teacher. In the event of absence of a teacher for illness or for illness in the family (spouse, parent (not in-law) or child in excess of five (5) consecutive working days, or in the event the Superintendent reasonably suspects that the teacher is abusing sick leave based on documentation of sick leave taken, the principal, Assistant Superintendent, or the Superintendent may request a filing of a doctor's statement.

2. From time to time, on an as needed basis, a Bloomfield Employee who has exhausted his/her accrued sick time and is suffering from a long term or terminal illness or disability, and a contributor to the Sick Bank, can request a donation of days from the Sick Bank. The Sick Bank will be run by the Bloomfield Public Schools and all decisions made for Sick Bank eligibility are not subject to the Grievance Process. The district shall be held harmless in the decision making process of Sick Bank eligibility.

#### **a. The Sick Bank Committee**

- i. A Committee comprised of one (1) member from each bargaining unit will govern the Sick Bank Each bargaining unit will appoint a member for a two-year term. If that appointed member cannot serve the full term, the bargaining unit will replace that member for the remaining balance of the term.
- ii. The Committee members will be required to sign a confidentiality agreement regarding all employee information received by the Sick Bank.
- iii. The Committee will meet, as needed, based on the receipt of an employee request.
- iv. If there is no request, the Committee will meet quarterly to review Sick Bank balance and procedures.

- v. The Committee must have a quorum of four (4) members to meet and make a decision on an employee request.
- vi. The Committee will make the final decisions on all employee requests.

#### b. Enrollment and Contributions

- i. Open Enrollment will be held on a yearly basis during the annual health insurance enrollment period. A robo call will go out to all staff announcing open enrollment. A notification will be placed on staff members pay stubs announcing open enrollment. An email with sick bank information will go out during the open enrollment period. If a staff member is on leave during open enrollment, a telephone call and a letter will be sent to inform the employee of all their sick bank open enrollment options.
- ii. The initial Sick Bank contribution will be four (4) days. An employee who had previously donated four (4) days will be granted automatic enrollment into the Sick Bank.
- iii. All Sick Bank time will be calculated in days.
- iv. On a quarterly basis, the district will share the Sick Bank balance with the President.
- v. The Sick Bank will be replenished outside of the enrollment process when the Bank falls below one hundred (100) days. During this period, an employee must contribute two (2) days to have continued access to Sick Bank benefits.

#### c. Benefit

- i. The Sick Bank will be for the benefit of any teacher who has contributed to the Bank during the set enrollment process.
- ii. The Sick Bank benefit does not extend to family members.
- iii. An employee, or his/her designee, must apply to the Sick Bank, in writing, to receive days. This letter should be sent to the Superintendent or his/her designee.
- iv. The district holds the right to request additional medical information when making a decision on eligibility.
- v. The employee who receives an approved donation may accumulate up to sixty (60) days of accumulated sick time.
- vi. If the problem extends beyond the initial sixty (60) work days, the employee, or his/her designee, may ask for another sixty (60) work days. This additional request does not guarantee automatic approval.

#### B. Personal Leave

1. A total of six (6) additional days without salary deduction shall be allowed for the following:
  - a. Serious illness/death in the family, household, or death of a close friend, or quarantine of a household member.
  - b. Moving one's domicile, court appearances, legal matters, graduation of the teacher or a member of the family or household from an institution of learning, emergencies, or

other business of a personal nature that demands the teacher's presence which cannot reasonably be conducted outside the school day.

- c. Religious holidays.
2. At no time is personal leave to be taken to extend a vacation (two (2) or more consecutive non-school days not including Saturday or Sunday) for any purpose that might be deemed essentially social or recreational.
3. All requests for personal leave shall be submitted for prior approval electronically in ESS at least three business days prior to the requested leave. The form shall state the reason for the requested leave. A teacher shall be entitled to take personal leave only if he or she receives approval from the principal. Where prior approval is not possible due to the emergency nature of leave, the teacher shall submit the request on the first day he or she returns from leave. Administrators will give approval or denial within two (2) business days of receiving of the request.

#### C. Leaves of Absence

Certified personnel may apply to the Superintendent of Schools for a leave of absence without salary stating in writing the reasons. The Superintendent, upon evaluating the reasons, may grant such leave for a period not to exceed one (1) year. Upon return from such leave, a teacher will be placed on the salary schedule according to the years of experience gained at the time of commencement of the leave. A teacher who is on unpaid leave for more than 50% of the school year (90 school days or more) will not increase a step the following year they return to work.

Any teacher(s) granted leave of absence under this provision shall be entitled to full participation in any insurance plan in which he/she is enrolled at the time of application. The cost of such participation shall be the responsibility of the teacher until the time of return to school.

Any teacher(s) granted a leave of absence without pay under these provisions must notify the Superintendent in writing by certified mail or hand delivery by March 1 prior to the expiration of such leave of his/her intent to return. Failure to do so will be treated as a voluntary resignation from Bloomfield on the date the leave expires.

#### D. Attendance at Professional Meetings

1. Teachers may be authorized to attend conferences, institutes, or other professional meetings or visits without loss of pay or loss of annual leave on approval of the principal and the Superintendent of Schools. Such authorization shall be made in accordance with the Staff Development Plan adopted by the Board of Education.
2. Individuals will submit a request to attend, in writing, to the building principal two (2) weeks in advance of date or dates requested.
3. Permission or denial will be given to the requestee in writing by the principal

and/or the Superintendent.

4. A reimbursement form with procedures in writing to be followed for expenses accrued at such meetings will be provided by the principal and/or Superintendent so as to clarify the policy that is to be followed.

E. Excused Absence Without Pay

Teachers absent for any reason other than those listed above must have prior approval of the Superintendent or Designee and shall have 1/186 of the annual salary deducted for each day of such absence.

A teacher taking a leave of absence under this provision shall notify the Superintendent or Designee at least forty-eight (48) hours before taking such leave (except in case of emergencies).

F. Military Leave

Teachers who are unable to fulfill their obligation for a short tour of duty in the Armed Forces at any time other than during a portion of the school year shall be allowed leave from the school system to the extent specified by law. This leave shall not be deducted from Sick Leave or Personal Leave and teachers shall receive during said period a rate of pay equal to the difference between the professional base pay and said military base pay which they receive.

G. Long Term Leaves of Absence

1. Military and Peace Corps Leave

The Board may grant a written leave of absence without salary to any teacher who officially and actively serves in the Armed Services of the United States or in the Peace Corps.

2. Exchange Teaching Leave

Upon recommendation of the Superintendent of Schools, leaves for exchange teacher positions under either national or international programs may be granted by the Board to teachers who have taught successfully for five (5) years in Bloomfield. Any period served as an exchange teacher shall be applied to the salary schedule set forth in Article 4 of this Agreement as if such period had been served by the teacher in the Bloomfield School System.

3. a. Pregnancy and Childbirth Leave

- (1) Disabilities caused by 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.)

- (2) Teachers who become pregnant shall be granted leave for the period of disability related to pregnancy. Except in cases of unusual medical problems, such paid leave shall not extend for more than six (6) weeks prior to and after delivery. Such exceptions must be affirmed in writing by the teacher's doctor and include the reason(s) for the exceptions.
- (3) Disability leave beyond any accumulated sick leave shall be available without pay 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.
- (4) 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 and childbirth on the same terms and conditions as they are applied to other temporary disabilities.
- (5) Pregnancy or childbirth shall not be the basis for termination of employment or compulsory resignation.

b. Childrearing Leave, Adoption Leave and Paternity Leave

- (1) Any teacher, who has been employed for at least one (1) year, shall be entitled to an extended leave of absence for the purpose of childrearing without pay by submitting to the Superintendent a written request. Such leave shall be for not more than one (1) full school year, or reasonably requested portion of a school year, to the extent it is not disruptive of the educational program.
- (2) Employees requesting such leave shall provide the following advance notification:
  - (a) In the case of childbirth, notification shall be given at least one (1) month after the birth of the child.
  - (b) In the case of adoption, notification shall be given at least one (1) month prior to the start of the requested leave.
  - (c) Any teacher who adopts shall be entitled to use up to thirty (30) of his/her accumulated sick days.
  - (d) Immediately following the birth or adoption of a child, a teacher shall be entitled to use up to ten (10) of his/her accumulated sick days for paternity leave.
  - (e) Salary placement and insurance coverage shall be subject to the provisions of section C of this Article.
  - (f) The specific position to which the teacher shall return shall be subject to the provisions of Article 8, Section I.

#### 4. Sabbatical Leave

The Bloomfield Board of Education, desiring to reward professional performance and encourage independent research and achievement, hereby initiates a policy of sabbatical leave for professional personnel. The Board advises the Association to advise its members to consult with the Superintendent or his or her designee concerning the availability of the funds prior to commencing the process of applying for a sabbatical.

a. Members of the professional staff who will have completed at least seven (7) years of full-time service to Bloomfield Schools may, upon recommendation of the Superintendent and with the approval of the Board, be granted a sabbatical leave for study, travel, or research and writing.

b. At any time not more than one percent (1%) of the total of professional staff members regularly employed shall be on leave of absence.

In case the number of applications shall exceed one percent (1 %), selection shall be made in accordance with the following principles:

- (1) Length of service, preference being given to those longest in the school system.
  - (2) Distribution by schools, care being taken that the number from any school shall not be comparatively excessive.
  - (3) Nature of service, provisions being made that the benefits of such leave of absence shall be distributed as fairly as possible among all grades, high school, and supervisory positions.
- c. Applications for this leave must be submitted to the Superintendent of Schools on the prescribed form not later than November 1st or not later than sixty (60) days after the execution of this Agreement in the year preceding the sabbatical year, whichever is later, in order that proper budgetary allowance may be planned and provided.
- (1) A member of the professional staff applying for a leave to attend college must plan to earn not less than the number of semester hours of credit required of the average student enrolled as a full time student in the graduate program of that institution.
  - (2) A member applying for leave to travel for educational purposes must file with the application a detailed itinerary on a form to be jointly developed by the Association and the Board.

- (3) A member applying for leave for research and writing must file with the application an outline of the plan on a form to be jointly developed by the Association and the Board.
- (4) Sabbatical leave may be granted for one-half of the school year or for one entire school year. Sabbatical leaves shall be unpaid.

Applicants or people on leave shall advise the Board of any and all grants or stipends they receive.

- d. Upon return from sabbatical leave the teacher shall be returned to the same position which was held at the time said leave commenced, if available, or, if not, to a substantially equivalent position.
- e. Prior to the granting of a sabbatical leave, the teacher shall enter into written agreement with the Board of Education that upon the termination of such leave, the teacher will return to service in the Bloomfield School System for a period equal to twice the length of the leave.
- f. Persons granted sabbatical leave of absence are required to report twice each semester to the Superintendent of Schools during such absence indicating the progress to date with respect to their filed plan. If such reports are unsatisfactory, the leave may be terminated by the Board at any time at the recommendation of the Superintendent of Schools.
- g. Applications of such leave of absence for any school year shall be acted on by the Board of Education at its first regular meeting in January of the preceding year.
- h. Deviations from the above may be recommended by the Superintendent.

#### 5. Bloomfield Education Association, President's Release Time

- a. The Bloomfield Education Association President will be permitted to use release time during the school year for the purpose of conducting Association business that cannot be performed or scheduled during non-teaching hours. The specific amount of release time granted per year shall be at the discretion of the Superintendent of Schools and denial of release time will not be subject to the grievance process. Permission for release time shall not be unreasonably withheld.
- b. All applicable absences shall be pre-approved by the Superintendent of Schools or

his/her designee and reported in the normal manner to Kelly Educational Services and charged as "Alternate Assignment."

## **ARTICLE 8**

### **WORKING CONDITIONS**

#### A. Work Day

Recognizing that the teacher's professional responsibility extends beyond the classroom, all teachers are to share equitably in the ordinary extra classroom responsibilities of the school, including clubs, special programs, intramural sports, School Governance Committees, where applicable, and special supervision. Extra compensation, whether in time or salary, may be made when the Board of Education and the Association determine that an assignment involves extraordinary, regular, daily activity of several hours duration over a significant period of time in which case the Board and the Association will determine the method and amount of extra compensation to be awarded.

Extra duties must be completely voluntary, adequately compensated, and properly defined. In the event the Board of Education is unable to fill positions by the date indicated, the Board of Education shall have the right to fill said positions through direct negotiations with any individual outside of the Bloomfield School System.

Teachers serving on School Governance Committees will meet with the Committee after school hours and will be compensated at the hourly rate set forth in Appendix A-4 of this Agreement. Each teacher who returns to school for an evening School Governance Council meeting shall be compensated for his/her mileage at the IRS rate.

Notification of appointment for the school year shall be as follows:

Fall Sports	by last day of previous school year
School Activities	by September 1
Winter Sports	by October 1
Spring Sports	by December 1

All teachers shall be entitled to an uninterrupted duty-free lunch period of thirty (30) minutes, exclusive of passing time.

In grades 9 through 12 a 1.0 Full Time Equivalent (FTE) teaching load is considered to be five instructional classes, with duty time, preparation time and lunch time.

At the High School and GEMS, when a four period block schedule is in effect, no teacher will instruct more than 3 classes per day, unless a teacher volunteers to instruct more than a 1.0 FTE teaching load.

The work day for teachers at all schools shall be seven hours and twenty-five minutes. Normally, teachers are expected to be present up to one-half (1/2) hour before the official opening of classes and to remain for up to one-half (1/2) hour following the official end of

classes (not to exceed forty-five (45) minutes in total), but variations in the timing of these unscheduled activities are at the discretion of the principal. Principals will communicate their building's schedule at the beginning of each school year.

Carmen Arace Intermediate and Middle Schools have agreed to the following:

1. The teachers work day is 7:40 am — 3:05 pm.
2. Per Article 8 of the collective bargaining agreement, teachers receive 45 minutes of "wrap time" (7:40-8:05 am and 2:45-3:05 pm).
3. In maintaining the parties desire to be flexible with each other, no more than 50% of teachers will be assigned a duty during "wrap time." The scheduling of duties during wrap time will be equitably distributed among teachers. The schedule will be jointly determined by the administration of the buildings and the staff of the buildings during the professional development days prior to the school year beginning.
4. Students may not enter the building unless with a specific pass to receive extra help by an individual teacher prior to 7:50 am.

If the school day for teachers is lengthened beyond seven (7) hours, twenty-five (25) minutes the Board shall compensate members of the bargaining unit at a rate of compensation based upon a proration of their annual salary equal to a percentage of time the school day is extended. It is hereby understood and agreed that the workday for high school teachers during exam weeks shall be the same as any other work day.

Six (6) early release days shall be set aside for parent conferences for grades Pre-K-12 as designated on the school calendar approved by the Board of Education. If conferences are held in the evenings of those days, teachers shall be compensated with appropriate time off.

#### Steps to Success Program

The teachers' work year will be two hundred one (201) days based on the per diem rate. The teacher day will be 7 hours and 25 minutes (8:00am-3:25pm) with a shortened student day and half day PD each Wednesday. Contract language concerning parent conferences is not applicable. Article 8 D, 2 regarding duties is not applicable to teachers in this program. Teacher to student ratio will be 5:1 and any additional students beyond that threshold will prompt a search for additional staff. Additional staff will be added within a reasonable period of time.

#### B. After School Meetings

1. The principal or superintendent may hold teachers beyond the workday three (3) times per month for meetings, professional development or other professional activities. Normally, such meetings shall be limited to one hour, but may be extended beyond one hour in extenuating circumstances. These activities may occur on the first, second, and third Wednesdays. If a vacation occurs on the first, second, or third

Wednesday or a school closure prevents a scheduled meeting, the meeting may be rescheduled to the fourth Wednesday of that month without fourteen (14) days' notice.

2. In the event that it is impossible to schedule this extended time on a Wednesday, the one (1) hour time can be scheduled to another day, if teachers are given fourteen (14) calendar days' notice of such a change.
3. The fourth and fifth Wednesdays of each month shall be reserved for voluntary attendance at committee meetings.
4. Teachers will attend one (1) Open House during the school year, except if a teacher is assigned to more than one (1) school.
5. Attendance at meetings such as PTA/PTO affairs shall be at the option of the individual teacher, but the Board and the Association encourage active participation in such meetings as part of the teacher's professional responsibility.

#### C. Work Year

1. The total work year shall be 186 days, including 180 instructional days and 6 non-instructional days.
2. During the work year, all teachers shall be allowed the vacations and holidays as determined by the Board of Education, after conferring with the Association.
3. Two (2) non-student work days will be held immediately prior to the first day of school during the last week in August. One-quarter (0.25) of one of these days will be devoted to convocation with the other three-quarters (0.75) of that day designated as self-directed uninterrupted teacher preparation time. No meetings or other administrative directed activities shall be scheduled during this three-quarters (0.75) of a day. The Professional Development Committee will recommend the scheduling of the four (4) other non-student work days to be scheduled throughout the year.
4. The last work day for teachers shall be the last day of student attendance. Teachers may leave on the last day of school after students are dismissed and all their record keeping as well as teacher closeouts are completed.

If the work year is lengthened beyond the hours set forth in paragraph 1 above, the Board of Education shall negotiate with the Association over the impact of such change, if any.

5. Prior to the adoption of the calendar, the Superintendent shall consult with the Association.

#### D. Non-Teaching Duties

1. The Board and the Association agree that a teacher's primary responsibility is to

teach and that the teacher's energy should, to the extent possible, be utilized to this end.

2. Assignments such as corridor duty, playground duty, homeroom duty, cafeteria supervision, bus duty, office detention, tutorials and study hall are the responsibility of the principal and shall be equitably distributed among all teachers and shall not exceed an average of one hundred ninety (190) minutes per week, per year. The parties understand that the list of duties set forth herein is not exhaustive.
3. At the high school, assignments such as corridor duty, homeroom duty, cafeteria supervision, bus duty, office detention, tutorials and study hall are the responsibility of the principal and shall be equitably distributed among all teachers and shall not exceed an average of two hundred and twenty-five (225) minutes per week, per year. The parties understand that the list of duties set forth herein is not exhaustive. No teacher shall be assigned corridor, cafeteria supervision, or bus duty for more than one hundred seventy-five (175) of the total two hundred twenty-five (225) minutes per week. The remaining fifty (50) minutes of duty time shall be related to instructional support, such as tutorials, study halls, math or reading labs, or similar duties related to academic support. All teachers will have up to 225 duty minutes per week at GEMS.
4. Due to the age of preschool children, teachers will be flexible in the definition of "duty" minutes. At the beginning of the school year, and at other appropriate times, all preschool teachers will have bus duty before and after school.
  - Outside time will be considered instructional time for preschool teachers.
  - Quiet Time and Snack time shall be considered duty minutes and supervised by teachers. However, the parties agree to be flexible in regards to the expectations during these times. This time can be used for planning and preparation time if the children do not need the teacher's assistance.
  - Preschool Teachers shall be required to change diapers of non-potty trained students. This requirement will be disclosed to all applicants prior to the applicants accepting a position at the school.
5. Where there are exceptional demands upon a particular individual for time over and beyond that which is considered a reasonable working load, the principal shall attempt to adjust the individual's work load by eliminating such assignments as cafeteria duty, corridor duty, or other such assignments which are normally assumed as part of regular duties.
6. Student Support Personnel who have case management responsibilities will be entitled to one hundred (100) minutes each week for IDEA compliance responsibilities. This time will be considered part of those teachers' duty minutes as defined in Article 8 D.2 Non-Teaching Duties.

## E. Preparation Period

### 1. Definition

Preparation time shall mean that time during a teaching day that a teacher shall use for preparing lesson plans or materials, correcting papers, conferring with students, parents, or colleagues, or performing any other professional responsibility. The Board and the Association understand that the list set forth herein is not exhaustive. For Pre-K teachers, preparation time will come at the end of the instructional day after the teaching day has ended, but prior to the work day ending for teachers.

2. On a shortened school day the length of the preparation period will be determined by the length of the class period. If school is dismissed early or starts late for emergency or other reason, the Board shall be held harmless if a class period(s) is eliminated and therefore no preparation period can be given on that day.
3. All elementary classroom teachers in grades K-4 shall have 180 minutes of preparation time per week.
4. Teachers at the intermediate and middle schools in grades 5-8 shall have one hour of non-student contact time per day.
5. Teachers at the high school in grades 9-12 shall have two hundred and twenty-five (225) minutes of preparation time per week, including at least fifteen (15) minutes of preparation time per day. All teachers at GEMS will have two hundred and forty (240) minutes of individual preparation time per week and two hundred and forty (240) minutes of common planning time per week.
6. A building principal, after consultation with the Superintendent or designee, may cancel teacher preparation periods if in the principal's and Superintendent's professional opinions an emergency exists that could affect the health and safety of the students or staff.
7. In addition to prep time, PK-12 teachers shall receive two (2) data entry periods per month to work on data responsibilities including but not limited to preparation for data teams, PPT's, SRBI, updating data management systems. The duration of each data entry period shall be for a minimum of sixty (60) minutes.

## F. Teachers' Assignments

1. The assignment and transfer of teachers is the responsibility of the Superintendent, who will make reasonable effort to satisfy the reasonable requests and desires of teachers concerned.

In cases of involuntary transfers, the Superintendent will confer with the Association prior to proceeding with necessary transfers. When an involuntarily

transfer is necessary, the teachers' length of service and number of previous involuntary transfers shall be considered.

2. Under normal circumstances, teachers will be individually notified of their assignments and programs for the coming school year in writing before June 1 or two weeks after approval of the Board of Education Budget, whichever comes later.
3. Where possible, changes in grade/unit assignment in elementary schools, change in subject assignment in secondary schools, and transfers between schools will be voluntary.
4. When involuntary transfers are necessary, length of service in Bloomfield will be an important, but not exclusive factor in determining which teacher is to be transferred. Involuntary transfers will be made only after a meeting between the teacher concerned and the Superintendent or designee at which time the teacher will be notified of the reasons for the transfer.
5. The Board and the Association agree that all possible consideration will be given to length of service in Bloomfield and to teacher preferences, but that the best interests of the system must prevail in all cases.
6. All openings for teaching positions shall be posted on the Bloomfield Board of Education's website for ten (10) calendar day with notice provided to the Association President.
7. Teaching assignments should not normally exceed 1.0 Full Time Equivalent (FTE). However, both parties recognize that from time to time, extraordinary circumstances develop whereby a teacher may be offered more than a 1.0 FTE assignment. Accordingly, in those situations the Board and the Association agree that the following procedures will be effective:
  - a. The Board shall notify the Association when the aforementioned circumstance arises.
  - b. The Board shall post the fractional position internally, for all interested teachers to apply for as set out in Article 8 Section G of the collective bargaining agreement.
  - c. However, the parties understand that an individual's schedule might preclude him/her from being selected.
  - d. Any teacher exceeding a 1.0 FTE shall receive additional compensation in the rate of each additional class equaling .17 of the teacher's per diem salary on any day in which the employee is present in the school and teaches the additional class.

## G. Vacancies

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

1. The existence of vacancies of position shall be posted for ten (10) calendar days via the Bloomfield Public Schools website. At all times, consideration will be given to present qualified staff members who have evinced an interest in the vacated position.
2. Said notice of vacancy of position shall clearly set forth the qualifications for the position.
3. Teachers who desire to apply for such vacancies of position shall file their applications in writing with the Superintendent.
4. Such vacant positions shall be filled on the basis of qualification for the vacant position.
5. During July and August the Superintendent shall notify the B.E.A. President in writing of any vacancy within five (5) days of such vacancy and not less than ten (10) days prior to filling said positions.
6. The sole basis for a grievance under this provision shall be a claim that an internal candidate was not considered for the position. Under no circumstances shall an unsuccessful candidate be permitted to file a grievance under this provision claiming that he or she should have been selected for the positions.

## H. Promotions

1. All openings for positions covered by the Administrative Salary Schedule, positions paying a salary differential and/or special project teachers, shall be listed in a notice and posted in each school, not less than fifteen (15) days prior to the filling of the vacancy. The notice shall set forth the qualifications for the positions.
2. All teachers shall be given adequate opportunity to make application for such positions. The candidates' previous professional experience in Bloomfield will be considered.
3. When need to fill a vacancy or position arises during the summer months, notification shall be made by mail to those who have a written request for such notification on file with the Superintendent and have left a self-addressed stamped envelope.

## I. Teacher Facilities

1. The Board and the Association agree that it is desirable that each school building have

the following facilities on an equal basis:

- a. An appropriately furnished room, which shall include a telephone, to be used as a faculty lounge.
- b. Clean teacher rest rooms, well-lighted and of adequate size, will be provided with facilities for men and women.
- c. Adequate parking space for all teachers.

J. Contracts

1. Each teacher shall receive annually a statement of his/her step on the proper salary schedule and his/her base annual salary.
2. Any teacher who wishes to resign his/her position must notify the Superintendent in writing at least thirty (30) days prior to its effective date, except during the month of August when sixty (60) days' notice must be given.

K. Outside Employment

Teachers will engage in no outside employment that will impair the effective and proper execution of assigned professional duties in the Bloomfield School System.

L. Separation and Recall Procedure for Reduction in Staff

1. In the event it becomes necessary to reduce the teaching staff, the following procedure shall be followed in selecting the teacher(s) to be terminated. The Association shall be notified of the need for staff reduction as soon as possible, and before any determination shall be made of the individual teacher to be dropped.
  - a. Retirement, resignations, transfer requests, non-renewal, and termination for cause among the teaching staff will first be reviewed to determine if the staff may be reduced in sufficient number or adjusted to avoid further release of teachers.
  - b. If additional teachers must be released, then non-tenured teachers shall be terminated or non-renewed on a system-wide basis before any tenured teacher shall be terminated, provided that a tenured teacher is qualified to perform the duties of a non-tenured teacher as set forth in (c) below. In determining who, among two (2) or more non-tenured teachers in the area of reduction shall be released, seniority as well as performance and ability shall be considered.
  - c. If, after the above steps, it is necessary to terminate the contracts of tenured teachers, the least senior tenured teacher within the following categories shall be terminated first:

(If a teacher's assignment overlaps two (2) or more categories, the teacher shall be placed in the category where the largest portion of his/her current assignment occurs.)

- (1) Elementary - Pre-K through Fourth grades.
  - (2) Middle - Fifth through Eighth grades.
  - (3) High - Ninth through Twelfth grades - within the department where the position is eliminated.
  - (4) Teachers in the following areas where certification is traditionally K-12 will be grouped on a system-wide basis: music, art, physical education, special education, speech and hearing, social workers, guidance, library and media, reading consultants.
- d. Tenured teachers whose contracts are to be terminated shall be entitled to "bump" non-tenured teachers outside of their level of teaching assignment or department (as outlined in paragraph c, above) provided that the tenured teacher is qualified to perform the duties of the non-tenured teacher. In the event that there are no non-tenured teachers whom a tenured teacher is qualified to "bump", then the tenured teacher may bump outside of his/her level of teaching experience or department (as defined in paragraph c, above). In order for any tenured teacher to be qualified within the meaning of this Article to "bump" either a non-tenured teacher or a less senior tenured teacher outside of his/her level of teaching experience or department, the tenured teacher must have the necessary certification and must have taught in a Connecticut public school system within the area of assignment of the teacher to be "bumped" for at least one (1) school year within the previous ten (10) years, or must possess other relevant experience and qualifications which, in the judgment of the Superintendent, qualify the teacher to "bump".
2. For the purpose of this Article, "seniority" is defined as the total number of years of continuous, unbroken contractual service in the Bloomfield school system, starting with the first day of actual teaching experience. In the event that two (2) or more teachers shall have started teaching on the same day and thus have the same seniority date, then the identity of the staff member to be terminated shall be determined by a review of performance and ability as evidenced by written official evaluations contained in the teachers' personnel files. If such review indicates that the performance and ability of the staff members with identical seniority dates is substantially equal, then the date the initial contract was signed shall control.
  3. Recall Procedure
    - a. The name of any teacher whose services have been terminated because of the elimination of position or a reduction in staff shall be placed upon a reappointment list and remain on such list for two (2) years provided such teacher

does not refuse an appointment and provided such teacher applies, in writing by registered or certified mail, for the retention of his/her name on said list on or before June 1st of each year subsequent to his/her termination.

- b. Any teacher on the reappointment list shall receive a written offer of replacement at least fifteen (15) days prior to the date of re-employment. The teacher shall accept or reject the appointment within ten (10) days. If he/she accepts the appointment, he/she shall receive a written contract at least five (5) days prior to the date of re-employment, where possible.
- c. Recall shall be based on a reversal of the staff reduction criteria set forth above.
- d. No new teacher shall be hired in a subject area or grade level before teachers who are laid off in that subject area or grade levels have been recalled or declined the opening.
- e. No new teacher shall be hired in a subject area or grade level before teachers who are laid off from other subject areas or grade levels who may possess the necessary certification and are qualified are recalled or decline the opening.
- f. A teacher who has been recalled shall be placed at the top of the list of all teachers whose length of seniority is the same as that of the returning teacher. Should further staff reduction occur, a recalled teacher would then be the last to be released in his/her category of seniority.
- g. The temporary separation of a teacher shall not affect any fringe benefits earned and/or accumulated, or benefits to be earned, and/or accumulated when reemployed, with the exception of salary schedule increments and years of service as applied to a teacher's retirement. Although there will be no compensation to a teacher during the period of recall, an employee who has been laid off pursuant to this Article may continue to participate in group insurance programs in which he/she was a member at the time of layoff provided he/she pays the full costs for the premium of such coverage and that the provisions of the appropriate group policy permit such continuation.
- h. All separations of teachers under this Article shall take place in accord with the applicable provisions of Section 10-151 of the Connecticut General Statutes. Any hearings necessary in cases of separations of staff members under this Article shall be conducted solely in accord with the applicable provisions of the Teacher Tenure Law (Section 10-151).

M. Rights of Administrative Staff Under Section 10-151 of the General Statutes

All administrators employed by the Bloomfield Board of Education in positions covered by the Teacher Tenure Law (Section 10-151) of the Connecticut General Statutes who are removed from their administrative positions due to administrative staff reductions/position

eliminations implemented by the Board, shall have all rights to be assigned positions in the bargaining unit covered by this Agreement, including, but not limited to, displacement or "bumping" rights as are provided by applicable state law.

N. Class Size

Class sizes shall be determined by such factors as the effect on the pupil, the effect on the teacher, and the classrooms and teachers available. Though a considerable range shall be allowed to accommodate these factors, as a matter of policy, twenty-five (25) shall be deemed the most desirable size for most classes with the exception of practical arts classes, laboratory courses, and remedial classes. In addition, for kindergarten classes, twenty (20) students shall be the recommended size. It shall be the policy to reorganize classes and provide instructors as follows:

<u>Type of Class</u>	<u>Maximum Size</u>	<u>Recommended Size</u>
Pre-K	20	18
Kindergarten	25	20
Grades 1-8	30	25
Secondary Academic and Phys. Ed. Classes	30	25
Secondary Indust. Educ. and Science Labs	25	20
GEMS	20	16

Large group instruction for band and chorus shall be maintained in accordance with the current practice.

In the area of special education as defined in Section 10-76 of the General Statutes, the Board of Education will make every effort to maintain a class size not to exceed twelve (12) students. The case load of special education teachers who service students in mainstreamed classes shall be equitably distributed.

Caseload

The Board agrees to a make every effort to provide that Special Education Teachers who service students in the mainstream shall have no more than 16 children on their caseload.

Factors to be considered:

- Severity of the student's disability
- History of physical aggression
- Functioning level of the students
- Total planning and programming responsibilities of the teacher

The Superintendent shall provide the Association with a written report of actual class sizes as of October 1 of each school year.

In the event that the final Board budget for the following fiscal year as approved by the Town Council Town Meeting, or Referendum results in an annual operating budget equal to or less than the present budget, the Board reserves the right, as a matter of public policy, to increase maximum class sizes as necessary, to meet the fiscal exigency created by such budget action until an additional budget increase is granted to permit the hiring of additional certified staff.

## **ARTICLE 9**

### **GENERAL PROVISIONS**

- A. All supplemental pay positions shall be posted annually. All appointments to supplemental pay positions shall be one-year appointments.
- B. It is understood that this Agreement is subject to and shall operate within the framework of the Statutes of the State of Connecticut.
- C. Teachers shall have the opportunity to review and discuss any evaluation reports with their supervisors, and to review the contents of their personal evaluation files as maintained by building principals and supervisors.
- D. Each teacher shall be responsible for the care of all school property including records of equipment and supplies under his/her control and shall make every effort to conserve the resources of the school system.
- E. If any portion of this Agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect.
- F. Personnel Files
  - 1. No material originating after original employment shall be placed in a teacher's personnel file unless the teacher has been notified and has had an opportunity to review the material. Receipt of the material shall constitute notice that such material may be placed in the personnel file. The teacher may submit a written notation regarding any material, and the same shall be attached to the file copy of the material in question. If the teacher is asked to sign material placed in his/her file, such signature shall be understood to indicate his/her awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material.
  - 2. Any substantive complaint filed with an administrator against a teacher by any parent, student, or other person shall be called to the attention of the teacher, within four (4) days of the completion of the investigation of the complaint, which shall be done expeditiously.
  - 3. In no case shall any anonymous and/or unsubstantiated complaint be placed in any teacher's file.

### G. Just Cause

No teacher shall be disciplined or reprimanded in writing or suspended without pay without just cause. If a teacher is to be suspended without pay, he or she shall be entitled to a statement of the reasons in writing within 24 hours of the suspension.

### H. Equipment Costs

The Bloomfield Board of Education assumes all financial responsibility for equipment — costs, materials, and liability for losses, including payment for any and all insurance premiums associated with authorized use of all school equipment including computers.

## **ARTICLE 10**

### **PAY AGREEMENTS**

#### A. Severance Payment

1. A severance payment of 1/4 of accumulated unused sick days or thirty (30) school days, whichever is greater based on the last annual salary received, will be paid upon retirement to teachers who have completed at least twenty-five (25) years of teaching service in Bloomfield, provided, however, that any teacher intending to retire must give notice to the Superintendent of Schools prior to December 1 of that school year in which he/she will retire, so that necessary budgetary provisions can be made for the following school year's budget. The parties agree that any sick leave taken by a teacher in his/her final year of service shall be deducted from the 15 day allotment for that year and deducted from the teacher's accumulated sick leave only after the 15 day allotment has been exhausted. Teachers hired after July 1, 2018 shall not be eligible for this benefit.
2. The Board shall implement and maintain a pre-tax Special Pay Retirement Plan in accordance with State and Federal Law from which the employee must use this severance benefit to pay for health insurance benefits after retirement. Such Plan shall consist of a post-retirement medical expense trust account and a 403(b) in which the severance benefits shall be distributed as determined by the Board. Each teacher may designate a Beneficiary of any monies in their medical expense account to be conveyed at the time of death.

#### B. Longevity Allowance

1. A longevity payment of \$500 will be paid annually to teachers with twenty (20) or more years of experience in the Bloomfield schools. Teachers who complete twenty (20) years of service in Bloomfield will receive their initial payment in June of the 20<sup>th</sup> year. Subsequent payments will be applied to each paycheck. Teachers hired after July 1, 2018 shall not be eligible for this benefit.

### C. Course Reimbursement

Each year, the Board will fund \$50,000 towards course reimbursement. Teachers will be reimbursed on a "first come, first served" basis. Once the pool has been depleted no additional funds will be provided for that year.

Upon submission to and prior approval by the Superintendent of a planned program of study at an accredited college or university, the Board of Education will reimburse \$1,375 per course, for courses taken during the year that have relevance to the bargaining unit member's position. In order to be eligible for course reimbursement, bargaining unit members must get a grade of B or better. The Board will pay for no more than a maximum of two three-credit courses annually. The total course reimbursement per school year shall not exceed \$2,750. Request for reimbursement must be submitted to the Superintendent within ninety (90) days of successfully passing the course. Reimbursement will be for the repayment of funds expended on a course less receipt of grants or scholarships that offset, or lowered the cost of the course. Reimbursement requests received after more than ninety (90) days from completion of the course shall be denied.

### D. Fringe Benefits

Part-time employees who work a fifty percent (50%) schedule shall be eligible for these benefits. Part-time employees who work less than a fifty percent (50%) schedule shall not be eligible for benefits.

Effective July 1, 2022 the Board shall offer each bargaining unit member the opportunity to participate in the Connecticut State Partnership Plan 2.0 (SPP) for medical benefits. The medical benefits shall be as set forth in the SPP effective on July 1, 2022, including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP.

The premium rates shall be set by the SPP. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired teachers in accordance with statute. Effective July 1, 2025 the employee shall pay 17.5% of the cost for the individual, spouse or family plan and the Board shall pay 82.5% of the annual cost. Effective July 1, 2026, the employee shall pay 18.0% of the cost for the individual, spouse or family plan and the Board shall pay 82.0% of the annual cost. Effective July 1, 2027, the employee shall pay 18.5% of the cost for the individual, spouse or family plan and the Board shall pay 81.5% of the annual cost.

The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP non-participation or noncompliance \$100 per month premium cost increase or the \$350 per participant to a maximum of \$1400 family annual deductible,

those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The \$100 per month premium cost increase shall be implemented through payroll deduction, and the \$350/\$1400 annual deductible shall be implemented through claims administration.

2. Group Life Insurance Plan. Employees have the option of purchasing twice their basic annual salary rounded off to the even thousand dollar amount above the sum. The employee pays 15% of the annual cost and the Board of Education pays 85% of the annual cost. Employees have the option of purchasing an additional one times their basic annual salary as insurance at their own cost.
3. Group Long-Term Disability Insurance. The Board shall provide long term disability insurance to teachers at a level of coverage no-less-than that in effect June 30, 2021, except the Board shall increase the maximum monthly benefit of sixty percent (60%) of an employee's salary with a monthly maximum of \$6,000.
4. Medical Insurance for Retired Teachers. Retired teachers may participate in all fringe benefits provided for in the contract, at their own expense.
5. Cigna Full Dental Plan #2 (Formerly Full plan with Rider A (Additional Basic Benefits), Rider B (Prosthetics), Rider C (Periodontics), Rider D (Orthodontics), and Unmarried Dependent Child Rider. Effective July 1, 2025 the employee shall pay 17.5% of the cost for the individual, spouse or family plan and the Board shall pay 82.5% of the annual cost. Effective July 1, 2026, the employee shall pay 18.0% of the cost for the individual, spouse or family plan and the Board shall pay 82.0% of the annual cost. Effective July 1, 2027, the employee shall pay 18.5% of the cost for the individual, spouse or family plan and the Board shall pay 81.5% of the annual cost.
6. Change of Insurance Carriers. The Board of Education shall have the right to change insurance carriers and/or to self-insure in whole or in part in order to provide the insurance coverages set forth above, provided that there shall be no reduction or diminution in the above coverage and no increase in expense to any bargaining unit members, and provided further that coverages which result from change in carriers and/or self-insurance are substantially equivalent to or better than coverages described above, in terms of coverage, benefits and administration. The substantially equivalent to or better than standard shall be applied on a program-wide basis, including network, and shall not be benefit specific.

The president of the Association shall be notified in writing within thirty (30) days of any intention to change carriers and/or to self-insure and shall have a reasonable opportunity to review the proposed changes. Should the Association and the Board disagree that the changes proposed will provide coverages at least equal to the coverages, benefits and administration described above at no additional cost to staff members, the disagreements shall be subject to impartial arbitration as set forth in Article III of this Agreement, preferably before an arbitrator with experience and expertise in insurance matters. Should the Association elect, such arbitration shall be expedited under the rules of the American Arbitration Association for expedited arbitration, and no change shall be made until the arbitrator has rendered his/her Award.

## 7. Waiver of Health Insurance Benefits

Teachers may elect to waive all health insurance benefits and in lieu thereof, be remunerated in the amount of \$500 at the end of each quarter of the year. Teachers choosing this option shall be able to change their option effective on July 1st and each quarter thereafter by notifying, in writing, the Chief Operating Officer at least sixty (60) days prior to the beginning of the quarter for which the change is requested. Upon receipt of revocation of the waiver, coverage by the insurer shall be subject to any regulations or policy restrictions, including waiting periods, which may then be in effect. Waivers under this section must be permitted by the applicable insurance companies and policies.

In order to be eligible for the waiver payment, the bargaining unit member must provide evidence that the bargaining unit member and his/her expected tax family are or will be enrolled in minimum essential health care coverage through another source (other than coverage in the individual market, whether or not obtained through the Exchange) (the "alternate coverage"). This waiver, including the evidence of alternate coverage, must be renewed each year during the annual open enrollment period.

Any bargaining unit member who subsequently becomes ineligible under alternate medical insurance coverage during the one (1) year period shall be entitled to re-enroll under the Board's medical insurance provisions provided that Human Resources is notified by the bargaining unit member in writing. If the bargaining unit member re-enrolls in the Board's health insurance plan before the expiration of the one (1) year period, he or she shall receive a pro-rated amount for any full month that he or she has not received health insurance from the Board.

## 8. Section 125 - Flexible Spending Account

The Bloomfield Board of Education shall make available on an optional basis at no cost to the teachers a Section 125 Flexible Spending Account for Life Insurance (IRC Section 79), Accident and Health Insurance (IRC Sections 105 and 106), and Dependent Care Assistance (IRC Section 129).

## 9. Section 457 - Deferred Compensation Plan

The Bloomfield Board of Education shall make available on an optional basis at no cost to the teachers an IRC Section 457 Deferred Compensation plan of the Board's choice for the purpose of employee saving through payroll deduction.

## E. Summer School

The bargaining unit members should be informed of summer school vacancies. In employing teachers for summer programs, teachers in the Bloomfield system will be given preference over other applicants of equal professional background. Bargaining unit members serving as summer school teachers shall receive \$ \$46.25 per hour for 2025-26, \$46.25 per hour for 2026-27, \$46.25 per hour for 2027-28.

Class sizes for summer school shall adhere to Recommended Size/Maximum Size

contained in this Agreement, Article VIII, Working Conditions, Section M, Class Size.

Each teacher selected to teach summer school shall be required to participate in a four (4) hour orientation session. Teachers will receive training/PD and be involved with general classroom set-up and teacher preparation activities. Compensation will be at the hourly rate.

F. Continuing Education Programs

The bargaining unit members should be informed of Continuing Education vacancies. In employing teachers for Continuing Education programs, bargaining unit members will be given preference over other applicants of equal professional background. Bargaining unit members serving as Continuing Education teachers shall receive bargaining unit members serving as summer school teachers shall receive \$46.25 per hour for 2025-26, \$46.25 per hour for 2026-27, \$46.25 per hour for 2027-28.

G. Curriculum Work

Each participant working on curriculum outside the work day shall receive \$46.25 per hour for 2025-26, \$46.25 per hour for 2026-27, \$46.25 per hour for 2027-28.

H. Travel Allowance

1. All teachers shall be reimbursed at the I.R.S rate per mile as travel allowance for authorized and approved travel by automobile on school business. School business shall include, but not be limited to required travel between buildings in Bloomfield during the day and travel between Bloomfield and required conferences and workshops. Travel to and from home or between buildings for in-service meetings, general staff meetings, department meetings, evening meetings, performances, athletic events and the like shall not be deemed business travel for the purpose of this provision.
2. Teachers seeking payment of the travel allowance described above shall request same on a form prescribed by the Operations office on the last day of the month. Such form shall require the teacher to list each trip for which a travel allowance is sought, its purpose, and the mileage attributable thereto. Reimbursement shall be made on a monthly basis.

I. Tutors

Each participant serving as tutors shall receive \$46.25 per hour for 2025-26, \$46.25 per hour for 2026-27, \$46.25 per hour for 2027-28.

J. National Board For Professional Teaching Standards

The Board shall reimburse any teacher applying for National Board Certification, for

expenses incurred by the teacher in applying, including the application fee and the costs of materials required, and any necessary travel. The Board shall pay an annual stipend of \$2,500 to any teacher who is certified by the National Board. National Board Certifications include the following: NBPTS-National Board for Professional Teaching Standards; NCSP —Nationally Certified School Psychologists; NBCC- The National Board for Certified Counselors; ASHA-CCC- ASHA Certificate of Clinical Competence in Speech- Language Pathology. In order to be eligible for the annual stipend, the teacher must provide evidence prior to July 1 of each year of current certification by the National Board.

## ARTICLE 11 DURATION

The provisions of this Agreement shall be effective on July 1, 2025 and shall continue and remain in full force and effect **until** June 30, 2028.

IN WITNESS THEREOF, the parties hereto 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.

BY: *Suzette M. Easman*  
Bloomfield Board of Education

Date: 12/12/2024

BY: *Saila Jurd*  
Bloomfield Education Association

Date: 12/13/24

## APPENDIX A-1

### 2025-26 SALARY SCHEDULE

<b>Step</b>	<b>Years of Experience*</b>	<b>Level One</b>	<b>Level Two</b>	<b>Level Three</b>
2	0	54,454	56,782	60,356
3	1	56,474	58,802	62,620
4	2	58,494	61,178	65,453
5	3-6	60,514	64,019	69,305
6	7-9	62,534	67,112	73,360
7	10-11	64,554	70,437	77,112
8	12	68,003	74,376	81,205
9	13-15	71,478	78,437	85,119
10	16	74,846	82,421	88,872
11	17	78,207	86,423	92,625
12	18	83,105	92,126	98,188
13	19	92,895	103,069	109,679

Doctor's Degree - \$2,000 above Level III at each step.

All teachers not at maximum in the 2024-25 school year shall advance one step number in the 2025-26 school year.

\*For hiring purposes. Not subject to previous placements.

## 2026-27 SALARY SCHEDULE

<b>Step</b>	<b>Years of Experience*</b>	<b>Level One</b>	<b>Level Two</b>	<b>Level Three</b>
2	0	54,999	57,350	60,960
3	1	57,039	59,390	63,246
4	2	59,079	61,790	66,108
5	3	61,119	64,659	69,998
6	4-7	63,159	67,783	74,094
7	8-10	65,200	71,141	77,883
8	11-12	68,683	75,120	82,017
9	13	72,193	79,221	85,970
10	14-16	75,594	83,245	89,761
11	17	78,989	87,287	93,551
12	18	83,936	93,047	99,170
13	19	94,985	105,388	112,147

Doctor's Degree - \$2,000 above Level III at each step.

All teachers not at maximum in the 2025-26 school year shall advance one step number in the 2026-27 school year.

\*For hiring purposes. Not subject to previous placements.

## 2027-28 SALARY SCHEDULE

<b>Step</b>	<b>Years of Experience*</b>	<b>Level One</b>	<b>Level Two</b>	<b>Level Three</b>
2	0	55,136	57,493	61,112
3	1	57,182	59,538	63,404
4	2	59,227	61,944	66,273
5	3	61,272	64,821	70,173
6	4	63,317	67,952	74,279
7	5-8	65,363	71,319	78,078
8	9-11	68,855	75,308	82,222
9	12-13	72,373	79,419	86,185
10	14	75,783	83,453	89,985
11	15-17	79,186	87,505	93,785
12	18	84,146	93,280	99,418
13	19	97,360	108,023	114,951

Doctor's Degree - \$2,000 above Level III at each step.

All teachers not at maximum in the 2026-27 school year shall advance one step number in the 2027-28 school year.

\*For hiring purposes. Not subject to previous placements.

## **APPENDIX A-2** **2025-2028 SALARY SCHEDULE DIFFERENTIALS**

### Department Heads

All Department Heads teach four (4) classes and work two (2) additional weeks; normally, five (5) work days immediately prior to the start of the school year and five (5) work days immediately following the school year. Upon prior approval by the Superintendent Department Heads can work a varied schedule totaling two (2) additional weeks.

### High School:

During the school year 2025-26, High School Department Heads shall receive \$3,765 per year, plus \$315 for each equivalent full time teacher they supervise, or a fraction thereof

During the school year 2026-27, High School Department Heads shall receive \$3,765 per year, plus \$315 for each equivalent full time teacher they supervise, or a fraction thereof

During the school year 2027-28, High School Department Heads shall receive \$3,765 per year, plus \$315 for each equivalent full time teacher they supervise, or a fraction thereof.

### Coordinator Positions

All coordinators will work four (4) extra days except the Perkins Grant, Music and Visual Art Coordinators.

Pre-Advanced Placement Teachers at Bloomfield High School shall receive a yearly stipend plus a stipend amount for each full time equivalent teacher they supervise.

During the school year 2025-26, High School Department Heads shall receive \$3,765 per year, plus \$315 for each equivalent full time teacher they supervise, or a fraction thereof

During the school year 2026-27, High School Department Heads shall receive \$3,765 per year, plus \$315 for each equivalent full time teacher they supervise, or a fraction thereof

During the school year 2027-28, High School Department Heads shall receive \$3,765 per year, plus \$315 for each equivalent full time teacher they supervise, or a fraction thereof

**APPENDIX A-2  
SALARY SCHEDULE DIFFERENTIALS**

<b>Coordinator Positions</b>	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-28</b>
Physical Education Vocational Studies English Language Learner Perkins Grant High School Special Education Music Pre-K-12 Visual Arts (1) Pre-K-12 High School Science High School World Language High School Social Studies High School Mathematics	\$3,765 Plus \$315/each FT teacher they supervise or fraction thereof	\$3,765 Plus \$315/each FT teacher they supervise or fraction thereof	\$3,765 Plus \$315/each FT teacher they supervise or fraction thereof
High School English Language Arts High School Student Support Services	\$3,765 Plus \$315/each FT teacher they supervise or fraction thereof	\$3,765 Plus \$315/each FT teacher they supervise or fraction thereof	\$3,765 Plus \$315/each FT teacher they supervise or fraction thereof
Teacher Evaluation Coordinator (2): Pre-K -12	\$46.25/hr, up to \$10,798	\$46.25/hr, up to \$10,798	\$46.25/hr, up to \$10,798
School Governance	\$46.25/hr,	\$46.25/hr,	\$46.25/hr,

Team Leaders and Grade Level and/or Content Area Data Team Leaders Team Leaders will receive \$4,728 for 2025-26, \$4,728 for 2026-27, \$4,728 for 2027-28. The work year shall be four (4) days more than the teacher's work year.

Grade Level and/or Content Area Data Team Leaders will receive \$609 for 2025-26, \$609 for 2026-27, \$609 for 2027-28.

Staff Substitutes

All teachers, high school, middle, and elementary teachers who volunteer to take another teacher's class in lieu of a preparation period in the case of secondary teachers, or in lieu of a specials class in the case of elementary teachers, when a substitute cannot be located or who are assigned another teacher's class in the absence of a volunteer, will be compensated at the rate of \$46.25 per hour in 2025-26 \$46.25 per hour in 2026-27, \$46.25 per hour in 2027-28.

This rate will be prorated when a class meets for a shorter duration.

Reimbursement for Weeks Worked Beyond School Year

If persons are required to work extra weeks beyond the professional calendar, they shall be reimbursed at a rate based on the following formula:

2025-26	\$1,576/week (5 days, 5 hours per day)
2026-27	\$1,576/week (5 days, 5 hours per day)
2027-28	\$1,576/week (5 days, 5 hours per day)

Every effort will be made to notify people by June 1st, if possible, when they are required to work extra weeks.

Compensation For After School Workshops

The parties agree that the hourly compensation for workshops, training or other work sessions scheduled beyond the contracted day will be paid at a rate of \$46.25 in 2025-26, \$46.25 in 2026-27, \$46.25 for 2027-28.

Compensation for Board of Education Professional Development Time

Teachers whose regular responsibilities include the provision of training and professional development of teachers, including but not limited to instructional coaches are not compensated for time spent in preparation for presentation of workshops or other professional development activities. Teachers whose regular responsibilities do not include the provision of training and professional development of teachers who are requested by the Superintendent or designee to present a workshop during Board of Education professional development time of at least two hours per day will be paid an hourly rate for preparation completed outside of the normal teacher workday not to exceed 1 1/2 times the total length of presentation time. The hourly rate will be \$46.25 per hour in 2025-26, \$46.25 in 2026-27, \$46.25 for 2027-28.

Compensation for Workshop Presentations on Non-Contract Days

Teachers who are requested by the Superintendent or designee to present workshops outside of the contracted work year will be compensated at their per diem rate for presentation time. Compensation for preparation for these workshops will be \$46.25 per hour in 2025-26, \$46.25 in 2026-27, \$46.25 for 2027-28.

District Athletic Director

The position will teach one class, will have a 191 day work year, will have no duty assignment, and will be compensated at the following rates:

2025-26	\$27,320 per year
2026-27	\$27,320 per year
2027-28	\$27,320 per year

Faculty Assistant Athletic Director

2025-26	\$9,886 per year
2026-27	\$9,886 per year
2027-28	\$9,886 per year

Agri-Science Director:

20% administrator salary and 80% teacher salary: administrator salary based on elementary principal salary step 1 and teacher salary portion based on step and lane in BEA contract.

1. No classes will be taught.
2. No non-teaching duties.
3. No evaluation of staff.
4. Summer work compensation per BEA contract.

Agriculture Science Department Teachers

In order to run the Agricultural Science Department appropriately teachers must work extra hours to maintain the program.

- Each teacher will be compensated the hourly rate, not to exceed \$9,500 for work done before and after school and during the summer months.
- This work will be done without prior approval as it is deemed a necessity.
- Any hours that exceed the above-mentioned maximum will need prior approval from the Administrative Supervisor of the program. Approval will be given within twenty-four (24) hours.
- Timecards will be signed off by the Administrative Supervisor of the program.

## APPENDIX A-3

### COACHES

### SALARY DIFFERENTIALS

<b>Position</b>		<b>2025-26</b>	<b>2025-27</b>	<b>2027-28</b>
Football	Head	\$8,893	\$8,893	\$8,893
	Assistant	\$5,588	\$5,588	\$5,588
	Freshman	\$4,843	\$4,843	\$4,843
Baseball	Head	\$5,843	\$5,843	\$5,843
	Assistant	\$4,113	\$4,113	\$4,113
	Freshman	\$2,962	\$2,962	\$2,962
Basketball	Head	\$8,893	\$8,893	\$8,893
	Assistant	\$5,588	\$5,588	\$5,588
	Freshman	\$4,843	\$4,843	\$4,843
Soccer	Head	\$5,843	\$5,843	\$5,843
	Assistant	\$4,113	\$4,113	\$4,113
	Freshman	\$2,962	\$2,962	\$2,962
Track	Head	\$5,843	\$5,843	\$5,843
	Assistant	\$4,113	\$4,113	\$4,113
	Freshman	\$2,962	\$2,962	\$2,962
Indoor Track	Head	\$5,843	\$5,843	\$5,843
	Assistant	\$4,113	\$4,113	\$4,113
Lacrosse	Head	\$5,843	\$5,843	\$5,843
	Assistant	\$4,113	\$4,113	\$4,113
Softball	Head	\$5,843	\$5,843	\$5,843
	Assistant	\$4,113	\$4,113	\$4,113
Wrestling	Head	\$5,843	\$5,843	\$5,843
	Assistant	\$4,113	\$4,113	\$4,113
Gymnastics	Head	\$5,843	\$5,843	\$5,843
Volleyball	Head	\$5,742	\$5,742	\$5,742
	Assistant	\$4,043	\$4,043	\$4,043
	Freshman	\$2,911	\$2,911	\$2,911
Cross Country	(Girls/Boys)	\$5,742	\$5,742	\$5,742
Golf		\$4,043	\$4,043	\$4,043
Tennis	Head	\$4,075	\$4,075	\$4,075
	Assistant	\$2,911	\$2,911	\$2,911
HS Cheerleader		\$5,742	\$5,742	\$5,742
Strength Conditioning		\$4,043	\$4,043	\$4,043
Unified Sports Coach		\$4,075	\$4,075	\$4,075

### Appendix A-3

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<b><u>Carmen Arace Middle</u></b>		<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>
Girls Basketball	Head	\$1,838	\$1,838	\$1,838
	Assistant	\$1,838	\$1,838	\$1,838
Boys Basketball	Head	\$987	\$987	\$987
	Assistant	\$987	\$987	\$987
Softball	Head	\$1,838	\$1,838	\$1,838
	Assistant	\$960	\$960	\$960
Golf		\$919	\$919	\$919
Boys Soccer	Head	\$1,838	\$1,838	\$1,838
	Assistant	\$987	\$987	\$987
Girls Soccer	Head	\$1,838	\$1,838	\$1,838
	Assistant	\$987	\$987	\$987
Baseball	Head	\$1,838	\$1,838	\$1,838
	Assistant	\$987	\$987	\$987
Unified Sports Coach		\$4,075	\$4,075	\$4,075

**APPENDIX A-4****CLASS ADVISORS**

<b>Position</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>
Freshman	\$794	\$794	\$794
Sophomore	\$794	\$794	\$794
Junior (2)	\$1,316	\$1,316	\$1,316
Senior (2)	\$2,629	\$2,629	\$2,629

<b>High School</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>
Yearbook Advisor	\$2,490	\$2,490	\$2,490
Yearbook Business Manager	\$2,490	\$2,490	\$2,490
Audio Visual Director	\$2,490	\$2,490	\$2,490
Marching Band	\$4,996	\$4,996	\$4,996
Dramatics	\$2,398	\$2,398	\$2,398
Debating Coach	\$2,490	\$2,490	\$2,490
Newspaper	\$2,490	\$2,490	\$2,490
Literary Magazine	\$2,490	\$2,490	\$2,490
National Honor Society	\$2,490	\$2,490	\$2,490
Color Guard/Drill Team Coach (2)	\$3,482	\$3,482	\$3,482
Civic Corp. Advisor	\$2,490	\$2,490	\$2,490
Show Choir Director	\$2,490	\$2,490	\$2,490
Student Council Director	\$2,490	\$2,490	\$2,490
Math Team Advisor	\$2,490	\$2,490	\$2,490
Leadership Advisor	\$2,490	\$2,490	\$2,490
Model UN	\$2,490	\$2,490	\$2,490
Yearbook Accountant	\$2,490	\$2,490	\$2,490
Home Economics Supervisor (funded from fees charged for after-school culinary functions)	\$44	\$44	\$44
French/Spanish Honor Society	\$2,490	\$2,490	\$2,490
FBLA	\$2,490	\$2,490	\$2,490
Young Woman's Leadership	\$2,490	\$2,490	\$2,490
Young Men's Leadership	\$2,490	\$2,490	\$2,490
Art Advisor	\$2,490	\$2,490	\$2,490
Robotics	\$2,490	\$2,490	\$2,490
Raiders Challenge - ROTC-Fitness	\$1,251	\$1,251	\$1,251
School Accountant	\$2,490	\$2,490	\$2,490

**APPENDIX A-4**

**EXTRA-CURRICULAR ACTIVITIES**

<b>GEMS</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>
Art Club Advisor	\$680	\$680	\$680
Basketball, Co-Coach	\$680	\$680	\$680
Cheerleading Advisor	\$680	\$680	\$680
Cooking Club Advisor	\$680	\$680	\$680
Performing Arts	\$680	\$680	\$680
School Newspaper, Co- Advisor	\$680	\$680	\$680
Technology/Computers	\$680	\$680	\$680
Volunteering	\$680	\$680	\$680
Yearbook Advisor	\$987	\$987	\$987
10 <sup>th</sup> Grade East Coast College Excursions Experience Coordinator	\$1,247	\$1,247	\$1,247
11 <sup>th</sup> Grade Service Project Excursions Experience Coordinator	\$1,247	\$1,247	\$1,247
<b>Carmen Arace Middle School</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>
Literary Magazine Advisor	\$987	\$987	\$987
Newspaper Club Advisor	\$987	\$987	\$987
Year Book Advisor	\$987	\$987	\$987
Student Council Director	\$1,838	\$1,838	\$1,838
Drama Coach	\$1,838	\$1,838	\$1,838
Music Director for Productions	\$987	\$987	\$987
Music Technology Club Advisor	\$987	\$987	\$987
Chorus Advisor	\$987	\$987	\$987
Cooking Club Advisor	\$987	\$987	\$987
Science Club	\$987	\$987	\$987
Math Club	\$987	\$987	\$987
Literacy Club	\$987	\$987	\$987
Walk to Mexico Advisor	\$987	\$987	\$987
French Club Advisor	\$987	\$987	\$987
Full Band Rehearsal Club Advisor	\$987	\$987	\$987

## APPENDIX A-4 EXTRA-CURRICULAR ACTIVITIES

<b>Carmen Arace Intermediate School</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>
Literary Magazine Advisor	\$987	\$987	\$987
Newspaper Club Advisor	\$987	\$987	\$987
Yearbook Advisor	\$987	\$987	\$987
Student Council Director	\$1,838	\$1,838	\$1,838
After School Band Rehearsal	\$987	\$987	\$987
Art Club Advisor	\$987	\$987	\$987
Community Outreach	\$987	\$987	\$987
Drill Team	\$987	\$987	\$987
Knitting Club	\$987	\$987	\$987
Spanish Club Advisor	\$987	\$987	\$987
Sports Club Advisor	\$987	\$987	\$987
Young Ladies of Tomorrow	\$987	\$987	\$987
Drama Coach	\$1,838	\$1,838	\$1,838
Music Director for Productions	\$987	\$987	\$987
Reading Club	\$987	\$987	\$987
Marathon Math Club	\$987	\$987	\$987
Technology Club	\$987	\$987	\$987
Ceramics Club	\$987	\$987	\$987
French Club	\$987	\$987	\$987
Environmental Science Club	\$987	\$987	\$987
Kids Run the Nation Club	\$987	\$987	\$987
Girl's Talk Club	\$987	\$987	\$987
Mural Club	\$987	\$987	\$987
Guitar Club	\$987	\$987	\$987
Math Counts Club	\$987	\$987	\$987
Girls Basketball Coach	\$1,838	\$1,838	\$1,838
Boys Basketball Coach	\$1,838	\$1,838	\$1,838
Girls Basketball Assistant Coach	\$987	\$987	\$987
Boys Basketball Assistant Coach	\$987	\$987	\$987
Drama Coach	\$1,838	\$1,838	\$1,838

**APPENDIX A-4 EXTRA-CURRICULAR ACTIVITIES**

<b>Extra Stipend Positions</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>
Elementary Science Facilitator	\$706	\$706	\$706
High School Chemical Hygiene Officer	\$4,237	\$4,237	\$4,237
TEAM District Facilitator	\$2,963	\$2,963	\$2,963
TEAM Committee	\$1,301	\$1,301	\$1,301
TEAM Mentor Year 1	\$706	\$706	\$706
TEAM Mentor Year 2	\$706	\$706	\$706
TEAM Mentor Year 3	\$706	\$706	\$706
Saint Joseph College Liaison	\$1,063	\$1,063	\$1,063
School Governance Council	\$47	\$47	\$47
<b>EXTRA-CURRICULAR ACTIVITES</b>			
IDEA Compliance Coordinator:			
7-12 (1)	\$3,802	\$3,802	\$3,802
K-6 (1))	\$3,802	\$3,802	\$3,802
WECMS, GEMS, and Magnets (1)	\$3,802	\$3,802	\$3,802
Student/Family Assistance Center Team Leader	\$2,884	\$2,884	\$2,884
School Climate Specialist (7)	\$2,884	\$2,884	\$2,884
National Science/Magnet Theme Liaison WECM	\$2,803	\$2,803	\$2,803
504 Coordinator-Laurel	\$2,803	\$2,803	\$2,803
504 Coordinator-Metacomet	\$2,803	\$2,803	\$2,803
Districtwide Climate Facilitator	\$1,756	\$1,756	\$1,756
ELL-BHS	\$1,185	\$1,185	\$1,185
<b>Webmaster</b>			
High School/Agri-Science(1)	\$706	\$706	\$706
Agri-Science (1)	\$706	\$706	\$706
Middle School (1)	\$706	\$706	\$706
Intermediate School (1)	\$706	\$706	\$706
GEMS (1)	\$706	\$706	\$706
Wintonbury Early Childhood School (1)	\$706	\$706	\$706
Metacomet (1)	\$706	\$706	\$706
Laurel (1)	\$706	\$706	\$706
<b>1 to 1 Technology Program</b>			
High School/Agri-Science(2)	\$1,273	\$1,273	\$1,273
Middle School (1)	\$1,273	\$1,273	\$1,273
Intermediate School (1)	\$1,273	\$1,273	\$1,273
GEMS (2)	\$1,273	\$1,273	\$1,273
Wintonbury Early Childhood School (1)	\$1,273	\$1,273	\$1,273
Metacomet (1)	\$1,273	\$1,273	\$1,273
Laurel (1)	\$1,273	\$1,273	\$1,273

The parties understand that various extra-curricular activities change from year to year to meet the needs of the extra-curricular activity program. The parties agree that stipends for these shall be included in a Memorandum of Understanding between the parties.

## APPENDIX B

### State Partnership Health Plan 2.0 Schedule of Benefits

#### Medical Benefit Summary

IN NETWORK	CT Partnership Plan 2.0
Medical Office Visit	\$15 co-pay   \$0 for Tier 1
Specialist Office Visit	\$15 co-pay   \$0 for Tier 1
Vision Exams (one per calendar year)	\$15 co-pay
Inpatient Hospital	\$0 co-pay
Outpatient Hospital	\$0 co-pay
Emergency Room	\$250 co-pay (waived if admitted)
Urgent Care	\$15 co-pay
Walk-In	\$15 co-pay
Lab/X-Ray High Cost Radiological and Diagnostic Tests	\$0 co-pay for Tier 1   80%/20% coinsurance for Tier 2
In-Network Deductible	Individual: \$350 Family: \$350 each member (\$1,400 maximum). Waived for HEP-compliant members.
Coinsurance	Not applicable
Max out of pocket	\$2,000 individual \$4,000 family

<b>PREVENTIVE SERVICES</b>		<b>CT Partnership Plan 2.0 with Health Enhancement Program (HEP)</b>
Primary Care (Adult and Child Wellness Exams)		\$0 co-pay
Gynecologist Wellness		\$0 co-pay
Mammogram		\$0 co-pay
Lifetime Maximum		Unlimited
<b>OTHER SERVICES</b>		<b>CT Partnership Plan with Health Enhancement Program (HEP)</b>
Deductible		Not applicable
Acupuncture (20 visits/year)		\$15 co-pay
Chiropractic		\$0 co-pay
Nutritional Counseling (3 visits/year)		\$0 co-pay
Physical/Occupational Therapy		\$0 co-pay
Durable Medical Equipment		\$0 co-pay
Routine Hearing Screening (as part of an exam)		\$15 co-pay
<b>OUT OF NETWORK</b>	<b>CT Partnership Plan with Health Enhancement Program (HEP)</b>	
Annual Deductible	\$300 individual / \$900 family	
Coinsurance	20% of allowable UCR charges	
Max out of Pocket	\$2,300 individual / \$4,900 family	

<b>OUT OF NETWORK</b>	<b>CT Partnership Plan with Health Enhancement Program (HEP)</b>
Lifetime Maximum	Unlimited

### Pharmacy Benefit Summary

<b>PRESCRIPTION COVERAGE</b>	<b>Maintenance Drugs</b>	<b>Non-Maintenance Drugs</b>	<b>HEP Chronic Condition Drugs</b>
Generic	\$5/\$10	\$5/\$10	\$0
Preferred/Listed Brand Name	\$25	\$25	\$5
Non-Preferred/Non-Listed Brand Name	\$40	\$40	\$12.50
Annual Maximum	Unlimited		
Max out of Pocket	\$4,600 Individual / \$9,200 Family		

### Vision Rider

<b>BENEFIT</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
Materials Co Pay	\$0	N/A
Single Vision Lenses	Covered in Full	\$40 Allowance
Bifocal Lenses	Covered in Full	\$65 Allowance
Trifocal Lenses	Covered in Full	\$75 Allowance
Lenticular Lenses	Covered in Full	\$100 Allowance
Contact Lenses (Retail Allowance)		

<b>BENEFIT</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
Elective	\$360 Allowance	\$345 Allowance
Therapeutic	Covered in Full	\$345 Allowance
Frame (Retail Allowance)	\$175 Allowance	\$126 Allowance

