

2023 NOV 26 PM 12:03

*Agreement between the
Amity Education Association
and the
Amity Regional Board of Education*

July 1, 2024 - June 30, 2027

*Amity Regional School District No. 5
25 Newton Road
Woodbridge, Connecticut 06525*

Serving the towns of Bethany, Orange, and Woodbridge

TABLE OF CONTENTS

ARTICLE I	Recognition	1
ARTICLE II	General Provision	2-3
ARTICLE III	Professional Negotiations	3-4
ARTICLE IV	Grievance Procedure	4-9
ARTICLE V	Working Conditions	9-18
ARTICLE VI	Leave	18-23
ARTICLE VII	Personnel: Assignments and Promotions	24-28
ARTICLE VIII	Salaries and Benefits	28-34
ARTICLE IX	Duration	35
APPENDIX A	General Leave for Professional Personnel	36-37
APPENDIX B	Salary Schedules for Teachers	38-40
ADDENDUM TO APPENDIX B	Salary Differential Guidance, Media and School Psychologists	41-42
APPENDIX C	Stipend Compensation Schedule for Extracurricular Activities	43-47
APPENDIX D	Athletic Department and Coaches' Salaries	48-49
APPENDIX E	Sabbatical Leave	50-54
APPENDIX F	Severance	55-56
APPENDIX G	Tuition Reimbursement	57-58
APPENDIX H	Job Sharing	59
APPENDIX I	Teacher Exchange	60-61
APPENDIX J	Department Chairs, Team Leaders, Content Leaders, and Instructional Coaches	62-66
APPENDIX K	Work Beyond the Scheduled School Calendar and Summer School "Courses for Credit" Program	67

ARTICLE I RECOGNITION

A. The Amity Board of Education (hereinafter referred to as the "Board") recognizes the Amity Education Association (hereinafter referred to as the "Association") for the purpose of professional negotiations as the exclusive representative of the entire unit consisting of all certified professional employees of the Board in positions requiring a teaching or special services certificate and employees holding a Durational Shortage Area Permit, other than temporary substitutes pursuant to, and with all the rights and privileges as provided by, Section 10-153, b, c, d, e, f, of the Connecticut General Statutes, as amended. Unless otherwise indicated, the employees in such unit are hereinafter generally called "teachers," the Association having been designated as the exclusive representative pursuant to an agreement between the Board and Association executed on December 14, 1965.

B. The Association agrees to represent equally all teachers without regard to membership or participation in, or association with, the activities of the Association, or any other employee organization, and to continue to admit teachers to membership in the Association without qualification other than payment of dues and employment in the Regional School District No. 5 system.

C. The following Agreement provisions shall apply to Long-Term Substitute Teachers: Articles I, II, III, IV, V-sections A-H, Appendices B, C, and D, and any other rights, privileges or benefits as mandated by Connecticut State Statute.

D. In accordance with the provisions of Public Act 03-174, employees working in a teaching position solely on the basis of a Durational Shortage Area Permit (DSAP) shall be included in the bargaining unit. Such individuals shall be covered by all terms and conditions of the collective bargaining agreement, except as follows:

1. A DSAP holder shall not accrue seniority or length of service for any purpose of this Agreement, except that a DSAP teacher who is employed by the Board for more than one year shall advance on the salary schedule in accordance with the provisions of this Agreement. Notwithstanding the foregoing, if a DSAP holder becomes certified as a teacher and is retained continuously by the Board as an employee after receiving such certification, with no break in service, then the individual shall be credited with seniority and length of service for all purposes under this Agreement, retroactive to the first date of employment by the Board.

2. The Board shall have the right, in its sole discretion, not to renew and/or to terminate the employment of a DSAP holder, and the DSAP holder shall have no right to file and/or pursue a grievance under this Agreement with respect to such action.

3. DSAP holders shall have no bumping rights or recall rights under this Agreement.

ARTICLE II GENERAL PROVISIONS

A. It is understood that this Agreement is subject to, and shall operate within the framework of, the statutes of the State of Connecticut.

B. The Board retains the sole right to direct the operations of the school system and to schedule personnel, hire, terminate, assign, promote and transfer, in accordance with the terms of this Agreement. It is recognized that the Board retains and shall continue to retain all the rights and duties contained in the general statutes of the State of Connecticut.

C. It is understood that teachers shall continue to serve under the direction of the Superintendent of Schools (hereinafter referred to as the "Superintendent") and in accordance with the Board and administrative policies, rules and regulations, including those set forth in the Board-approved Amity Teachers' Manual, as amended, provided that the provisions of this Agreement shall supersede and prevail over any conflicting provisions.

D. When it is necessary for official representatives of the Association to engage with the Board or its representatives in activities directly relating to the Association's duties as representatives of the teachers during the school day, prior to student dismissal, they may be given free time, without loss of pay, to perform any such activities which do not interfere with the professional assignments of the teacher and provided such activities and free time have been approved and can be provided by the Building Administrator. The official representatives of the Association are required to obtain approval from the Superintendent/designee prior to leaving his/her professional assignment. If the Superintendent or his/her designee is not available, approval by the Building Administrator is sufficient, and this approval shall be forwarded to the Superintendent's office.

E. Teacher Records

1. Each teacher shall have the opportunity to review the records maintained in the district's personnel files regarding the teacher's attendance. Each teacher shall also have the right to review any disciplinary notices issued to the teacher.

2. No disciplinary or evaluative material originating after original employment shall be placed in a teacher's personnel file unless the teacher has been notified and given a copy thereof. 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. When the teacher is instructed 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.

F. Scope of Agreement

1. This Agreement constitutes the entire contract between the Board and the Association and settles all demands and issues with respect to all matters subject to professional negotiations. Nothing in this Agreement which changes pre-existing Board policy, rules or regulations shall operate retroactively unless expressly so stated.

2. Therefore, for the duration of this Agreement the Board and the Association waive the right to negotiate and each agrees that the other shall not be obligated to negotiate with respect to any subject or matter which is subject to professional negotiations and is specifically referred to herein.

3. This Agreement may not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

4. To achieve rapport between the Board and the Association, two informal meetings may be held, one in November and one in February, between representatives of the Board and representatives of the Association.

5. In the event a situation of unusual nature arises, said subject may be discussed provided that both the Board and Association mutually agree to said discussion. Either the Board or the Association may request such a discussion in writing to the Superintendent. Upon agreement, representatives of the Board and representatives of the Association shall hold informal meetings within fifteen (15) days of notification.

Any agreement reached shall be reduced to writing, shall be signed by the Board and the Association, and shall become an addendum to this Agreement unless rejected in accordance with the provisions of the Connecticut General Statutes, as amended.

G. No party to this Agreement shall discriminate in any way against any teacher by reason of his/her membership or non-membership in, or participation or nonparticipation in, the activities of the Association or any other employee organization.

H. If any portion of this Agreement is ruled invalid for any reason, the remainder of this Agreement shall remain in full force and effect.

I. The Board and Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program.

J. The Association and Board agree to equally share the cost of providing a single copy of this Agreement to each teacher on or by the opening day of the school year to which this Agreement pertains.

K. Newly hired teachers shall be provided with a copy of this Agreement.

ARTICLE III PROFESSIONAL NEGOTIATIONS

A. It is the intent and purpose of the parties hereto that their agreements promote and improve the quality of education in the Amity Regional Schools and provide for orderly professional negotiations between the Board and the Association so as to promote positive influence upon the operation of the educational program.

B. Not later than the date specified by law of the year preceding that in which this Agreement expires, both parties agree to negotiate for a successor agreement in

accordance with the procedure set forth herein, in good faith and in an effort to reach continuing agreement on salaries and other conditions of employment pursuant to Connecticut General Statutes, Section 10-153, as amended. The Agreement so negotiated shall bind and inure to the benefit of the Board and all members of the unit and shall be expressed in writing and signed by the Board and the Association.

C. During negotiations, each party shall make available to the other, upon request, information within its possession which is not privileged under law and which is relevant to the subject under discussion. Either party may, if it so desires, utilize the service of outside consultants and may call upon professional and lay representatives to assist in the negotiations. As soon as available, the Board shall provide the Association with a complete proposed budget for the following school year.

D. If the negotiations described in this section B have reached an impasse, the procedure described in Article F, Connecticut General Statutes, Section 10-153, as amended, shall be followed.

ARTICLE IV GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise with respect to salaries and other conditions of employment expressly provided for in this Agreement. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure, to the extent permitted by law.

2. Nothing contained herein shall be construed to prevent this discussion by any teacher(s) and his/her (their) immediate supervisor and/or administrator and/or Superintendent of a complaint, problem or issue.

B. Definitions

1. A "grievance" is hereby defined to mean a complaint by a teacher, a group of teachers, or the Association based upon an alleged violation of or variation from the provisions of this Agreement, or the interpretation, meaning, or application thereof.

2. An "aggrieved teacher" is a teacher, group of teachers, or the Association making such a complaint.

3. A "party in interest" is a teacher, group of teachers, the Association, or the Board who might be required to take action or against whom action might be taken in order to resolve the complaint.

4. "Days" shall mean days when school is in session.

5. No teacher shall be disciplined without just cause. Disputes regarding termination or non-renewal will be processed in accordance with state statutes and not subject to the grievance and arbitration provisions. When a meeting may result in disciplinary action, the teacher shall be notified in advance.

C. Procedures and Time Limits

1. Since it is important that grievances or disputes be processed as rapidly as possible, the number of days indicated at each level is considered as maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. In the event a grievance is filed on or after June 1st and before July 1st which, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted through Level Three prior to the end of the school term or as soon thereafter as is practicable, but in no event later than July 25th.

3. If a teacher does not file a written grievance with the President of the Association or the Chairman of the Professional Rights and Responsibilities Committee and forward a written grievance to his/her Building Administrator within twenty (20) days after the teacher knew or should have known of the act or condition on which the grievance is based, then the grievance shall be waived.

4. A written grievance filed with the President of the Association or the Chairman of the Professional Rights and Responsibilities Committee which deals with actions taken by a member of the Central Office Administration shall be handled with that administrator directly. The President of the Association or Chairman of the Professional Rights and Responsibilities Committee shall notify the grievant's building principal that a grievance has been filed. The same procedures and time limits used in Level One of the Grievance Procedure shall apply.

5. Any complaint directed toward a teacher by, including but not limited to, a student, parent, citizen, co-worker, or administrator shall not be considered valid unless it is investigated by the administration and determined to have merit. Any teacher against whom a complaint has been filed shall be notified of the complaint. During the investigation, the teacher shall be provided with a level of detail regarding the complaint sufficient to allow the teacher a reasonable opportunity to respond to the complaint. Upon the completion of the investigation, the teacher shall be notified of the results of the investigation.

Any discipline or reprimand imposed on a teacher shall be subject to challenge under the grievance procedure.

6. Each party shall have the right to take notes during a grievance hearing at any level of the grievance procedure. If either party wishes to have a stenographer make a record of a grievance arbitration hearing, the party may do so at its own expense, with prior notice to the other party. If the other party wishes to have a copy of the stenographic record, that party may purchase a copy at its own expense.

Level One - Building Administrator

a. A grievance or dispute shall first be discussed with the Building Administrator with the objective of resolving the matter informally. If the teacher or Building Administrator so desires, a representative of the Association shall be present and may join the discussion.

b. If an aggrieved teacher is not satisfied with the outcome of the informal procedure, he/she may present his/her grievance in writing to his/her Building Administrator.

c. The Building Administrator shall, within seven (7) days after receipt of the written grievance, render his/her decision and the reason(s) therefore in writing to the aggrieved teacher, with a copy to the President of the Association and/or Chairman of the Professional Rights and Responsibilities Committee.

Level Two - Superintendent of Schools

a. If an aggrieved teacher is not satisfied with the disposition of his/her grievance at Level One, or in the event that no decision has been rendered within seven (7) days after presentation of the grievance, he/she may file a written grievance with the Chairman of the Professional Rights and Responsibilities Committee or the President of the Association within three (3) days after the decision at Level One or ten (10) days after the grievance was presented, whichever is sooner. Within five (5) days after receiving the written grievance, the Chairman of the Professional Rights and Responsibilities Committee may refer it to the Superintendent, but prior to so doing, the Association shall provide an opportunity for the aggrieved teacher to meet with the Professional Rights and Responsibilities Committee to review the grievance.

b. Within seven (7) days after receipt of the written grievance by the Superintendent, he/she shall meet with the aggrieved teacher and the Chairman of the Professional Rights and Responsibilities Committee or his/her designee for the purpose of resolving the grievance.

c. The Superintendent shall, within five (5) days after the hearing, render his/her decision and the reason(s) therefore in writing to the aggrieved teacher, with a copy to the Chairman of the Professional Rights and Responsibilities Committee.

Level Three - Board of Education

a. In the event that the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level Two, or in the event no decision has been rendered within five (5) days after he/she has met with the Superintendent, he/she may file a written grievance with the President of the Association or the Chairman of the Professional Rights and Responsibilities Committee within three (3) days after a decision by the Superintendent or ten (10) days after he/she has first met the Superintendent, whichever is sooner. Within three (3) days after receiving the written grievance, the Chairman of the Professional Rights and

Responsibilities Committee may refer it to the Board. Within ten (10) days after receiving the written grievance, a committee of the Board, or the Board itself, shall meet with the aggrieved teacher and representatives of the Association.

b. The Board shall, within twenty-five (25) days after such meeting, render its decision and the reason(s) therefore in writing to the aggrieved teacher, with a copy to the President of the Association and/or the Chairman of the Professional Rights and Responsibilities Committee.

Level Four - Binding Arbitration

a. In the event that the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level Three, or in the event no decision has been rendered within thirty (30) days after he/she has first met with the Board or Board Committee, he/she may, within three (3) days after the decision or thirty-five (35) days after he/she has first met with the Board or Board Committee, whichever is sooner, present a request in writing to the President of the Association, the Chairman of the Professional Rights and Responsibilities Committee and the Board to submit his/her grievance to arbitration.

b. If the Association determines and indicates in writing that the grievance is meritorious and submitting it for arbitration is in the best interests of the school system, then within ten (10) days after such a written request for arbitration, it may submit the grievance to arbitration by so notifying the Superintendent in writing. The Superintendent and the President of the Association shall, within five (5) days after such written notice, attempt to select by mutual agreement a single arbitrator who is an experienced and impartial person of recognized competence in labor arbitration. If the parties are unable to agree on an arbitrator within five (5) days, the Association shall immediately submit the demand for arbitration to the American Dispute Resolution Center, Inc., (ADRC) in accordance with its administrative procedures, practices and rules. Alternatively, if the parties mutually agree, the Association shall submit the demand for arbitration to the American Arbitration Association (AAA) in accordance with its administrative procedures, practices and rules.

c. Any arbitration proceedings regarding the grievance shall be conducted in accordance with the labor arbitration rules of the AAA or ADRC, as applicable.

d. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law which violates the terms of this Agreement. The arbitrator shall have no authority to add to, delete from or otherwise modify the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and to the Association and shall be final and binding except as provided by law.

e. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, shall be borne equally by the Board and the Association.

D. Rights of Teachers to Representation

1. Any teacher may be represented at any stage of this grievance procedure by the Association.

2. The Association may, if it so desires, call upon the professional services of the Connecticut Education Association and/or legal counsel for consultation, representation, and assistance at any stage of the procedure. The Board may, if it so desires, call upon the professional services of legal counsel for consultation, representation, and assistance at any stage of the procedure.

E. Miscellaneous

1. No reprisals of any kind shall be taken by the Board or by any member of the administration or by the Association or teacher against anyone by reason of participation in the grievance procedure.

2. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may, at the request of such group or class of teachers and at the request of the aggrieved teacher(s), submit such grievance in writing directly to the Superintendent, and the processing of such grievance shall be commenced at Level Two.

3. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participant(s).

4. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents shall be provided by the Board and given appropriate distribution so as to facilitate operation of the grievance procedure.

5. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

6. Any decision, course of conduct or other action which becomes the subject of a grievance shall not be stayed pending the processing of the grievance except with the written consent of the Superintendent or the Board.

7. It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

8. The Board reserves to itself the right to review and amend any decision made at any lower level provided notice of such action is given to the aggrieved

teacher and all parties in interest within thirty (30) days and the aggrieved teacher and all parties in interest are given an opportunity to be heard by the Board.

9. The sole remedy available to any teacher for any alleged breach of this Agreement or any alleged violation of his/her rights hereunder shall be pursuant to the foregoing grievance and arbitration procedure; provided, however, that nothing contained herein shall deprive any teacher of any legal right which he/she presently has, including, but not limited to, any causes of action seeking damages or other remedies that cannot be granted by an arbitrator under the terms of this Agreement.

ARTICLE V WORKING CONDITIONS

A. Class Size

1. Class sizes shall be no greater than 22 students at the middle school, with the exception of accelerated math which shall be no greater than 28 students. For purposes of this provision of the Agreement, accelerated math shall be defined as any course that is one or more grade levels above state or national standards. Class sizes shall be no greater than 27 students at the high school. Physical education classes shall be no greater than 35 students.

The Administration will attempt to establish equity in teacher assignments pertaining to class size for the same course.

2. No teacher shall, at any given time, be assigned the classroom responsibility of more than one hundred twenty-five (125) pupils.

3. No school counselor shall, at any given time, be assigned the responsibility of more than two hundred twenty (220) counselees.

4. No teacher shall have the responsibility of more than sixty (60) students in a study hall.

5. In unusual circumstances, the class size or the total class teaching load may be modified.

Such modification may only be implemented if the Superintendent and the Building Administrator reasonably determine that the modification is necessary and notify the Association and the teacher involved.

In the event of a modification, the affected teacher shall receive no additional compensation.

6. The foregoing standards are subject to modification for educational purposes in such special and/or experimental classes as the following: physical education, music, large-group instruction, independent study, etc.

7. Courses meeting fewer than four (4) times a week shall not be subject to the provisions of Article V, A. 2. above. Under the 8 drop 2 schedule, courses meeting fewer than three (3) times per four (4) day rotation shall not be subject to the provisions of Article V, Section A. 2. above.

B. Meetings

1. All teachers may be required to attend up to three (3) professional meetings beyond the contractual work day per month, and up to one (1) additional meeting beyond the contractual work day per marking period as may be necessary, as part of their professional teaching responsibilities. Such meetings generally shall not last more than one and one-half (1½) hours. This limitation shall not apply to Department Chairs, Team Leaders and Content Leaders.

2. In addition to the meetings referenced in Section B.1, special meetings may be called by a Building Administrator or the Superintendent. Special meetings are for emergencies or other matters requiring immediate attention before the next applicable regularly scheduled meeting. Special meetings can be either for the full faculty or for groups of teachers (e.g. - the teachers in a particular subject area). Such meetings shall start five (5) minutes after student dismissal and shall not be longer than one (1) hour in length.

3. The Administration agrees to reserve one afternoon after the contractual work day per month for the purposes of Association meetings. The Superintendent and the Association President shall confer prior to the end of each school year regarding the day to be reserved during the following school year. The parties agree that the reserved day shall not be a Friday.

C. Teaching Duties

1. All teachers' regular schedule shall have at least one (1) preparation period per day during which he/she shall not be assigned any duties. If due to a change in a school's schedule or due to unforeseen circumstances, a teacher is not provided with his/her regular preparation period, his/her schedule will include an average of at least one (1) preparation period per day with the current or subsequent rotation.

2. a. Emergency Coverage -

(1) If available, a substitute, as defined under Connecticut General Statutes Section 10-145(a)(1) and (2), shall be used.

(2) If a substitute is not available, the Building Administrator may release a teacher from his/her non-teaching assignment to cover the class. In doing so, prudent safety considerations must be observed at all times. Teachers who are released from a non-teaching assignment and assigned to cover a class shall be compensated at the rate of \$40.00 per period in 2024-2025, \$40.80 per period in 2025-2026 and \$41.62 per period in 2026-2027.

(3) If coverage cannot be secured under (2) above, the Building Administrator shall attempt to obtain coverage from the body of teachers who have that period assigned as a preparation period. Teachers who forego their preparation period shall be compensated at the rate of \$40.00 per period in 2024-2025, \$40.80 per period in 2025-2026 and \$41.62 per period in 2026-2027.

(4) If, after all teachers available for coverage under (2) and (3) have been requested to provide the coverage, and no one voluntarily agrees to cover the class, the Building Administrator shall designate a specific teacher to cover the class. Teachers designated to cover a class in lieu of their preparation period or duty period will be compensated at the rate set forth in Section 2.a.(3) above. A teacher who has six (6) assigned classes that day shall not be required to cover a class in his/her seventh period.

(5) A teacher who is assigned to cover less than one-half of an instructional period shall be compensated at one-half the applicable above rate.

(6) In all cases, every effort shall be made to ensure that when a Building Administrator designates teachers to cover classes, it shall be done in a fair and equitable manner.

(7) In cases where the Administration assigns students to the media center for supervision by the media specialist, the provisions in this Agreement regarding compensation for coverage of classes shall not pertain. The parties recognize that it is not the district's practice to expect the media specialist to instruct such students when they are assigned to the media center for supervision. Further, both parties recognize that it is not the district's practice to use the media center for supervision of full-sized classes when a substitute teacher is not available to cover such classes. In the event that the district modifies the practices described in this paragraph, the parties will bargain over any impact for which impact bargaining is required under the Teacher Negotiations Act.

2. b. Coverage in Advance -

(1) If a teacher incurs a protracted absence without sufficient time to plan lessons for the covering teacher, every effort shall be made to obtain a qualified substitute for coverage of class(es).

(2) If the absence of a teacher continues to the point where the education of the students is adversely affected, the Building Administrator may request coverage from volunteers within the department.

3. Teachers shall not be required to teach more than two (2) subjects nor make more than three (3) teaching preparations within said subject at any one time. Different track or group levels are not considered different teaching preparations. Exception to this requirement may be made with the agreement of the teacher concerned and prior notification to the Association, provided there is compensatory adjustment of the teacher load through modification of other assignments. Every effort shall be made to ensure that each full-time teacher's schedule shall contain at least one exact duplication of course and level. Courses meeting concurrently during the same period for Amity Transition Academy, Spartan

Academic and Independent Living Skills (SAILS), Spartan Prep and Unified/Adaptive courses shall not be considered different teaching preparations. Courses in the same subject area taught simultaneously during Spartan Academy shall not be considered different teaching preparations. Teachers teaching concurrent classes in Spartan Academy, Independent Living Skills (SAILS), and Spartan Prep shall be exempt from duties.

4. No teacher shall be assigned more than an average of five (5) teaching periods per day with a maximum of fifty (50) teaching periods in any two (2) week span. In unusual circumstances, teaching periods may be modified only if the Superintendent and the Building Administrator determine such modification is necessary and notify the teacher involved. The teaching of a sixth class shall be the exception, and not the norm. A teacher may accept such modification provided the following conditions are met:

- a. The Board must post and provide equal opportunity for current staff members to teach the additional class.
- b. If no qualified current staff member expresses a desire to teach the additional class, then the Board shall advertise externally for the position.
- c. The teacher will teach the 6th class in lieu of a duty.
- d. The teacher will be compensated at a rate of \$62.26 per period of instructional time in 2024-2025, \$63.51 in 2025-2026 and \$64.78 in 2026-2027. If the teacher teaching the sixth class is absent for up to five (5) consecutive days, the teacher will still receive the per diem payment. If the absence exceeds five (5) consecutive days, the payment will not apply during the period of absence.
- e. The Association will be notified when a current staff member is selected to teach an additional class.

5. The following conditions will apply to the 8 drop 2 schedule at Amity Regional High School:

- a. All teachers with the exclusion of laboratory-science and physical education teachers shall not be assigned more than four (4) teaching sessions per day with a maximum of fifteen (15) in a four (4) day rotation. Exceptions to this may be made by agreement between the Superintendent, the Building Administrator, the Association and the individual teacher in the following manner: A teacher may teach five (5) classes in a given day with a maximum of fifteen (15) in a four (4) day rotation if on the day in which the teacher has four (4) teaching sessions, he/she is assigned an additional preparatory session in lieu of a duty session.

- b. Any laboratory-science or physical education teacher may be assigned sixteen (16) teaching sessions in a four (4) day rotation. For laboratory science teachers, one laboratory session per class will be assigned per four (4) day rotation. When sixteen (16) teaching sessions in a four (4) day rotation are assigned, one (1) duty session per four (4) day rotation and one (1) additional preparatory session per four (4) day rotation shall be assigned.
- c. In unusual circumstances, teaching assignments may be modified from Article V Section C(5)(a) and (b) only if the Superintendent, the Building Administrator, the Association, and the individual teacher all agree with the assignment. Any modifications shall be the exception and not the norm.
 - i. If it becomes necessary for a teacher to be assigned more than the teaching load as defined in Article V Section C (5)(a) and (b) above, the following conditions must be met:
 - 1. The Board must post and provide equal opportunity for current staff members to teach the additional class.
 - 2. If no qualified current staff member expresses a desire to teach the additional class, then the Board shall advertise externally for the position.
 - 3. The teacher will teach the extra session in lieu of a duty/PLC session.
 - 4. The teacher will be compensated at a rate of \$82.53 per period of instructional time in 2024-2025, \$84.18 per period of instructional time in 2025-2026 and \$85.86 per period of instructional time in 2026-2027. If the teacher teaching the extra session is absent for up to five (5) consecutive days, the teacher will still receive the per diem payment. If the absence exceeds five (5) consecutive days, the payment will not apply during the period of absence.

D. Non-teaching Duties

The Board and the Association recognize that the best operation of the schools must involve the cooperative participation and support of the Board, administration,

special staff, and instructional staff. Teachers may therefore be expected to be concerned with the general conduct and good order of the schools both in and out of the classroom and to provide support and assistance to the administration in providing an atmosphere conducive toward good education. Accordingly, when feasible, teachers are expected and shall be on duty in corridors during passing time to promote a safe and positive school climate.

1. Teachers shall have a duty-free lunch of thirty (30) minutes.
2. Non-teaching personnel should be employed to relieve the teachers, where feasible, of non-teaching assignments in order that the teachers' time may be more effectively and productively used for instructional activities and preparation.
3. No teacher shall be asked to patrol a school parking lot.
4. After considering volunteers and operational needs, the assignment of cafeteria duty may be done on a rotating basis. The administration will ensure that there is adequate adult supervision in the cafeteria during lunch periods.

E. Extracurricular Duties

The Board and the Association recognize the value of extracurricular activities to the student. It is therefore expected that when a teacher's special skills and/or interests are appropriate to a student activity, the teacher may volunteer or agree to direct such activity on a one (1) year basis. Additional compensation shall be made where such sponsorship regularly requires considerable time beyond established working hours. Such additional compensation shall be made in accordance with Appendix C.

The process to determine future additions and/or modifications to the stipend compensation schedule for extracurricular activities shall be as follows:

- a. If an extracurricular activity position is proposed or proposed to be modified, the new or changed position shall be defined by the teacher(s) involved and the building principal. The definition of the new or changed position shall be in regard to the number of hours involved (meetings, coordination of events relevant to the position, etc.).
- b. With his/her approval, the building principal will refer the request to the Superintendent of Schools with a recommendation for the appropriate Tier.
- c. The Superintendent shall propose the new or modified position to the Association with a recommendation for the appropriate Tier. The classification of the position on the stipend compensation schedule shall be subject to negotiation between the Board and the Association.
- d. The Superintendent has the right to approve the new or changed position.

- e. All proposals for new positions or modifications to existing positions shall be made by the teacher(s) involved to the building principal by November 1st.
- f. Compensation in accordance with the negotiated classification for all approved positions and modifications to positions shall become effective in the next contract year.
- g. In unusual circumstances, compensation for approved positions and modifications to positions may become effective upon approval, subject to mutual agreement by the Board and the Association.
- h. The Superintendent reserves the right to request documentation and/or evidence of the number of hours involved (meetings, coordination of events relevant to the position, etc.) of any existing and filled position on Appendix C, excluding department chairs, team leaders, and content leaders. The Superintendent will notify all teachers advising extracurricular activities of such a request on or around September 1st. The teachers advising the extracurricular activities will have until on or around June 1st to furnish the requested documentation and/or evidence of the number of hours involved. The form to document the number of hours involved will be developed and maintained by the Association. Any recommended changes as a result of the submitted documentation and/or evidence shall be subject to negotiation between the Board and the Association.
- i. The stipends for Appendix C positions that are limited to the fall (as identified in Appendix C) will be paid as part of the first regular bi-weekly pay in December of each contract year. All other Appendix C stipends will be paid as part of the first regular bi-weekly pay in June of each contract year.

F. Parent Conferences

1. All teachers shall be available to meet with parents during parent conference periods, as set forth under Article V, Section F. 2 as well as other times during, before or after the school day within the teacher work day in order to provide parents with an opportunity to meet with the teacher.

2. There shall be four (4) evening parent conference periods at the middle schools and three (3) evening parent conference periods at the high school beyond the contractual teacher work day, each being no more than two and one-half (2½) hours in duration, with two (2) such parent conference periods after the first marking period and two (2) additional parent conference periods at the middle schools and one (1) additional evening parent conference at the high school to be scheduled by the Superintendent.

Additionally, there shall be one (1) parent conference period at the middle schools and one (1) parent conference period at the high school on early release days.

Conference periods on early release days shall be no more than two and one-half (2½) hours in duration and begin thirty (30) minutes after student dismissal.

All parent conference periods shall be scheduled by appointment. The Superintendent shall be responsible for establishing dates and times of parent conference periods.

In the event that the Board increases the number of evening parent conference periods held after the contractual work day to more than the number of evening parent conference periods set forth above for the applicable schools and/or increases the length of such evening parent conference periods beyond two and one-half (2½) hours (or two and one-half (2½) hours on early release days), the parties will bargain over any impact for which impact bargaining is required under the Teacher Negotiations Act.

G. Part-Time Teachers

1. A part-time teacher is any teacher working less than full-time. Such part-time teacher's teaching load shall be determined on a pro rata basis of a full-time teacher's assignment. The part-time teacher's responsibilities shall include: extra help, faculty meetings, department meetings and teacher-only day at no additional remuneration. If a part-time teacher is directed by an administrator to attend a full-day professional development day, the part-time teacher shall be paid for the portion of the day he/she is directed to attend.

2. Part-time teachers hired with either one-half (½) or a greater fraction of a full-time assignment shall be eligible for benefits on a pro-rata basis. Such teachers shall be assigned monitorial duties as determined on a pro rata basis of a full-time teacher's assignment.

Teachers who in the future may be involuntarily reduced to either one-half (½) or a greater fraction shall receive full benefits for no more than two (2) years from the date of the involuntary reduction.

3. Part-time teachers shall be responsible for meeting with parents at conference times.

4. A reasonable effort shall be made to schedule part-time teachers with less than one-half of a full-time teacher's assignment so their classes are contiguous.

H. Special Activities

1. Teachers will actively support and participate in specific Board-approved and designated activities designed to promote parent and community understanding of the school program. An example of such an activity is "Back-to-School Night."

2. Whenever teachers are required to return in the evening for affairs such as "Back-to-School Night" and parent conferences, teachers may leave school during the day at the time of student dismissal.

3. Teachers should participate constructively in the local PTSO or comparable organization to the end that these parent-teacher organizations will be a vital link between school and community.

4. The Board shall pay the federal rate of reimbursement for mileage incurred when the teacher's automobile is used for school travel which has been approved in advance by the Building Administrator.

5. Any teacher participating in the After-School Guided-Study Program shall be compensated \$67.18 per session for instructional time in 2024-2025. Effective at the beginning of the 2025-2026 contract year, the rate shall be increased to \$68.52 per session, and effective at the beginning of the 2026-2027 contract year, the rate shall be increased to \$69.89 per session.

6. Any teacher proctoring the After-School Extended Detention shall be compensated \$67.18 per session for instructional time in 2024-2025. Effective at the beginning of the 2025-2026 contract year, the rate shall be increased to \$68.52 per session, and effective at the beginning of the 2026-2027 contract year, the rate shall be increased to \$69.89 per session.

7. Any teacher proctoring the Saturday School shall be compensated \$100.77 per session for instructional time in 2024-2025. Effective at the beginning of the 2025-2026 contract year, the rate shall be increased to \$102.79 per session, and effective at the beginning of the 2026-2027 contract year, the rate shall be increased to \$104.85 per session.

8. Compensation for homebound instruction shall be at the rate of \$55.00 per hour for 2024-2025. Effective at the beginning of the 2025-2026 contract year, the rate for homebound instruction shall be increased to \$56.10 per hour, and effective at the beginning of the 2026-2027 contract year, the rate for homebound instruction shall be increased to \$57.22 per hour.

I. Career Alternatives

The school system shall make available, through the Career Center, Staff Development Program and/or other means, testing, counseling and possible positions in alternative careers for those staff members facing Reduction In Force or other termination or considering leaving education as a career. Use of these resources by staff shall be accomplished so as not to interfere with the needs of students.

J. Impact Statement

The salaries set forth in this Agreement shall be based on a work year for teachers consisting of one hundred eighty five (185) days. The total number of work days shall include up to four (4) non-instructional days.

In addition to the work year set forth above, the work year for teachers new to the district shall include two (2) required orientation sessions as scheduled by the Administration and four (4) after-school meetings of up to ninety (90) minutes to be scheduled by the Administration, with no additional compensation for such days.

The length of the workday will normally be seven (7) hours and fifteen (15) minutes per day inclusive of "wrap around time." "Wrap around time" shall be ten (10) minutes before the teacher's instructional day and the remaining time shall be at the end of the teacher's instructional day. Within the normal school day, the teachers are entitled to a duty-free lunch of thirty (30) minutes and, except as set forth under Article V, C. 1., one (1) period of preparation time equal to the length of an instructional period. The remaining time will be utilized for other educational activities and duties as assigned by the Administration. If the Board expands the normal workday beyond seven (7) hours and fifteen (15) minutes, or the work year set forth above, the parties will bargain over any impact for which impact bargaining is required under the Teacher Negotiations Act.

If the Board increases the classroom instructional time beyond two hundred-sixty (260) minutes per day or above an average of two hundred sixty (260) minutes per day in the 8 drop 2 schedule, or if the Board eliminates the early release days scheduled on the day before the Thanksgiving holiday, the day before the December holiday vacation, or the last day of school, the parties will bargain over any impact for which impact bargaining is required under the Teacher Negotiations Act. In the event no agreement is reached, a resolution of the issue shall be determined under the provisions of Connecticut General Statutes Section 10-153f (e).

ARTICLE VI
LEAVE

A. Sick Leave

1. All teachers for covered by this Agreement shall be granted annually fifteen (15) days of sick leave with full pay. Such sick leave to be accumulated annually without limitation for a teacher hired for a bargaining unit position covered by this Agreement on or before July 1, 2004.

For any teacher hired for a bargaining unit position covered by this Agreement after July 1, 2004, the maximum accumulation shall be one hundred eighty-five (185) days.

A teacher may use his/her accumulated sick leave for:

- (a) personal illness or injury (if the personal illness or injury is not covered by the Connecticut Workers' Compensation Act);
- (b) qualifying leave under the federal FMLA (concurrently with the sick leave);
- (c) an illness or injury to a member of his/her immediate family (as defined below). For such purposes, a teacher may use up to an aggregate of seven (7) sick days per contract year; or
- (d) a critical illness not covered under the FMLA and as defined below of an immediate family member (as defined below) with prior approval of the Superintendent of Schools. The number of days permitted under this subsection shall be determined by the Superintendent of Schools.

"Immediate family member" is defined as the teacher's parent, child, spouse and domestic partner.

"Domestic partner" is defined as two adults of the same or opposite sex who are not related by blood, who have lived together continuously for at least five (5) years and plan to do so indefinitely, who reside at the same address, who are mutually responsible for their common welfare, basic living expenses and financial obligations to third parties (and are otherwise financially interdependent) and who maintain no other domestic partnerships, marriage and are not legally separated from anyone else.

"Critical illness" is defined as a life-threatening condition.

Note: "Annual," as used here and in other leave provisions, has reference to the school year rather than the calendar year.

The Superintendent shall have the right to request a note from the treating physician to ascertain the validity of either a critical illness to a family member or if the employee is out for five (5) consecutive days for an illness or injury to an immediate family member.

2. For absences because of illness beyond accumulated sick leave, a daily deduction equal to the substitute teacher's pay may be requested for a period of sixty (60) school days or until the end of the school year whichever occurs first. The request shall be made of the Superintendent in writing, and the decision shall be final.

3. For all absences because of illness, teachers shall record such absences on the employee attendance system.

4. In case of an illness of six (6) to ten (10) consecutive school days, a teacher shall provide, at his/her expense, a statement from the physician who is treating the teacher for the illness causing the absence indicating the nature of the illness and the teacher's fitness to return to teaching duties.

In case of an illness of eleven (11) or more consecutive school days, the Superintendent may request that a teacher provide a statement from either the physician who is treating the teacher for the illness causing the absence or a physician selected by the Board (at Board expense), indicating the nature of the illness and the teacher's fitness to return to teaching duties; provided, however, that the Board shall not be obligated to bear the expense of more than one (1) such doctor's statement with respect to any one (1) teacher per academic year.

5. The number of unused sick days for each teacher shall be set forth in the employee attendance system as well as posted on the teacher's bi-weekly paycheck.

6. Upon retirement under the Connecticut State Teacher Retirement System, or death, a teacher hired prior to July 1, 1989, or his/her estate shall be paid for one-half of up to his/her accumulation ceiling of unused sick days. Upon retirement under the Connecticut State Teacher Retirement System, or death, a teacher hired after June 30, 1989, or his/her estate shall be paid for one-quarter of up to his/her accumulation ceiling of unused sick days. A teacher hired after June 30, 1993, shall not be paid for his/her unused sick days under Article VI, A 6-7. All teachers shall be allowed to rebuild to their accumulation ceiling should they drop below that ceiling after having reached it. The cap on sick leave accumulation for retirement purposes has no effect upon the unlimited accumulation of sick leave, as provided in Article VI, A-1, to be used in cases of teacher illness.

a) The accumulation ceiling for those teachers hired for the 1986-87 school year and thereafter shall be one hundred fifty (150) days.

b) The accumulation ceiling for those teachers on staff prior to July 1, 1986, shall be one hundred eighty five (185) days unless the provisions of Article VI, A-6c apply.

c) The accumulation ceiling for those teachers who had accumulated more than one hundred eighty five (185) unused sick days prior to July 1, 1985, shall be the number of days attained as of July 1, 1985.

d) To be eligible for such payment, the teacher must have been in the service of the Board for at least fifteen (15) consecutive years or have died. This sum of money is to be computed at 1/185th for each day of the teacher's salary as of June 30, 1994.

e) All teachers' compensation for sick leave pay shall be computed at 1/185th for each day of the teacher's salary and capped as of June 30, 1994, and shall not increase after that date. Teachers whose sick leave balance drops below the 1994 level shall be compensated for the number of days actually available at retirement. This compensation shall be calculated at the 1994 salary level and based on the number of days actually available upon retirement. Sick leave balances may fluctuate according to individual usage. In no case shall the level of compensation exceed the cap of 1994 (1/185th times 1994 salary times number of days for each teacher).

f) The term "salary," as used in Article VI, A-6, as it relates to guidance, media teachers and school psychologists, shall be the amount paid to the teacher that is listed on Appendix B, Salary Schedules for Teachers, for the appropriate year, as well as the additional pay provided the teacher under the Addendum to Appendix B, Salary Differential For Guidance, Media and School Psychologists. Together this amount is generally known as the teacher's annual salary and is the amount shown on the Teacher's Annual Salary Agreement. The salary as described herein, shall be used to compute the teacher's per diem rate of pay for unused sick leave, subject to the accumulation ceiling specified in the Agreement at Article VI, Section A-6 (a), (b) or (c). This provision shall apply only to counseling personnel and/or media personnel and/or school psychologists, whom the Board employs as teachers as of September 19, 2002.

7. Remuneration of such sum is to be paid according to the following options available to the teacher:

- a) two (2) installments, July 1st and January 1st, immediately following retirement provided notice is given by December 1st of the current school year;
- b) equal monthly installments spread over a two (2) to five (5) year period beginning July 1st of retirement year;
- c) delayed, pending six (6) month notification of payment commencement.

Date of Notification: The teacher filing for retirement shall notify the Superintendent in writing by December 1st of the school year preceding retirement. In the event of a pending contract settlement, such notification date shall be extended to fifteen (15) days beyond the settlement date reached via negotiations, mediation or the date of the issuance of an arbitration award, whichever is latest.

The condition of death naturally eliminates any requirement of prior notification or to make selection from among the above options by members of the estate. This sum of money is to be computed at 1/185th of the teacher's salary for each day of the teacher's salary as of June 30, 1994.

Survivorship Payments: Payments go to designated beneficiary in case of death or to the estate should no beneficiary have been designated. Such beneficiary shall be noted at time of retirement. Should the beneficiary desire to adjust receipt of payment to other alternatives noted above, he/she/they shall be granted such an option.

B. Leaves of Absence

1. Leaves of absence with pay and not chargeable against the teacher's sick leave allowance shall be granted subject to the formal approval of the Superintendent/designee for the following:

- a. Personal or business leave: three (3) days annually for personal or business requirements which include such considerations as legal requirement,

marriage of a member of the immediate family, birth of the teacher's child and/or adoption of a child by the teacher, graduation of a member of immediate family, recognized religious holidays and emergencies which cannot be met on non-duty time. Applications for such leave must be entered using the district's personnel management software (including the category for the requested leave) and must be made as far in advance as practicable. The personal days may not be used before or after a school holiday or school recess without the permission of the Superintendent.

b. Each death of a family member (parent, child, husband or wife, brother or sister, parent-in-law): a maximum of five (5) days.

c. Each death of a grandparent, aunt, uncle, sister-in-law, brother-in-law or a person whose relationship to the teacher warrants such attendance: a maximum of one (1) day.

d. The Superintendent has the discretion to grant additional leave under B. 1. b. and c. above, provided, a denial of a request for additional leave shall not be subject to the grievance and arbitration procedure.

e. Absences from school to attend professional conferences are approved on an individual basis, and requests should be made to the Building Administrator well in advance. Reimbursements for expenses are also made on an individual basis.

f. Once a teacher arrives at school, the basis for leave deductions will be the number of hours that the teacher will be absent. For the purpose of these deductions, a day will be divided into the number of hours in the normal student school day for full-time (1.0) teachers.

2. Deductions for absences not provided for in this Agreement shall be made at the rate of 1/185th of the teachers' annual salary for each day absent.

3. Whenever a teacher is absent from school as a result of personal injury or illness which is subject to workers' compensation and arising out of and in the course of his/her employment in Regional District No. 5, and he/she is receiving temporary total disability benefits, he/she shall be paid his/her full salary for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or accumulated sick leave. Any amount of salary payable pursuant to this section shall be reduced by the amount of any workers' compensation benefits received for temporary total disability benefits due to the said injury/illness for the period for which such salary is paid.

Whenever a teacher is absent from school as a result of personal injury or illness which is subject to workers' compensation and arising out of and in the course of his/her employment in Regional District No. 5, he/she has restricted duties and the Board does not have work available within the employee's restrictions, he/she shall be paid his/her full salary for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or accumulated sick leave. Any amount of salary payable pursuant to this section shall be reduced by the amount of any workers'

compensation benefits received for temporary partial disability benefits due to the said injury/illness for the period for which such salary is paid.

The Board shall have the right to have the teacher examined by a physician designated by the Board for the purpose of establishing the length of time during which the teacher is temporarily disabled from performing his/her duties, which shall serve as the employer's statutory right to an independent medical evaluation within the confines of the workers' compensation case.

C. Sabbatical Leave

Sabbatical leave shall be provided in accordance with the terms set forth in Appendix E.

D. Jury Duty

A teacher who is officially summoned for jury duty shall be paid the difference between the per diem salary which is currently received and the compensation received for jury duty. This principle shall apply only for those days when the teacher is actually serving as a juror. Whenever the teacher is on leave from jury duty, the teacher is expected to report to regular duties.

As soon as the teacher receives a juror questionnaire for completion, he/she should report this information to the Building Administrator and the Superintendent. Confirmation of serving jury duty must be submitted to the Building Principal and the Superintendent upon completion of jury duty.

E. Leave for AEA President

The Board agrees to release the AEA President from one teaching period per day or one-fifth (1/5) of a regular teaching load per day in the "8 drop 2 schedule" in order to carry out AEA responsibilities. In the event that the President works in a school that uses a rotating schedule, or the President has a non-traditional teaching schedule, every reasonable attempt will be made to provide the President with one (1) AEA period/session every full school day. The AEA agrees to reimburse the Board at the rate of one-fifth (1/5) of the AEA President's per diem pay in connection with such release.

F. Family and Medical Leave

Family and Medical Leave shall be provided in accordance with federal law.

G. Recording of Leave

A teacher shall record all absences he/she initiates in the electronic employee attendance system.

ARTICLE VII

PERSONNEL: ASSIGNMENTS AND PROMOTIONS

A. Additional Personnel and Promotions

1. When school is in session, all openings for bargaining unit, administrator positions, and Appendix C, D and K positions shall be publicized via school email and copied, via email, to the Union president. Such notification shall be made as far in advance as possible and in no event fewer than ten (10) school days before the final date applications are due. Teachers who desire to apply for such openings shall submit their applications--according to the job posting instructions within the time limit specified in the notice.

2. During the summer, notice shall be sent by e-mail (using the teachers' Amity e-mail addresses) to all teachers listing all current vacancies in the system. Prior to August 1st, the closing date for applications for these positions shall be a minimum of ten (10) business days from the posting date. On or after August 1st, the closing date for applications for these positions shall be a minimum of five (5) business days from the posting date. Application shall be made according to the job posting instructions.

3. If, in the determination of the Superintendent, the qualifications of applicants are substantially equivalent, preference shall be given to qualified teachers employed by the Board.

4. Appointment shall be made without discrimination in regard to any area protected by law except where bona fide occupational qualifications exist necessitating such considerations.

5. Notwithstanding the foregoing, vacancies may be filled without following the foregoing procedure where the timing or the urgency of the situation makes the procedure of paragraphs Article VII, A-1 and A-2 impracticable.

B. Teaching Assignments

1. The assignment and transfer of teachers within the school system is the responsibility of the Superintendent. Assignment shall be made only after giving good faith consideration to the requests and desires of any teacher concerned.

2. Building Administrators or their designees shall notify teachers electronically via email or in writing of their tentative programs for the coming year, including the school(s) to which they shall be assigned, the grade(s) and subject(s) that they will teach, and any special classes they will have, as soon as practicable and no later than the close of school in June.

3. Building Administrators or their designees shall notify teachers through a personal conference or in writing of any changes made over the summer in their tentative schedules as soon as these changes are effected.

4. Changes in teaching assignments during the school year shall be made only after a prior personal conference with the individual teacher(s) involved.

5. Assignment of teachers to more than one building will only be made to meet operating needs.

C. Transfers

1. The Annual Instructional Staff Survey Form shall be distributed via email by January 1st. Individual teachers shall use this Form to indicate preferences of assignment. It shall be completed and submitted via the online portal by January 15th.

2. When a transfer of a teacher in the school system is necessary, volunteers shall be given first consideration. See procedures in Article VII, A-1 and A-2.

3. When a teacher is transferred involuntarily, such transfer shall be to a comparable position. In deciding which teacher shall be transferred involuntarily, the following factors shall be utilized: a) seniority; b) teaching experience within the discipline; c) building needs; d) academic preparation and qualifications. Before making the decision on which teacher(s) shall be transferred, the Superintendent/designee shall consult the department chairs of the departments and/or Middle School Building Administrators involved in determining who will be involuntarily transferred.

4. An involuntary transfer shall be made only after a meeting between the teacher involved and the Superintendent/designee, at which time the teacher shall be notified of the rationale for his/her transfer. An Association representative shall be present if requested by the teacher.

D. Traveling Teacher

1. Each traveling teacher shall be guaranteed a preparation period daily.

2. When it is necessary for a traveling teacher to attend Back-to-School Night in the High School and the Middle School, he/she shall be compensated for one of the two nights.

3. A traveling teacher shall have no more parent conference time at the regularly scheduled conference periods than other teachers.

4. If make-up and extra-help sessions extend the traveling teacher's work day beyond that of other teachers, the teacher shall be paid at an hourly rate based on his/her per diem salary for the time.

5. Traveling teachers shall be reimbursed for mileage at the IRS rate for any required driving between school buildings within the district in fulfillment of their teaching duties.

6. Traveling teachers shall not be required to perform any non-teaching assignment in addition to their classroom-related responsibilities.

7. When it becomes necessary to assign a teacher to travel, volunteers shall be given first consideration. See procedures in Article VII, A-1 and A-2.

8. In deciding which teacher shall become a traveling teacher, the following factors shall be utilized: a) seniority; b) teaching experience within the discipline; c) building needs; d) academic preparation and qualifications. Before making the decision on which teacher(s) shall be traveling teachers, the Superintendent/designee shall consult the department chairs of the departments and/or Middle School Building Administrators involved in determining who will be traveling.

9. An involuntary assignment to travel shall be made only after a meeting between the teacher involved and the Superintendent/designee at which time the teacher shall be notified of the rationale for his/her transfer. An Association representative shall be present if requested by the teacher.

E. Staff Reduction

1. This section deals with the method to be followed regarding Reduction In Force among the certified staff of the Amity Regional system. Further, this section recognizes those portions of the Connecticut General Statutes that apply to Reduction In Force.

2. In the event it becomes necessary to lay off teachers, it shall be done in the following order: (1) voluntary retirement, transfers and terminations; (2) teachers rated below standard for two (2) years during a three (3) year period or developing for two (2) consecutive years or a combination of below standard and developing for two (2) years during a three (3) year period; (3) certified non-tenured teachers; (4) certified tenured teachers.

3. Should it become necessary to lay off certified non-tenured teachers, the procedure spelled out in Article VII, Section E-4 below shall be followed whenever two or more teachers in the non-tenured pool have equal seniority based on the date hired by the Board.

4. Should it become necessary to lay off certified tenured teachers, the following system shall apply:

a. All tenured teachers who are teaching in the area(s), program(s) or department(s) in which positions are to be eliminated shall comprise a staff pool from which necessary terminations shall stem. There shall be established a review committee whose membership shall consist of the Superintendent and two (2) administrators chosen by him/her. Where possible, the two (2) administrators shall not have any teachers under their supervision who are in the above-described staff pool. Two (2) members of the Association shall be appointed by the President of the Association as observers in each and

every stage of the review committee procedure. The review committee shall assign a point total to each teacher under consideration for the position elimination as follows:

(1) One (1) point for each year of continuous unbroken experience as a certified professional employee of the Board. For the purpose of accrediting part-time service, a teacher shall be credited: (i) one (1) point for each year employed in a position at a salary rate of fifty percent (50%) or more of the salary rate of such position if it were full-time; (ii) one (1) point for each two (2) years employed in a position at a salary rate from twenty-five to fifty percent (25-50%) of the salary rate of such position if it were full-time; and (iii) one (1) point for each three (3) years employed in a position at a salary rate of less than twenty-five percent (25%) of the salary rate of such position if it were full-time. Time spent away from the Amity system with Board approval (i.e., illness, sabbatical, etc.) will be counted as actual service within the Amity system, unless otherwise stipulated in this Agreement.

(2) One-half ($\frac{1}{2}$) point to a maximum of two (2) for the following degrees or their equivalent: B.A./B.S. = $\frac{1}{2}$ point, M.A./M.S. or B.A./B.S. +30 = $\frac{1}{2}$ point, Sixth-Year Certificate = $\frac{1}{2}$ point, Ph.D. = $\frac{1}{2}$ point.

(3) One-half ($\frac{1}{2}$) point per year for full-time teaching experience outside of Amity or broken service within the Amity system, up to a maximum of three (3).

(4) One (1) to three (3) points based on the evaluation of classroom performance, contents of the teacher's file and the evaluations and recommendations of Building Administrators and administrative staff who have supervised the teacher.

b. The identification of the tenured teacher(s) to be terminated because of the reduction in staff shall be determined in accordance with the total number of points assigned. The teacher with the fewest points shall be terminated first and the teacher with the highest number of points shall be terminated last. If the point total of two or more teachers is equal, then the teacher with the shortest period of continuous contractual experience at Amity shall be terminated first.

5. A more senior teacher from a particular department shall be allowed to replace a less senior teacher in a different department only if one or more of the following conditions are met:

- a. The teacher moving into a new department is certified in that area.
- b. The teacher being replaced is non-tenured.

6. School administrators shall make every effort to give dually certified teachers, who volunteer, the opportunity to teach in those areas of certification. Under no circumstances may staff positions be eliminated in order to allow dually certified teachers the opportunity to gain experience in a particular area. Teachers voluntarily electing to use

this opportunity may be required to make an additional preparation and/or teach an additional subject. This agreement shall be made on a yearly basis.

7. Tenured teachers selected for staff reduction shall be notified in accordance with the provisions set forth in Section 10-151 of the Connecticut General Statutes, as amended.

8. If the contract of employment of a tenured teacher is terminated because of elimination of position, the name of that teacher shall be placed on a "reappointment list" and remain on said list for a period of two (2) years. If a position becomes open during such period, and the teacher has been selected by the Board as a person on the reappointment list who is certified and qualified to hold that position, then the teacher shall be notified in writing by registered mail, sent to his/her last mailing address, at least thirty (30) days prior to the anticipated date of reappointment where possible. Teachers shall be recalled in their inverse order of layoff to positions for which they are certified and qualified. The teacher shall accept or reject an appointment in writing within seven (7) calendar days from the date of the recall letter. If the teacher rejects the appointment offer or does not respond according to procedure within seven (7) calendar days, the name of the teacher shall be removed from the recall list and he/she shall forfeit all such recall rights.

9. A tenured teacher who has been laid off due to elimination of position may continue to participate in any group insurance program in which he/she was a member for the recall period set forth above and provided he/she pays the full costs of the premium for such coverage and that the provisions of the appropriate group policy permit such continuation. No compensation or other benefits shall be available to a laid-off teacher, provided, however, that a laid-off teacher who is recalled shall be granted any sick leave entitlement he/she had accrued up to the point of layoff and for which he/she was not compensated.

10. In the event of recall, the teacher shall be placed on the salary schedule at the level he/she attained at the time of termination, unless the position which the recalled teacher fills specifically pays a lesser compensation.

11. Nothing herein shall be construed or interpreted to require the promotion of a teacher to a position of higher rank, authority or compensation. Any teacher not recalled prior to the expiration of recall rights set forth above shall have no remaining rights under this provision.

ARTICLE VIII SALARIES AND BENEFITS

A. Salary base and extra assignment compensation of all bargaining unit personnel shall be in accordance with the schedules and other provisions set forth in Appendices B, C, and D attached hereto and made a part of this Agreement and with the provisions of paragraphs F, G, and H below.

B. Salary Deductions

1. The Board agrees to deduct from the salaries of its employees dues for the Association, the Connecticut Education Association, and the National Education Association as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to the Association. Teacher authorization shall be in writing on the form provided by the Association.

The Association agrees to defend, indemnify, and hold harmless the Board against any and all expenses, liability suits, or claims which arise under this Article and/or from the Board's action in compliance with the provisions of this Article, including, but not limited to, any or all expenses involved in the termination of a teacher pursuant to this Article. The Board agrees that the Association shall assume the exclusive legal defense of any such claim or lawsuit. In assuming such defense of the Board's behalf, the Association shall hire and compensate legal counsel. Legal counsel hired by the Association shall confer with the Board or its representatives concerning the defense of the claim or lawsuit against the Board. The Association shall have the right to compromise or settle any claims or lawsuit against the Board under this section.

2. The Board agrees to deduct premiums for annuities, requested direct deposits and retirement from the salaries of individual members and to forward such monies to the appropriate parties, agencies, or individuals. This shall be in writing on a prescribed form.

3. Deductions from payroll checks shall be so apportioned across the school year that paychecks shall be as equal as reasonable business practices permit.

C. Each teacher shall be paid every other Friday (bi-weekly) beginning with the first Friday after the opening of school and concluding with the last scheduled day for teachers in the school year via direct deposit. Additionally, all bargaining unit members will receive their W-2 and 1095 forms electronically.

D. Insurance

The Board agrees to pay the amounts set forth in this section for individual, two-person or family coverage under the health insurance plan set forth below (including vision), and for the dental insurance described below, or for coverage under alternative plans as permitted under the following standard.

The Board shall have the right to change administrators/carriers/plans for any of the insurance benefits described in this Article, provided that the overall level of coverage provided, when considered as a whole, remains substantially comparable to the overall level of coverage in effect immediately preceding any such change.

The High Deductible Health Plan ("HDHP") described below shall be the insurance plan.

An eligible employee in his/her first year of employment with the Board who is scheduled to commence work after March 31st shall be eligible for the HDHP with a Health Reimbursement Account (“HRA”) in lieu of a Health Savings Account (“HSA”) through December 31st of his/her first year of employment with the Board.

The premium cost and a comparable funding amount to the HSA deposit from the Board for those enrolled in the HRA for the HDHP shall be in accordance with Article VIII, Section D. 1. for the applicable contract year.

Effective January 1st of such employee’s first year of employment, he/she shall be eligible for the HSA.

1. HDHP

Effective in each contract year, the HDHP shall include the following components:

	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)	\$2,000/\$4,000	
Co-insurance	90%/10% after deductible up to cost share maximum	70%/30% after deductible up to cost share maximum
Cost Share Maximum (individual/aggregate family)	In-Network \$2,750/\$5,500 Out-of-Network \$4,000/\$8,000	
Lifetime Maximum	Unlimited	\$1,000,000
Preventive Care (as defined by the medical plan administrator)	Deductible and co-insurance not applicable	30% co-insurance after deductible, subject to co-insurance limits
Prescription Drug Coverage	Subject to co-insurance of 90%/10%	

In the event that an employee is ineligible for a health savings account (“HSA”), he/she shall be offered a health reimbursement account.

An employee shall receive a prorated contribution toward his/her HSA, if the employee: (a) is hired by the Board after the commencement of the applicable plan year; or (b) he/she elects health insurance after the commencement of the plan year due to a change in status. The prorated amount of the contribution shall be based on the first day that the employee is covered under the plan through June 30th of the applicable contract year.

The Board will fund the following percentages of the applicable HDHP deductible amount (on a calendar year basis funded quarterly as set forth below).

2024-2025	45%
2025-2026	45%
2026-2027	45%

The Board's contribution toward the HDHP deductible will be deposited into the HSA accounts on a quarterly basis on or about September 1st, December 1st, March 1st and June 1st.

The parties acknowledge that the Board's contribution toward the funding of the HSA Plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed teachers. The Board shall have no obligation to fund any portion of the HDHP deductible for retirees or other individuals upon their separation from employment.

The following premium cost sharing provisions shall apply to teachers electing the HDHP during the term of this Agreement (on a contract year basis):

<u>Board</u>	<u>Teachers</u>
2025-2026	75%
2026-2027	75%
2027-2028	75%

On an annual basis, in the event that a teacher (and his/her spouse) on the Board's health insurance plan completes a health risk assessment, his/her premium share for the ensuing contract year shall be reduced by one percent (1%).

Accordingly, by way of example, in the event that a teacher and his/her spouse completes a health risk assessment during a contract year, the teacher will receive a one percent (1%) reduction in his/her premium share contribution for the subsequent contract year.

On July 1st of the subsequent contract year, the premium share set forth herein shall be in effect for the teacher. Accordingly, the reduction in the premium share by one percent (1%) shall be based on the then current premium share negotiated by the parties for the contract year in question, as set forth herein.

The information included on the assessment will not be provided to the Board. The only information provided by the carrier to the Board is whether the assessment was completed.

The health risk assessment shall be comprised of:

- An annual physical; and
- An annual dental examination.

2. Dental Insurance

a. Base Plan

The Board and the teachers shall pay the same percentages as set forth above for the HSA plan toward the cost of the Anthem Prime & Complete Full-Service Dental Plan, including Additional Basic Benefits Rider "A" and the Unmarried Dependent Child Rider Age 19 through 24.

b. Additional Riders

The Board shall provide the Anthem Prime & Complete Dental Plan Additional Basic Benefits Rider B, C, D, at the individual, two-person or family coverage level, on a cost-share basis (50-50) of the premium.

3. Employee Assistance Program

An employee assistance program will be available for use by bargaining unit members.

4. Section 125 Plan

The Board will make available to the teachers a Section 125 Plan for payment of the following qualified expenses on a pre-tax basis, to the extent permitted by law:

- a. Insurance premium contribution
- b. Dependent care assistance
- c. Supplemental medical expense reimbursement

5. Life Insurance

The Board will provide life insurance at forty thousand dollars (\$40,000.00) per employee. Staff may supplement group life insurance in even multiples of forty thousand dollars (\$40,000.00) at own expense, through payroll deduction, in accordance with the eligibility requirements and standards set forth by the Board's carrier.

6. Deductions for Tax-Deferred Plans

To the extent permitted by law, the district will establish and maintain a Section 403(b) plan (with a Roth component) and a Section 457 plan, under which teachers may contribute a portion of their salaries into such investment plans, provided that the Board shall have no obligation to pay any out-of-pocket costs in establishing and/or maintaining such plans.

7. Medicare-eligible retirees

Upon retiring, when a teacher (or his/her spouse) becomes Medicare eligible, such retiree shall no longer be eligible for insurance under the Board's health insurance plan.

A teacher who is not eligible for Medicare (either due to not contributing toward Medicare or not having a spouse who is eligible for Medicare) shall continue to be eligible for coverage under the Board's plan.

The Board shall have no obligation to fund any portion of the HSA Plan deductible for retirees or other individuals upon the teacher's separation from employment.

8. Hold Harmless

The Association agrees to hold the Board harmless if the provisions of section 7 of this Article cannot be administered due to restraints imposed by the insurance carrier that are beyond the control of the Board.

E. 1. Teaching experience shall be recognized in placement and advancement on the salary schedule. Any teacher commencing employment on or before November 1 of a school year shall be considered to have completed a full year of employment in June of that year. In addition, the Board may, at its discretion, grant credit in initial placement on the salary schedule for non-teaching experience which it determines to be related or beneficial to the individual's teaching assignment.

2. At the time of initial employment, a maximum of two (2) years' credit on the salary schedule shall be granted for two (2) or more years of full-time, active-duty military service.

3. Individual salary increases and increments are based on successful and satisfactory performance in the classroom and total environment of the school(s) to which the teacher is assigned.

4. Board policies providing for a sound system of evaluation and supervision and for the withholding of increment have been developed cooperatively and shall be reviewed periodically by the Joint Personnel Policies Committee of the Association and Board.

F. The salary schedule listed in this Agreement shall be interpreted and applied in accordance with the following definitions:

1. Bachelor's Degree - a Baccalaureate Degree received from an accredited college or university.

2. Master's Degree - A Master's Degree received from an accredited college or university.

3. **Sixth Year** - A Sixth Year program is defined as thirty (30) semester credits of graduate work beyond the Master's Degree or a sixty (60) credit or more Master's Degree program from an accredited college or university in a program approved in advance by the Superintendent that either enhances the teacher's skills in the teacher's discipline or leads to certification in a discipline that serves secondary education.

4. **Doctorate** - A Doctorate's Degree is defined as a Ph.D. or Ed.D. Degree received from an accredited college or university.

G. Recognition of an advanced degree status, Master's Degree, Sixth Year, second Master's Degree or Doctorate after formal employment shall be granted only upon the presentation of satisfactory evidence in the form of original transcripts for permanent retention in the files of the Board. All increments granted for the above advanced degrees shall be effective at the beginning of the contract year. To become effective at the beginning of the new contract year, credentials shall be based on work completed prior to August 31st and presented on or before October 1st of that year. For change of degree status to become effective on February 1st, credentials shall be based on work completed by January 1st and presented before February 1st. Credentials presented on or after February 1st shall be used in determining salary placement for the succeeding school year. Any anticipated change in degree status for compensation must be indicated by the teacher on the Annual Instructional Staff Survey Form issued the preceding school year.

H. Insurance for teachers on staff shall be effective as of July 1st. Insurance for new teachers on staff shall be effective September 1st, pending approval of insurance carrier.

I. **Early Notification of Resignation**

Any teacher who plans to resign his/her position effective June 30th of a school year will continue to be covered by group insurance until September 1st of the year of resignation.

J. In addition to salaries and Schedules C and D compensations, teachers having completed the following years of service to District No. 5 shall receive an additional compensation in accordance with the following schedule:

after 19-20 years	\$1,000.00 a year
after 21-24 years	\$1,500.00 a year
after 25 years and over.....	\$2,000.00 a year

Payment shall start with the twentieth (20th) year of service of the anniversary date of employment.

The longevity provision shall apply to any teacher who had completed no fewer than three (3) years of Amity service prior to July 1, 1996.

ARTICLE IX DURATION

The contractual language provisions of this entire Agreement, including all Appendices, shall be effective as of July 1, 2024 and shall continue and remain in full force and effect to and including June 30, 2027.

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

AMITY REGIONAL BOARD OF EDUCATION



Dated 11/21/2023

AMITY EDUCATION ASSOCIATION



Dated 11/22/2023

APPENDIX A

GENERAL LEAVE FOR PROFESSIONAL PERSONNEL

Item A **Background**

1. The Board recognizes that the district gains from granting the opportunity to its professional staff for engaging in challenging and stimulating educational endeavors beyond the confines of the classroom. It is the intent of this policy item therefore that approval of requests for such leave be given primarily for the best interests of the school district.
2. The Board acknowledges that the responsibilities of parenthood, adoption, care of spouse, or parent(s) may require a teacher to take a leave of absence for such purposes.
3. To these ends, the Board may grant an unpaid leave of absence for a school year or part thereof to a certified employee upon the recommendation of the Superintendent.

Item B **Procedures for Educational Endeavors**

1. The written application for a general leave of absence must be submitted to the Superintendent on or before January 15th of the school year immediately preceding the proposed leave. Notification of approval will be provided by March 15th. It is understood that these deadlines may be waived by the Board when fellowships, grants, or unanticipated opportunities arise at a later date.
2. An applicant must have served as a certified employee of Amity Regional School District No. 5 for a minimum of three (3) consecutive years immediately preceding application.
3. During a granted leave, an employee shall not be entitled to advancement on the salary schedule nor accumulation of sick leave.
4. The employee may have group insurance continued during the leave of absence at his/her expense and option.
5. A written statement of intent to return as an employee of the school district must be sent by registered mail to the Superintendent by March 1st of the school year during which leave of absence occurs. Failure to comply with this stipulation shall cause that teacher to lose the right to return under this plan.
6. An employee returning from a leave of absence granted under this policy shall be assigned an equivalent position to that which he/she held at the time the leave was granted provided his/her contract is not terminated.

Item C

Procedures for Parenthood, Adoption, Care of Spouse, Parent(s)

1. The written application for a general leave of absence must be submitted to the Superintendent at least thirty (30) days in advance of when the need for such leave is foreseeable. However, when the urgency of general leave requires that the leave begin in less than thirty (30) days, the employee shall provide such advance notice of the requested leave as is practicable.
2. An applicant shall have served as a certified employee of Amity Regional School District No. 5 for a minimum of at least one (1) school year.
3. A written statement of intent to return as an employee of the school district must be sent by registered mail to the Superintendent by March 1st of the school year during which the leave of absence occurs. Failure to comply with this stipulation shall cause that teacher to lose the right to return under this plan. If the request for leave is made after March 1st, the application shall indicate the intended date of return as an employee of the school district for the following school year.
4. An employee returning from a leave of absence granted under this policy shall be assigned an equivalent position to that which he/she held at the time the leave was granted provided his/her contract is not terminated.

APPENDIX B

Amity Regional School District No. 5 Bethany • Orange • Woodbridge, CT

2024-2025 Teacher Salaries

Step	BA	MA	6 th Year	PhD.
1				
2				
3	\$52,406	\$55,903	\$58,004	\$59,912
4	\$54,812	\$58,889	\$61,049	\$62,998
5	\$57,327	\$62,033	\$64,255	\$66,243
6	\$59,959	\$65,345	\$67,628	\$69,654
7	\$62,711	\$68,836	\$71,179	\$73,241
8	\$65,589	\$72,512	\$74,917	\$77,013
9	\$68,600	\$76,384	\$78,849	\$80,979
10	\$71,749	\$80,462	\$82,989	\$85,149
11	\$75,041	\$84,758	\$87,345	\$89,534
12	\$78,486	\$89,285	\$91,931	\$94,145
13	\$86,258	\$98,847	\$101,739	\$104,029
14	\$86,681	\$99,332	\$102,485	\$104,792

In accordance with Article VIII, Section E. 3, effective July 1, 2024, teachers shall move up one (1) step from their 2023-2024 step.

With respect to teachers hired during the period from July 1, 2024 through June 30, 2025, the following shall apply for purposes of placement on the salary schedule:

<u>Step</u>	<u>Previous Experience</u>
1	
2	
3	= 0 years of previous experience
4	= 1-2 years of previous experience
5	= 3 years of previous experience
6	= 4-5 years of previous experience
7	= 6 years of previous experience
8	= 7-8 years of previous experience
9	= 9 years of previous experience
10	= 10-11 years of previous experience
11	= 12-13 years of previous experience
12	= 14-15 years of previous experience
13	= 16-17 years of previous experience
14	= 18+ years of previous experience

APPENDIX B (Continued)

Amity Regional School District No. 5 Bethany • Orange • Woodbridge, CT

2025-2026 Teacher Salaries

Step	BA	MA	6 th Year	PhD.
1				
2				
3	\$53,454	\$57,021	\$59,309	\$61,260
4	\$55,908	\$60,066	\$62,423	\$64,416
5	\$58,474	\$63,274	\$65,701	\$67,733
6	\$61,158	\$66,652	\$69,150	\$71,221
7	\$63,965	\$70,212	\$72,781	\$74,889
8	\$66,901	\$73,962	\$76,602	\$78,745
9	\$69,972	\$77,911	\$80,623	\$82,801
10	\$73,184	\$82,071	\$84,856	\$87,065
11	\$76,542	\$86,453	\$89,310	\$91,549
12	\$80,056	\$91,070	\$93,999	\$96,263
13	\$84,020	\$95,947	\$99,014	\$101,316
14	\$87,984	\$100,824	\$104,028	\$106,370
15	\$88,848	\$101,815	\$105,560	\$107,936

In accordance with Article VIII, Section E. 3, effective July 1, 2025, teachers shall move up one (1) step from their 2024-2025 step.

With respect to teachers hired during the period from July 1, 2025 through June 30, 2026, the following shall apply for purposes of placement on the salary schedule:

<u>Step</u>	<u>Previous Experience</u>
1	-
2	-
3	-
4	= 0 years of previous experience
5	= 1-2 years of previous experience
6	= 3 years of previous experience
7	= 4-5 years of previous experience
8	= 6 years of previous experience
9	= 7-8 years of previous experience
10	= 9 years of previous experience
11	= 10-11 years of previous experience
12	= 12-13 years of previous experience
13	= 14-15 years of previous experience
14	= 16-17 years of previous experience
15	= 18+ years of previous experience

APPENDIX B (Continued)

Amity Regional School District No. 5 Bethany • Orange • Woodbridge, CT

2026-2027 Teacher Salaries

Step	BA	MA	6 th Year	PhD.
1				
2				
3				
4	\$56,747	\$60,967	\$63,359	\$65,382
5	\$59,351	\$64,223	\$66,686	\$68,749
6	\$62,075	\$67,652	\$70,187	\$72,289
7	\$64,924	\$71,266	\$73,873	\$76,012
8	\$67,904	\$75,071	\$77,751	\$79,927
9	\$71,022	\$79,080	\$81,833	\$84,043
10	\$74,282	\$83,302	\$86,129	\$88,371
11	\$77,690	\$87,750	\$90,650	\$92,922
12	\$81,256	\$92,436	\$95,409	\$97,707
13	\$85,280	\$97,386	\$100,499	\$102,836
14	\$89,303	\$102,336	\$105,588	\$107,965
15	\$91,069	\$104,360	\$108,199	\$110,634

In accordance with Article VIII, Section E. 3, effective July 1, 2026, teachers not at the maximum step shall move up one (1) step from their 2025-2026 step.

With respect to teachers hired during the period from July 1, 2026 through June 30, 2027, the following shall apply for purposes of placement on the salary schedule:

<u>Step</u>	<u>Previous Experience</u>
1	=
2	=
3	=
4	= 0 years of previous experience
5	= 1 years of previous experience
6	= 2-3 years of previous experience
7	= 4 years of previous experience
8	= 5-6 years of previous experience
9	= 7 years of previous experience
10	= 8-9 years of previous experience
11	= 10 years of previous experience
12	= 11-12 years of previous experience
13	= 13-14 years of previous experience
14	= 15-16 years of previous experience
15	= 17+ years of previous experience

**ADDENDUM TO APPENDIX B
SALARY DIFFERENTIAL FOR
SCHOOL COUNSELORS, MEDIA SPECIALISTS SCHOOL PSYCHOLOGISTS
AND SCHOOL SOCIAL WORKERS**

Counseling Personnel

The base salary for each school counselor shall be determined by his/her actual placement on the Salary Schedule for Teachers.

In addition to such base salary, each school counselor will be accorded \$4,843.00 for the 2024-2025 school year for working an extended forty-five (45) minutes as part of his/her workday. Effective in 2025-2026, this amount shall increase to \$4,940.00 and in 2026-2027 it shall increase to \$5,452.00.

For work beyond the school calendar year, each school counselor shall be paid on a per diem basis, computed at 1/185th of the individual total contracted salary (inclusive of the differential listed above) for the current school year. Summer work hours for the school counselors shall be the same as those established for the school calendar year.

All compensated work for school counseling personnel beyond the school calendar year shall be approved in advance by the Superintendent of Schools or his/her designee.

Media Specialists

The base salary for each media specialist shall be determined by his/her actual placement on the Salary Schedule for Teachers.

In addition to such base salary, each media specialist will be accorded \$4,843.00 for the 2024-2025 school year for working an extended forty-five (45) minutes as part of his/her workday. Effective in 2025-2026, this amount shall increase to \$4,940.00 and in 2026-2027 it shall increase to \$5,452.00.

Flexibility in the scheduling of a media specialist's workday may be arranged by the Superintendent in consultation with the media specialist.

For work beyond the school calendar year, each media specialist shall be paid on a per diem basis, computed at 1/185th of the individual total contracted salary (inclusive of the differential listed above) for the current school year. Summer work hours for the media specialist shall be the same as those established for the school calendar year.

All compensated work for media specialists beyond the school calendar year shall be approved in advance by the Superintendent of Schools or his/her designee.

School Psychologists and School Social Workers

The base salary for each school psychologist and school social worker shall be determined by his/her actual placement on the Salary Schedule for Teachers.

In addition to such base salary, each school psychologist and school social worker will be accorded \$5,241.00 for the 2024-2025 school year for working an extended forty-five (45) minutes as part of his/her workday. Effective in 2025-2026, this amount shall increase to \$5,346.00 and in 2026-2027 it shall increase to \$5,452.00.

For work beyond the school calendar year, each school psychologist and school social worker shall be paid on a per diem basis, computed at 1/185th of the individual total contracted salary (inclusive of the differential listed above) for the current school year. Summer work hours for the school psychologist and school social worker shall be the same as those established for the school calendar year.

All compensated work for school psychologists and school social workers beyond the school calendar year shall be approved in advance by the Superintendent of Schools or his/her designee.

APPENDIX C
STIPEND COMPENSATION SCHEDULE
EXTRACURRICULAR ACTIVITIES

The parties recognize that the Board has the right to create and eliminate (or fill or not fill) positions in the District, as the Board deems appropriate. Accordingly, to the extent that the Agreement lists stipend positions in the Agreement, or indicates the number of positions currently in effect, such listings shall not affect in any way the Board's right to create or eliminate (or fill or not fill) stipend positions.

EXTRACURRICULAR ACTIVITIES	STIPEND		
	2024-2025	2025-2026	2026-2027
<u>DISTRICT</u>			
Chemical Hygiene Officer	\$2,389.00	\$2,437.00	\$2,486.00
Staff Development Coordinator(s)	\$979.00	\$999.00	\$1,019.00
Staff Development Trainer(s)	\$476.00	\$486.00	\$496.00
Overnight Chaperone (per night) (if the trip arrives at the school after midnight it shall be considered overnight and the teacher(s) shall be eligible for the enumerated stipend)	\$101.00	\$103.00	\$105.00
Tier 1 (> 400 hours)			
Director of Musical - Spring (HS)	\$4,743.00	\$4,838.00	\$4,935.00
Yearbook Advisor (HS)*	\$4,743.00	\$4,838.00	\$4,935.00
Tier 2 (>300 hours < 400)			
Asst. To Director of Musical - Spring (HS)	\$3,522.00	\$3,592.00	\$3,664.00
Band/Marching Band Director (HS) (fall)	\$3,522.00	\$3,592.00	\$3,664.00
Assistant Yearbook Advisor (HS)*	\$3,522.00	\$3,592.00	\$3,664.00
Tier 3 (>200 hours < 300)			
Director- Fall Production (HS) (fall)	\$2,975.00	\$3,035.00	\$3,096.00
Music in Motion Director (HS) (fall)	\$2,975.00	\$3,035.00	\$3,096.00
Tier 4 (>50 hours < 200)			
AP Coordinator (3)	\$1,801.00	\$1,837.00	\$1,874.00
Apiary Advisor	\$1,801.00	\$1,837.00	\$1,874.00
Bermuda Program Director (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Chamber Singers	\$1,801.00	\$1,837.00	\$1,874.00
Choir Director (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Curriculum Council Co-Chair (2)	\$1,801.00	\$1,837.00	\$1,874.00
Debate Club (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Drama Club Assistant (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Drama Club Business Manager (HS)	\$1,801.00	\$1,837.00	\$1,874.00

Drama Club (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Junior States of America (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Link Crew (5) (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Marching Band - Drill (HS) (fall)	\$1,801.00	\$1,837.00	\$1,874.00
Math Team (HS)	\$1,801.00	\$1,837.00	\$1,874.00
MTSS/District Data Team (was SRBI)	\$1,801.00	\$1,837.00	\$1,874.00
National Art Honor Society (HS)	\$1,801.00	\$1,837.00	\$1,874.00
National Honor Society (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Non-School Day SAT Coordinator	\$1,801.00	\$1,837.00	\$1,874.00
Orchestra Conductor (HS)	\$1,801.00	\$1,837.00	\$1,874.00
PDEC Co-Chair	\$1,801.00	\$1,837.00	\$1,874.00
PLAHD (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Rotary 4-way (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Science Research Sponsor (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Senior Class Sponsor (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Spartan Seminar Coordinators (4)	\$1,801.00	\$1,837.00	\$1,874.00
Strings Instructor (HS)	\$1,801.00	\$1,837.00	\$1,874.00
Student Council (HS)*	\$1,801.00	\$1,837.00	\$1,874.00
Music Director – MS Musical (2) (MS)	\$1,801.00	\$1,837.00	\$1,874.00
Asst. Director - MS Musical (2) (MS)	\$1,801.00	\$1,837.00	\$1,874.00
Band Director (2) (MS)	\$1,801.00	\$1,837.00	\$1,874.00
Choir Director (2) (MS)	\$1,801.00	\$1,837.00	\$1,874.00
Choreographer - MS Musical (2) (MS)	\$1,801.00	\$1,837.00	\$1,841.00
Director - MS Musical (2) (MS)	\$1,801.00	\$1,837.00	\$1,841.00
Intramural Coordinator (2) (MS)	\$1,801.00	\$1,837.00	\$1,841.00
Jazz Band (2) (MS)	\$1,801.00	\$1,837.00	\$1,841.00
Sound Director (1) (MS)	\$1,801.00	\$1,837.00	\$1,841.00
Strings Instructor (2) (MS)	\$1,801.00	\$1,837.00	\$1,841.00
Student Activity Coordinator (2) (MS)	\$1,801.00	\$1,837.00	\$1,841.00
Yearbook (2) (MS)	\$1,801.00	\$1,837.00	\$1,841.00
Middle School Advisory Coordinators (4)	\$1,801.00	\$1,837.00	\$1,841.00
Middle School - 8 th Grade Trip Coordinator (2)	\$1,801.00	\$1,837.00	\$1,841.00
Middle School - 7 th Grade Trip Coordinator (2)	\$1,801.00	\$1,837.00	\$1,841.00
Music in Motion Music Director (fall)	\$1,801.00	\$1,837.00	\$1,841.00
Music in Motion Asst. Director (fall)	\$1,801.00	\$1,837.00	\$1,841.00

Tier 5 Positions (< 50 hours)

Amity Club Advisors (MS) (24)	\$1,041.00	\$1,062.00	\$1,083.00
Academic Decathlon	\$1,041.00	\$1,062.00	\$1,083.00
American Legion Oratorical Contest Advisor	\$1,041.00	\$1,062.00	\$1,083.00
Asst. Bermuda Program Director (2) (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Asst. Senior Class Sponsor (2) (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Chess (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Class Act Advisor (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Computer Club (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Curriculum Council Members (15)	\$1,041.00	\$1,062.00	\$1,083.00
Technology Student Association Advisors (2) (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Freshmen Class Sponsor (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Infinite Possibilities (3) (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Investing Club Advisor	\$1,041.00	\$1,062.00	\$1,083.00
Junior Class Sponsor (2) (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Literary Magazine (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Marine Biology (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Model UN (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Newspaper (HS)*	\$1,041.00	\$1,062.00	\$1,083.00
Peer Tutor Coordinator (2) (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Peer Mentor (HS)	\$1,041.00	\$1,062.00	\$1,083.00
HS Flag Football/Powderpuff (2) (HS) (fall)	\$1,041.00	\$1,062.00	\$1,083.00
Robotics Club (2) (HS)	\$1,041.00	\$1,062.00	\$1,083.00
SADD (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Science Mentorship (2) (HS)	\$1,041.00	\$1,062.00	\$1,083.00
School Club Sponsors (2) (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Sophomore Class Sponsor (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Table Top Gaming Advisor	\$1,041.00	\$1,062.00	\$1,083.00
Tri M	\$1,041.00	\$1,062.00	\$1,083.00
Teen Teaching (2) (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Unified Theater (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Video Club (HS)	\$1,041.00	\$1,062.00	\$1,083.00
Young Adult Book Club (HS)	\$1,041.00	\$1,062.00	\$1,083.00

CMEA Coordinator/Chaperone	\$1,041.00	\$1,062.00	\$1,083.00
TEAMS/STEM Club HS (2)	\$1,041.00	\$1,062.00	\$1,083.00
Assistant Science Research Sponsor	\$1,041.00	\$1,062.00	\$1,083.00
One Book One Amity (OBOA) Advisors -			
OBOA Programming Coordination Advisor	\$1,041.00	\$1,062.00	\$1,083.00
OBOA Selection Advisor	\$1,041.00	\$1,062.00	\$1,083.00
Professional Development and Evaluation			
Committee Members (4)	\$1,041.00	\$1,062.00	\$1,083.00
Chinese Language Honor Society Advisor	\$1,041.00	\$1,062.00	\$1,083.00
French Language Honor Society Advisor	\$1,041.00	\$1,062.00	\$1,083.00
Latin Language Honor Society Advisor	\$1,041.00	\$1,062.00	\$1,083.00
Spanish Language Honor Society Advisor	\$1,041.00	\$1,062.00	\$1,083.00

*Release time (1) period per day in the current schedule and under the "8 drop 2 schedule" release time of one-fifth (1/5) of a regular teaching load.

Appendix: The high school orchestra (pit band), choreographer, lighting director, sound director, costumer, set construction/demo and any other drama-related positions will be compensated at one of the following rates. The assignment of levels to these positions will be recommended to the Superintendent with rationale by the High School Principal. The Superintendent will have final determination. Once determined, these positions will be posted to the AEA membership. If no AEA member is willing and/or no one in the membership possesses the requisite skills, the position may be filled by an outside vendor.

Level 1: \$2,101.00; effective July 1, 2025: \$2,143.00; effective July 1, 2026: \$2,186.00

Level 2: \$1,576.00; effective July 1, 2025: \$1,608.00; effective July 1, 2026: \$1,640.00

Level 3: \$1,051.00; effective July 1, 2025: \$1,072.00; effective July 1, 2026: \$1,093.00

Level 4: \$525.00; effective July 1, 2025: \$536.00; effective July 1, 2026: \$547.00

All extracurricular activity positions in Appendix C will be posted to the AEA membership. If no AEA member in the school in which the extracurricular activity position is located is willing to fill the position by the deadline listed in the job posting, the position will be re-posted to other AEA members in the district. If no AEA member in the district is willing to fill the position by the deadline listed in the re-posting, the position will be posted to other employees of the Amity Regional district via email copied to the Association President. This protocol shall not apply to the posting and filling of department chairs, team leaders, content

leaders, and instructional coaches, which will continue to be posted and filled in accordance with the provisions of Article VII and Appendix J.

There shall be five (5) Professional Development and Evaluation Committee (PDEC) members: one (1) member from Amity Middle School Bethany, one (1) member from Amity Middle School Orange, and three (3) members from Amity Regional High School.

The process for selection of the PDEC members shall be mutually agreed upon by the Superintendent and the President of the Amity Education Association. The members covered under the collective bargaining agreement will make recommendations to the Superintendent, who shall make the PDEC member appointments. One (1) of the five (5) committee members will be selected to be the PDEC Co-Chair. The President of the Amity Education Association will also be a member of the committee but is not eligible for this stipend. PDEC member positions will not be posted district-wide under the provisions of Article VII of the collective bargaining agreement. The stipend for each of the positions shall be at Tier 5, with the exception of the PDEC Co-Chairs; the PDEC Co-Chairs shall be paid at Tier 4.

The Board has created twenty-four (24) middle school club advisor positions (12 per school) and 2 ARHS school club advisor positions compensated at Tier 5 to permit annual flexibility in club offerings based on student interest.

The stipends for Appendix C positions that are limited to the fall (as identified in Appendix C) will be paid as part of the first regular bi-weekly pay in December of each contract year. All other Appendix C stipends will be paid as part of the first regular bi-weekly pay in June of each contract year.

APPENDIX D
ATHLETIC DEPARTMENT
and COACHES' SALARIES

1. All appointments in the Athletic Department are made on a one (1) year basis and are subject to the yearly recommendation of the Athletic Director and approval by the Superintendent.
2. The salary for each of the varsity coaches and the business manager are as indicated in the Appendix D salary schedule.
3. The salary for each of the assistant/freshman coaches for each sport shall be sixty-five percent (65%) of the salary of the varsity coach of the same sport.
4. The salary for each of the Middle School coaches shall be fifty percent (50%) of the salary of the varsity coach of the same sport.
5. Sports will be grouped in the following manner:

Group 1: Football (including Spring Football)

Group 2: Basketball, Wrestling, Swimming, Hockey, Cheerleading, Dance, and Indoor Track.

Group 3: Volleyball, Soccer, Field Hockey, Baseball, Softball, Track, Lacrosse.

Group 4: Cross Country, Golf, Tennis and Ski Racing.

Coaching stipends will be included in the last payroll of December for all middle school and high school fall sports; the last payroll in March for all middle and high school winter sports; and the last payroll in June for all middle and high school spring sports.

APPENDIX D

ATHLETIC DEPARTMENT and COACHES' SALARIES

<u>Group 1</u>	2024-2025	2025-2026	2026-2027
Varsity Coach	\$8,473.00	\$8,642.00	\$8,815.00
Assistant/Freshman Coach	\$5,508.00	\$5,618.00	\$5,730.00
<u>Group 2</u>			
Varsity Coach	\$7,417.00	\$7,565.00	\$7,716.00
Assistant/Freshman Coach	\$4,821.00	\$4,917.00	\$5,015.00
Middle School Coach	\$3,709.00	\$3,783.00	\$3,859.00
<u>Group 3</u>			
Varsity Coach	\$5,884.00	\$6,002.00	\$6,122.00
Assistant/Freshman Coach	\$3,826.00	\$3,903.00	\$3,981.00
Middle School Coach	\$2,942.00	\$3,001.00	\$3,061.00
<u>Group 4</u>			
Varsity Coach	\$5,434.00	\$5,543.00	\$5,654.00
Assistant/Freshman Coach	\$3,532.00	\$3,603.00	\$3,675.00
Business Manager	\$4,527.00	\$4,618.00	\$4,710.00
OTHER	2024-2025	2025-2026	2026-2027
MS Athletic Liaisons (2)	\$1,493.00	\$1,523.00	\$1,553.00
HS Unified Sports Coordinator	\$1,773.00	\$1,808.00	\$1,844.00
MS Unified Sports Coordinator	\$1,773.00	\$1,808.00	\$1,844.00
Assistant Unified Sports Coordinator	\$1,136.00	\$1,159.00	\$1,182.00
MS Volleyball (2)	Group 3	Group 3	Group 3

The weight room supervisor shall be paid \$33.61 per hour for 2024-2025, \$34.28 per hour for 2025-2026 and \$34.97 per hour for 2026-2027.

APPENDIX E

SABBATICAL LEAVE

I. Purposes and Objectives

The primary purpose of the sabbatical leave plan is the improvement of the educational program through providing opportunity for extended graduate study and research by the individual staff member. This graduate study and research must be directly related to the area(s) of existing professional certification of the individual and may be of the following types:

1. An institutionally approved program leading toward an advanced degree or certificate (above Master's level).
2. An individually planned program approved by the Sabbatical Advisory Committee designed to enable the individual to attain further depth and competency in specialized fields.
3. Research, study and writing directly related to the development and improvement of the educational program of Regional School District No. 5.

II. Eligibility

Any member of the professional staff may apply for sabbatical leave subject to the following requirements:

1. The individual must hold a proper valid Connecticut certification for his/her current assignment.
2. The individual must have been employed in the Amity system for a minimum of six (6) complete and consecutive school years.
3. The individual must agree to return to the Amity system for a minimum period of two (2) complete school years after completing sabbatical.

III. Administration and Procedure

A. General

1. The maximum number of professional staff members on sabbatical at one time shall be one (1) for each one hundred (100) members or major fraction thereof.
2. The period for a sabbatical leave shall be a continuous half school year or a continuous full school year.

3. The approval of a sabbatical leave shall be contingent upon finding a qualified replacement for the period involved.

4. The grantee shall agree to make initial, interim and final reports to the Board during the leave period and to keep the Board continuously informed of his/her address and location.

5. An employee returning from a leave of absence granted under this policy shall be assigned an equivalent position to that which he/she held at the time the leave was granted, provided his/her contract is not terminated.

6. When such action appears in the best interests of the school system, the Board reserves the right to reject any and all applications for sabbatical leave or to exceed the maximum limitations set in Section III, A-1 above.

B. Approval

1. Approval of applications for sabbatical leave shall be granted by the Board upon the recommendation of the Superintendent.

2. All applications shall be studied and evaluated by the Sabbatical Advisory Committee. The Superintendent shall report the findings of this Committee at the time he/she makes his/her recommendation(s) to the Board.

3. The Sabbatical Advisory Committee shall consist of the following members: the Superintendent/designee, a school administrator appointed by the Superintendent, a member of the counseling staff appointed by the Superintendent and four (4) teachers appointed by the President of the Association with representation from each separate school. The Committee shall establish such regulations pertaining to officers' meetings and terms of membership as it may consider necessary and desirable.

C. Applications and Reports

1. Written applications shall be submitted to the Sabbatical Advisory Committee by December 1st of the current school year to be considered for the following school year.

2. This date may be waived at the discretion of the Superintendent when an unusual or unique opportunity for a sabbatical program arises at a later date.

3. Applications shall include the following:

a. Purpose of sabbatical leave.

b. Outline of planned program including projected courses and names of institutions involved.

c. Value to the individual and to the school system.

4. Applications shall be evaluated by the Sabbatical Advisory Committee on the basis of the following factors:

- a. Stated purpose as supported by the projected program of study.
- b. Potential benefit to the school system and to the individual.
- c. Evidence, through quality of service, that the individual will benefit from a sabbatical grant.
- d. Seniority of service in the Amity system.
- e. Other factors considered important.

5. During the sabbatical period, the following reports shall be made to the Superintendent by the grantee and in turn reviewed by the Sabbatical Advisory Committee:

a. Initial Report: To be made not later than two (2) weeks after the beginning of the sabbatical period. This report will describe the actual program of study in progress and the projected program.

b. Interim Report: To be made at midpoint of the sabbatical period. This report will briefly confirm progress with the approved plan of study.

c. Final Report: To be made not later than one (1) month following the termination of the sabbatical period. This report will summarize the period of study and research and will include, as appropriate: names of institutions attended, courses or activities pursued, transcripts of credit and audit work completed, experience gained and an appraisal of the value of the program followed during the leave period. An employee shall not be considered as having completed the requirements of the sabbatical leave until this report has been approved by the Superintendent.

d. Other Reports: Substantial changes in the planned program as defined in the application will be the subject of an immediate report to the Superintendent and must receive approval by him/her to maintain the validity of the granted sabbatical leave.

IV. Pay and Benefits

A. Salary and Compensation

1. Sabbatical pay shall be at the rate of seventy-five percent (75%) of the pay which the individual would receive if he/she were employed full-time on an active staff status during the sabbatical period, adjusted to proportionately correspond to the length of the sabbatical period.

2. Pay periods shall be the same as that of the teaching staff.
3. Fringe benefits, as established for the active professional staff, shall be authorized for the grantee.
4. Teachers' retirement deductions shall be made from sabbatical salaries according to State Statutes.
5. For purposes of salary increments, sabbatical periods shall be considered the equivalent of full active staff status.
6. The Superintendent must be notified promptly of accident, illness or other condition which may affect the progress of the individual in his/her planned program of study.

B. Breach of "Two-Year Agreement"

In the event a staff member does not fulfill his/her agreement to serve, following completion of the school year of the sabbatical period, on the professional staff of Regional School District No. 5 on a full-time active staff basis and for two (2) full years, as such years are defined for his/her position, the following shall apply and serve as part of the written and declared sabbatical leave agreement between the member and the Board.

1. For service, as defined above, of less than one (1) full year, the grantee shall reimburse the Board the full sabbatical pay received and the monetary value of all fringe benefits received during the sabbatical period.
2. For service, as defined above, of more than one (1) year but less than two (2) full years, the grantee shall reimburse the Board one-half ($\frac{1}{2}$) the sabbatical pay received and one-half ($\frac{1}{2}$) the monetary value of all fringe benefits received during the sabbatical period.
3. Such reimbursement shall be made to the Board in one lump sum within sixty (60) days of such breach of agreement.
4. The Board may, under unusual and exceptional circumstances such as prolonged illness or death, waive the above requirements for reimbursement either in whole or in part.

C. Fellowships, Scholarships, Grants, and Earnings

If, during the sabbatical period, the grantee receives compensation from other and outside sources such as a fellowship, grant or scholarship, and if he/she receives earnings from other employ, the sabbatical pay or grant will be reduced by an amount equal to the excess of the total of such other compensation and sabbatical pay over the annual salary he/she would have received if he/she had remained on active staff status.

As a condition to receiving sabbatical leave and pay, the grantee must agree to declare to the Board all other and outside compensation as defined above.

APPENDIX F SEVERANCE

In recognition of faithful service to the Amity Regional School District as a teacher, the following severance pay program shall be available to teachers in cases of retirement under the CT Teacher Retirement System, death, or severe illness of a permanent nature which requires retirement. In cases of dismissal, the Superintendent may recommend severance pay to the Board.

Severance pay shall be determined by the following formula for teachers hired prior to July 1, 1989:

$$(\$1,680.00) \times (\text{years of Amity teaching service prior to 7/1/93}) + (\$840 \text{ for the 1993-94 school year}).$$

Severance pay shall be determined by the following formula for teachers hired after June 30, 1989:

$$(\$840.00) \times (\text{years of Amity teaching service})$$

Teachers hired after June 30, 1993, shall not be eligible to receive severance pay under this Appendix F. All teachers who are eligible for severance pay shall have severance pay amount frozen as of June 30, 1994, and it shall not increase beyond that date.

Date of Notification

The teacher filing for retirement shall notify the Superintendent in writing by December 1st of the school year preceding retirement. In the event of a pending contract settlement, such notification date shall be extended to fifteen (15) days beyond the final settlement date.

The condition of death or severe illness of a permanent nature which requires retirement naturally eliminates any requirement of prior notification.

Payment Options

The following payment options shall be available to the teacher:

- a. two (2) installments, July 1st and January 1st, immediately following severance of employment;
- b. equal monthly installments spread over a two (2) to five (5) year period beginning July 1st of severance year;
- c. delayed, pending six (6) months' notification of payment commencement.

Survivorship Payments

Payments go to designated beneficiary in case of death or to the estate should no beneficiary have been designated. Such beneficiary shall preferably be noted at time of severance. Should the beneficiary desire to adjust receipt of payment to other alternatives noted above, he/she/they shall be granted such an option.

APPENDIX G
TUITION REIMBURSEMENT

1. In order to assist bargaining unit members with advancement in their education for the benefit of the bargaining unit member and the School District, effective commencing with the 2024-2025 contract year, the following tuition reimbursement plan will be implemented.
2. The Board agrees to budget twenty-seven thousand dollars (\$27,000.00) in each contract year to assist bargaining unit members with the cost of tuition for course work.
3. If the conditions set forth below are met, a bargaining unit member will be eligible for reimbursement in the amount of up to one thousand eight hundred dollars (\$1,800.00) per course to a maximum of three thousand six hundred dollars (\$3,600.00) per contract year. However, if the aggregate number of requests for reimbursement exceed the annual budget of twenty-seven thousand dollars (\$27,000.00), the amount distributed shall be divided equally per course among all eligible bargaining unit members who have requested reimbursement.
4. Reimbursement for courses taken in a specific contract year shall be paid to the bargaining unit member at the end of the contract year.
5. The following conditions shall apply:
 - a. The bargaining unit member must have completed two (2) years of service with the District in a position covered by this Agreement.
 - b. The course must be a part of a course of study for a graduate degree submitted to and approved, in writing, by the Superintendent of Schools or his/her designee prior to the bargaining unit member taking the course in order for credit(s) received for the course to be considered toward degree status. An 092 certificate that is not a part of a graduate degree program (a 6th year program) shall not be considered a "degree."
 - c. The course must be taken at an accredited college or university. For purposes of degree status, accredited college or university shall be defined as a college or university that has been accredited by the Council for the Accreditation of Educator Preparation ("CAEP").
 - d. The course must be for either: (i) a certification requirement, as determined by the Superintendent; or (ii) to enhance the skills of the bargaining unit member as a schoolteacher.
 - e. The bargaining unit member must submit a transcript and attain a grade of B or better or, if the course is pass/fail, a passing grade.

- f. The bargaining unit member advises the Superintendent of the anticipated completion date of the graduate degree program that must be within five (5) years of the taking of the initial course.
 - g. A request for reimbursement must be submitted within thirty (30) calendar days from the date the course is completed. Proper paperwork from the college or university must be submitted within such time frame. A failure to timely submit a request for reimbursement within thirty (30) calendar days from the date the course is completed shall be considered a waiver of the request for reimbursement unless extenuating circumstances precluded the bargaining unit member from submitting the request for reimbursement within the thirty (30) day timeframe set forth herein. In order for the extenuating circumstance exception to be considered by the Board, the bargaining unit member must advise the Superintendent, in writing, of the extenuating circumstances within the thirty (30) calendar day timeframe.
6. The Superintendent or his/her designee shall have sole discretion as to whether a course and/or credits may be used toward a change in degree status under Article VIII, Section F. 1.
7. Additionally, as a condition of tuition reimbursement, the bargaining unit member must agree to remain employed by the Board for two (2) years or repay the Board the amount of reimbursement paid by the Board.
8. In the event that the bargaining unit member leaves the Board's employment within two (2) years of receiving tuition reimbursement, the bargaining unit member shall reimburse the Board for the tuition paid by the Board. Accordingly, at the time the bargaining unit member is provided with the tuition reimbursement, he/she shall be required to execute a Tuition Reimbursement Form wherein he/she agrees to the terms set forth above. Repayment can be waived by the Board, in its discretion, under certain circumstances.

APPENDIX H

JOB SHARING

Job sharing will be available to interested staff and will be implemented through the personnel office. Job sharing might involve dividing work day and/or work year subject to the approval of the Superintendent prior to the subsequent work year.

The implementation of this program shall be subject to approval by a joint Association - Board committee. This committee shall not convene until such time as there are applicants for this program.

APPENDIX I TEACHER EXCHANGE

I. Purpose and Objective

The primary purpose of a teacher exchange is the enhancement of the educational program through the sharing of ideas, techniques, etc., via the exchange of an Amity teacher and a teacher from another part of the United States or some other country.

II. Eligibility

The individual must have been employed in the Amity system for a minimum of five (5) complete and consecutive years.

III. Administration and Procedure

1. The period of the exchange shall not exceed a continuous full school year.
2. Applications for teacher exchange must be submitted to the Superintendent in a timely manner. Applications must include a statement of purpose, potential benefit to the participants and respective schools, and other factors considered important.
3. Approval for the exchange may be granted by the Board upon the recommendation of the Superintendent. The decision of the Board is final and not subject to the grievance procedure.
4. The exchange candidate from the other school may be interviewed and must be acceptable to the Amity Superintendent.
5. Both teachers involved in the exchange must comply with certification requirements with the regulatory agency.
6. The teacher must keep the Superintendent informed of his/her progress during the exchange.
7. The Amity teacher on exchange must provide support as necessary to the Amity system.
8. The Amity teacher on exchange must notify the Superintendent immediately of any accident, illness, or other condition which may affect the progress of the exchange.
9. Upon return to the school system, the grantee shall be assigned the same or equivalent position, provided his/her position has not been terminated.

IV. Pay and Benefits

1. Each teacher participating in the exchange will receive pay and benefits as determined by his/her respective contractual agreement.

2. Approval for expenses incurred by the participating teachers may be granted by the Board upon recommendation of the Superintendent.

APPENDIX J
DEPARTMENT CHAIRS, TEAM LEADERS, CONTENT LEADERS, AND
INSTRUCTIONAL COACHES

The following provisions shall apply to Department Chairs, Team Leaders, Content Leaders, and Instructional Coaches:

1. Department Chairs

a. Selection

Department Chair positions will not be posted district-wide in accordance with the provisions of Article VII of the collective bargaining agreement. Individuals appointed to Department Chair positions will hold such positions for a term of three (3) years, unless the individual resigns from the position or is removed for cause based on his/her evaluation as a Department Chair. Department Chairs will be evaluated annually through a process developed by the Professional Development and Evaluation Committee ("PDEC"). If no bargaining unit member from the school where a Department Chair is needed volunteers to act a Department Chair, the position will be posted district wide.

b. Differential

The annual differential for these positions for 2024-2025 shall be \$7,358.00.

The annual differential for these positions for 2025-2026 shall be \$7,505.00.

The annual differential for these positions for 2026-2027 shall be \$7,656.00.

c. Additional Workdays

The Superintendent shall have the right, at the Superintendent's discretion, to require Department Chairs to work up to ten (10) additional workdays per year. Department Chairs shall be compensated at their per diem rates for any such additional days.

d. Regular Daily Schedule

Based on the current structure of the regular student school day, Department Chairs will teach three (3) classes and have one (1) preparation period on each regular student school day. Department Chairs will not have duty assignments. Under the 8 drop 2 schedule, Department Chairs will teach 3/5 of a regular teaching load and have at least one (1) preparatory period on each regular school day. Department Chairs will not be assigned any duty sessions.

2. **Middle School Team Leaders**

a. **Selection**

Team Leader positions will not be posted district-wide under the provisions of Article VII of the collective bargaining agreement. Any member of the grade-level Team may apply for appointment as the Team Leader. The Team shall make a recommendation to the principal, who will make a recommendation to the Superintendent, who shall make all Team leader appointments. The Team Leader holds the position for one (1) year. One person shall serve as Team Leader during the year unless circumstances prevent a one (1) year term.

b. **Differential**

The annual differential for these positions for 2024-2025 shall be \$4,653.00.

The annual differential for these positions for 2025-2026 shall be \$4,746.00.

The annual differential for these positions for 2026-2027 shall be \$4,841.00.

c. **Additional Workdays**

The Superintendent shall have the right, at the Superintendent's discretion, to require Team Leaders to work up to five (5) additional workdays per year. Team Leaders shall be compensated at their per diem rates for any such additional days.

d. **Regular Daily Schedule**

Team Leaders will have the same teaching load as other teachers. Team Leaders for academic teams and Life Arts teams will have duty assignments to the same extent as other academic and Life Arts teachers, respectively. In accordance with the present practice regarding duty assignments for pupil services teachers, Team Leaders for pupil services teams will not have duty assignments.

3. **Middle School Content Leaders**

a. **Selection**

Content Leader positions will not be posted district-wide under the provisions of Article VII of the collective bargaining agreement. Individuals appointed to Content Leader positions will hold such positions for a term of three (3) years, unless the individual resigns from the position or is removed for cause based on his/her evaluation as a Content Leader. Content Leaders will be evaluated annually through a process developed by the Professional

Development and Evaluation Committee (“PDEC”). If no bargaining unit members from the school where a Middle School Content Leader is needed volunteers to act a Middle School Content Leader, the position will be posted district wide.

b. Differential

The annual differential for Middle School Content Leader positions for 2024-2025 shall be \$4,653.00.

The annual differential for Middle School Content Leader positions for 2025-2026 shall be \$4,746.00.

The annual differential for Middle School Content Leader positions for 2026-2027 shall be \$4,841.00.

c. Additional Workdays

The Superintendent shall have the right, at the Superintendent’s discretion, to require Content Leaders to work up to five (5) additional workdays per year. Content Leaders shall be compensated at their per diem rates for any such additional days.

d. Regular Daily Schedule

Content Leaders will have the same teaching load as other teachers. Content Leaders for academic teams and Life Arts teams shall have duty assignments to the same extent as other academic and Life Arts teachers, respectively.

4. High School Content Leaders

a. Selection

High School Content Leader positions will not be posted district-wide under the provisions of Article VII of the collective bargaining agreement. Individuals appointed to Content Leader positions will hold such positions for a term of three (3) years, unless the individual resigns from the position or is removed for cause based on his/her evaluation as a Content Leader. Content Leaders will be evaluated annually through a process developed by the Professional Development and Evaluation Committee (“PDEC”). If no bargaining unit members from the high school volunteers to act a High School Content Leader, the position will be posted district wide.

b. Differential

The annual differential for High School Content Leader positions for 2024-2025 shall be \$4,653.00.

The annual differential for High School Content Leader positions for 2025-2026 shall be \$4,746.00.

The annual differential for High School Content Leader positions for 2026-2027 shall be \$4,841.00.

c. Additional Workdays

The Superintendent shall have the right, at his/her discretion, to require High School Content Leader(s) to work up to five (5) additional workdays beyond the regular teacher work year per contract year. A High School Content Leader shall be compensated at their per diem rates for any such additional days.

d. Regular Daily Schedule

Based on the current structure of the regular student school day, High School Content Leaders will teach, under the 8 drop 2 schedule, four-fifths (4/5) of a regular teaching load and have at least one (1) preparatory period on each regular school day. High School Content Leaders will not be assigned any duty sessions.

5. PLC Facilitators

PLC facilitators shall be released from one (1) duty period per cycle.

6. Instructional Coaches

a. Selection

All Instructional Coach positions will be posted and filled in accordance with the provisions of Article VII of the collective bargaining agreement. An individual appointed to an Instructional Coach position will hold such position for a term of no less than three (3) years, unless the individual resigns from the position or is removed for cause based on his/her evaluation as an Instructional Coach. Instructional Coaches will be evaluated annually through a process developed by the Professional Development and Evaluation Committee ("PDEC").

b. Differential

The annual differential for these positions for 2024-2025 shall be \$7,358.00.

The annual differential for these positions for 2025-2026 shall be \$7,505.00.

The annual differential for these positions for 2026-2027 shall be \$7,656.00.

c. **Additional Workdays**

The Superintendent shall have the right, at the Superintendent's discretion, to require the Instructional Coaches to work up to ten (10) additional workdays per year. Instructional Coaches shall be compensated at their per diem rates for any such additional days.

d. **Regular Daily Schedule**

The work schedule will be in accordance with that specified in the Collective Bargaining Agreement, except as modified herein.

1. Instructional coaches may be assigned to teach a class equivalent to 1/5 of a regular teaching load.
2. Instructional coaches shall be considered traveling teachers under Article VII. D.
3. Instructional coaches will not be assigned any duty sessions or other responsibilities that would normally be related to a regular classroom teachers' assignment other than those connected to their class assignment.

The following shall be used for purposes of implementing the change under Appendix J:

2024-2025	2025-2026	2026-2027
English (HS)	English (B)	English (O)
Math (B)	Math (O)	Math (HS)
Science (O)	Science (HS)	Science (B)
WL (HS)	WL (B)	WL (O)
Soc Studies (B)	Soc Studies (O)	Soc Studies (HS)
CTE (HS)	PE/Health (HS)	VPA (HS)
Alt Program (HS)		

APPENDIX K
WORK BEYOND THE SCHEDULED SCHOOL CALENDAR AND SUMMER
SCHOOL "COURSES FOR CREDIT" PROGRAM

All work beyond the scheduled school calendar, with the exception of curriculum study and/or writing, shall be compensated on a per diem basis computed at 1/185th of the individual's Appendix B contracted salary for the current school year. All compensated work for teachers beyond the scheduled school calendar shall be approved in advance by the Administrator and the Superintendent/designee. In order to be eligible for per diem pay for all work beyond the school calendar, a teacher must work at least a six-hour day.

Curriculum study and/or writing will be compensated at an hourly rate of \$53.75 in 2024-2025, \$54.83 in 2025-2026 and \$55.93 in 2026-2027.

Any Amity teacher who teaches/presents a single workshop on a single staff development day shall be paid a stipend of \$164.22 in 2024-2025, \$167.50 in 2025-2026 and \$170.85 in 2026-2027.

SUMMER SCHOOL "COURSES FOR CREDIT" PROGRAM

The Amity Region No. 5 Summer School "Courses for Credit" Program is a voluntary employment opportunity. The program will run for thirty (30) days or approximately six weeks. The courses to be taught will be either half-year (three (3) weeks) or full-year (six (6) weeks).

Any teacher who teaches a full-year summer school course for credit shall be paid a stipend of \$5,179.00 in 2024-2025, \$5,283.00 in 2025-2026 and \$5,389.00 in 2026-2027. Any teacher who teaches a half-year summer school course for credit shall be paid a stipend of \$2,590.00 in 2024-2025, \$2,642.00 in 2025-2026 and \$2,695.00 in 2026-2027. Payment shall be made on a bi-weekly basis.

Any teacher who teaches a summer school credit course outside of the "Course for Credit" program will be paid \$41.58 per hour in 2024-2025, \$42.41 in 2025-2026 and \$43.26 in 2026-2027.

CHAPTER 166*

TEACHERS AND SUPERINTENDENTS

*School laws demonstrate adoption of public policy to provide good public schools, staffed by qualified teachers; that these teachers shall be secure in their employment save for circumstances affecting the quality of their work; and that, as an inducement to, and reward for, a long period of service, qualified teachers shall benefit from a comprehensive retirement system. 152 C. 151.

Table of Contents

Sec. 10-144o. Definitions.

Sec. 10-145. Certificate necessary to employment. Forfeiture for noncompliance. Substitute teachers.

Sec. 10-145a. (Formerly Sec. 10-146). Specific components of teacher preparation programs.

Sec. 10-145b. Teaching certificates.

Sec. 10-145c. Election of persons certified provisionally before July 1, 1974.

Sec. 10-145d. State board regulations for teacher certificates. Certification of school business administrators; membership in teachers' retirement system; applicability of teacher tenure law. Certification of computer science teachers. Applicability of elementary education and comprehensive special education endorsements to certain grade levels. Teaching experience in birth-to-three programs. Certification of marital and family therapists. Requirement re reading instruction examination and program of study in dyslexia for certain endorsements.

Sec. 10-145e. Certification for occupational subjects.

Sec. 10-145f. Testing for prospective teachers.

Sec. 10-145g. Regulations.

Sec. 10-145h. Requirements for certification as a bilingual education teacher.

Sec. 10-145i. Limitation on issuance and reissuance of certificates, authorizations or permits to certain individuals.

Sec. 10-145j. Employment of national corps of teachers' training program graduates.

Sec. 10-145k. Issuance of international teacher permit.

[\(Return to Chapter\)](#) [\(Return to Table of Contents\)](#) [List of Chapters](#) [List of Titles](#)

Sec. 10-153d. Meeting between board of education and fiscal authority required. Duty to negotiate. Procedure if legislative body rejects contract. (a) Within thirty days prior to the date on which the local or regional board of education is to commence negotiations pursuant to this section, such board of education shall meet and confer with the board of finance in each town or city having a board of finance, with the board of selectmen in each town having no board of finance and otherwise with the authority making appropriations therein. A member of such board of finance, such board of selectmen, or such other authority making appropriations, shall be permitted to be present during negotiations pursuant to this section and shall provide such fiscal information as may be requested by the board of education.

(b) The local or regional board of education and the organization designated or elected as the exclusive representative for the appropriate unit, through designated officials or their representatives, shall have the duty to negotiate with respect to salaries, hours and other conditions of employment about which either party wishes to negotiate. For purposes of this subsection and sections 10-153a, 10-153b and 10-153e to 10-153g, inclusive, (1) "hours" shall not include the length of the student school year, the scheduling of the student school day, the length and number of parent-teacher conferences and the scheduling of the student school day, except for the length and the scheduling of teacher lunch periods and teacher preparation periods and (2) "other conditions of employment" shall not include the establishment or provisions of any retirement incentive plan authorized by section 10-183jj or the development or adoption of teacher evaluation and support programs, pursuant to section 10-151b. Such negotiations shall commence not less than two hundred ten days prior to the budget submission date. Any local board of education shall file forthwith a signed copy of any contract with the town clerk and with the Commissioner of Education. Any regional board of education shall file forthwith a signed copy of any such contract with the town clerk in each member town and with the Commissioner of Education. Upon receipt of a signed copy of such contract the clerk of such town shall give public notice of such filing. The terms of such contract shall be binding on the legislative body of the local or regional school district, unless such body rejects such contract at a regular or special meeting called and convened for such purpose within thirty days of the filing of the contract. If a vote on such contract is petitioned for in accordance with the provisions of section 7-7, in order to reject such contract, a minimum number of those persons eligible to vote equal to fifteen per cent of the electors of such local or regional school district shall be required to participate in the voting and a majority of those voting shall be required to reject. Any regional board of education shall call a district meeting to consider such contract within such thirty-day period if the chief executive officer of any member town so requests in writing within fifteen days of the receipt of the signed copy of the contract by the town clerk in such town. The body charged with making annual appropriations in any school district shall appropriate to the board of education whatever funds are required to implement the terms of any contract not rejected pursuant to this section. All organizations seeking to represent members of the teaching profession shall be accorded equal treatment with respect to teachers, principals, members of the board of education, records, mail boxes and school facilities and, in the absence of any recognition or certification as the exclusive representative as provided by section 10-153b, participation in discussions with respect to salaries, hours and other conditions of employment.

(c) If the legislative body rejects the contract pursuant to the provisions of subsection (b) of this section, the parties shall commence the arbitration process, in accordance with the provisions of subsection (c) of section 10-153f, on the fifth day next following the rejection which, for the purposes of this procedure, shall serve as the equivalent of the one hundred thirty-fifth day prior to the budget submission date, provided, if requested by either party, the parties shall mediate the contract dispute prior to the initial arbitration hearing. The parties shall meet with a mediator mutually selected by them, provided such parties shall inform the commissioner of the name of such mediator. If the parties are unable to mutually select a mediator, then the parties shall meet with the commissioner or the commissioner's agent or a mediator designated by said commissioner. Mediators shall be chosen

from a panel of mediators selected by the State Board of Education or from outside such panel if mutually agreed by the parties. Such mediators shall receive a per diem fee determined on the basis of the prevailing rate for such services, and the parties shall share equally in the cost of such mediation. In any civil or criminal case, any proceeding preliminary thereto, or in any legislative or administrative proceeding, a mediator shall not disclose any confidential communication made to such mediator in the course of mediation unless the party making such communication waives such privilege. The parties shall provide such information as the commissioner may require. The commissioner may recommend a basis for settlement but such recommendations shall not be binding upon the parties.

(February, 1965, P.A. 298, S. 3; 1967, P.A. 752, S. 3; 1969, P.A. 811, S. 3; P.A. 73-391; P.A. 76-403, S. 4, 11; P.A. 77-614, S. 302, 610; P.A. 78-84; 78-218, S. 82; P.A. 83-72, S. 3, 9; P.A. 84-225; P.A. 87-250, S. 1, 11; P.A. 89-233, S. 2, 3; P.A. 90-230, S. 79, 101; P.A. 92-84, S. 4, 7; 92-170, S. 21, 26; P.A. 96-244, S. 14, 63; P.A. 13-245, S. 20.)

History: 1967 act substituted "town" for "local" boards of education and included provision for equal access to mailboxes and school facilities; 1969 act added detailed provisions re adoption and implementation of contracts; P.A. 73-391 required town clerk to give public notice of filing of contract; P.A. 76-403 inserted Subsec. (a) re role of municipal appropriation-making authority in negotiation process, made former provisions Subsec. (b) and included in Subsec. (b) requirement that negotiations commence at least 180 days before budget submission date and requirement that copies of contracts be filed with secretary of state board as well as with town clerk(s) and modified provision re equal access and right to participate in discussion so that all have right to equal access, and discussion participation right applies only where no exclusive representative has been designated, whereas previously equal access and discussion participation rights were allowed to all only when no exclusive representative was designated, deleting details of what is involved in duty to negotiate and prohibition of interference with employees by board of education or its representatives, agents etc.; P.A. 77-614 substituted commissioner of education for secretary of the state board of education, effective January 1, 1979; P.A. 78-84 amended Subsec. (b) re required vote for rejection in petitioned vote on contract; P.A. 78-218 substituted "local" for "town" board of education and made technical corrections; P.A. 83-72 added Subsec. (c) concerning procedure to be followed if the legislative body rejects contract negotiated by board of education and exclusive bargaining representative; P.A. 84-225 changed minimum voter turnout from 15% of those eligible to vote to 15% of electors; P.A. 87-250 amended Subsec. (b) to provide that the parties have the duty to negotiate with respect to hours, and defined "hours"; P.A. 89-233 in Subsec. (b) added Subdiv. (1) designation and new Subdiv. (2) re establishment or provisions of retirement incentive plans as not included in "other conditions of employment"; P.A. 90-230 made technical change in Subsec. (b); P.A. 92-84 amended Subsec. (b) to require negotiations to commence not less than 240 days, rather than 180 days, prior to the budget submission date; P.A. 92-170 amended Subsec. (b) to change 240 days to 210 days and amended Subsec. (c) to change the eighty-fifth day to the one hundred thirty-fifth day, effective May 26, 1992, and applicable to arbitration proceedings commencing on or after that date; P.A. 96-244 made a technical change in Subsec. (b), deleting reference to Secs. 10-257b to 10-257e, inclusive, repealed elsewhere in the act, effective July 1, 1996; P.A. 13-245 amended Subsec. (b)(2) by adding "or the development or adoption of teacher evaluation and support programs, pursuant to section 10-151b" to definition of "other conditions of employment", effective July 2, 2013.

See Sec. 10-153k re applicability of this section to incorporated or endowed high schools or academies.

Good faith negotiation mandatory 162 C. 577. Communication by school board with teachers during negotiations, permissible. Id., 578. Collective bargaining is a constitutional right. 164 C. 348. Cited. Id., 426. Mandamus action to obtain interpretation of collective contract and payment of sums to individual teachers precluded by existence of adequate remedies at law. 167 C. 513. Cited. 174 C. 189. Nothing in statute which, in absence of express provision in contract, would guarantee teacher job security; board has discretion under Sec. 10-151(b)(5) to eliminate positions and terminate teachers' contracts in order to implement a reduced budget. Id., 522. Secs. 10-153a-10-153j include coverage of teachers employed in summer school

programs. 177 C. 68. Cited. 184 C. 116; 186 C. 725; 190 C. 235; 200 C. 376; 201 C. 685; 202 C. 492; 205 C. 116; 206 C. 113; 216 C. 253; 217 C. 110; 234 C. 704; 239 C. 32.

Cited. 5 CA 253; 23 CA 727; 35 CA 111.

Cited. 27 CS 298. Equal treatment of all organizations is not permitted once defendant was certified as exclusive representative of New Haven board of education employees pursuant to Sec. 10-153b. Id., 422. Held that prior to 1969 amendment, final decision as to teachers' salaries rested with ultimate budgetary control of board of finance and board of aldermen. 28 CS 265. Obligation to negotiate in good faith, when. 30 CS 63. Cited. 38 CS 80.

([Return to Chapter](#) ([Return to Table of Contents](#)) [List of Chapters](#)) [List of Titles](#))

Sec. 10-153e. Prohibited practices of employers, employees and representatives. Hearing before State Board of Labor Relations. Appeal. Penalty. (a) No certified professional employee shall, in an effort to effect a settlement of any disagreement with the employing board of education, engage in any strike or concerted refusal to render services. This provision may be enforced in the superior court for any judicial district in which said board of education is located by an injunction issued by said court or a judge thereof pursuant to sections 52-471 to 52-479, inclusive, provided the Commissioner of Education shall be given notice of any hearing and the commissioner or said commissioner's designee shall be an interested party for the purposes of section 52-474.

(b) The local or regional board of education or its representatives or agents are prohibited from: (1) Interfering, restraining or coercing certified professional employees in the exercise of the rights guaranteed in sections 10-153a to 10-153n; (2) dominating or interfering with the formation, existence or administration of any employees' bargaining agent or representative; (3) discharging or otherwise discriminating against or for any certified professional employee because such employee has signed or filed any affidavit, petition or complaint under said sections; (4) refusing to negotiate in good faith with the employees' bargaining agent or representative which has been designated or elected as the exclusive representative in an appropriate unit in accordance with the provisions of said sections; or (5) refusing to participate in good faith in mediation or arbitration. A prohibited practice committed by a board of education, its representatives or agents shall not be a defense to an illegal strike or concerted refusal to render services.

(c) Any organization of certified professional employees or its agents is prohibited from: (1) Interfering, restraining or coercing (A) certified professional employees in the exercise of the rights guaranteed in this section and sections 10-153a to 10-153c, inclusive, provided that this shall not impair the right of an employees' bargaining agent or representative to prescribe its own rules with respect to acquisition or retention of membership provided such rules are not discriminatory and (B) a board of education in the selection of its representatives or agents; (2) discriminating against or for any certified professional employee because such employee has signed or filed any affidavit, petition or complaint under said sections; (3) breaching its duty of fair representation pursuant to section 10-153a; (4) refusing to negotiate in good faith with the employing board of education, if such organization has been designated or elected as the exclusive representative in an appropriate unit; (5) refusing to participate in good faith in mediation or arbitration; or (6) soliciting or advocating support from public school students for activities of certified professional employees or organizations of such employees.

(d) As used in this section, sections 10-153a to 10-153c, inclusive, and section 10-153g, "to negotiate in good faith" is the performance of the mutual obligation of the board of education or its representatives or agents and the organization designated or elected as the exclusive representative for the

appropriate unit to meet at reasonable times, including meetings appropriately related to the budget-making process, and to participate actively so as to indicate a present intention to reach agreement with respect to salaries, hours and other conditions of employment, or the negotiation of an agreement, or any question arising thereunder and the execution of a written contract incorporating any agreement reached if requested by either party, but such obligation shall not compel either party to agree to a proposal or require the making of a concession.

(e) Whenever a board of education or employees' representative organization has reason to believe that a prohibited practice, as defined in subsection (b) or (c) of this section, has been or is being committed, or whenever a certified employee believes a breach of the duty of fair representation under subdivision (3) of subsection (c) of this section has occurred or is occurring, such board of education, representative organization or certified employee shall file a written complaint with the State Board of Labor Relations and shall mail a copy of such complaint to the party that is the subject of the complaint. Upon receipt of a properly filed complaint, said board shall refer such complaint to the agent who shall, after investigation and within ninety days after the date of such referral, either (1) make a report to said board recommending dismissal of the complaint or (2) issue a written complaint charging prohibited practices. If no such report is made and no such written complaint is issued, the Board of Labor Relations in its discretion may proceed to a hearing upon the party's original complaint of the violation of this chapter which shall in such case be treated for the purpose of this section as a complaint issued by the agent. Upon receiving a report from the agent recommending dismissal of a complaint, said Board of Labor Relations may issue an order dismissing the complaint or may order a further investigation or a hearing thereon. Upon receiving a complaint issued by the agent, the Board of Labor Relations shall set at time and place for the hearing. Any such complaint may be amended with the permission of said board. The party so complained of shall have the right to file an answer to the original or amended complaint within five days after the service of such complaint or within such other time as said board may limit. Such party shall have the right to appear in person or otherwise to defend against such complaint. In the discretion of said board any person may be allowed to intervene in such proceeding. In any hearing said board shall not be bound by technical rules of evidence prevailing in the courts. A stenographic or electronic record of the testimony shall be taken at all hearings of the Board of Labor Relations and a transcript thereof shall be filed with said board upon its request. Said board shall have the power to order the taking of further testimony and further argument. If, upon all the testimony, said board determines that the party complained of has engaged in or is engaging in any prohibited practice, it shall state its finding of fact and shall issue and cause to be served on such party an order requiring it to cease and desist from such prohibited practice, and shall take such further affirmative action as will effectuate the policies of subsections (b) to (d), inclusive, of this section. Such order may further require such party to make reports from time to time showing the extent to which the order has been complied with. If upon all the testimony the Board of Labor Relations is of the opinion that the party named in the complaint has not engaged in or is not engaging in any such prohibited practice, then said board shall make its finding of fact and shall issue an order dismissing the complaint. Until a transcript of the record in a case has been filed in the Superior Court, as provided in subsection (g) of this section, said board may at any time, upon notice, modify or set aside in whole or in part any finding or order made or issued by it. Proceedings before said board shall be held with all possible expedition. Any party who wishes to have a transcript of the proceedings before the Board of Labor Relations shall apply therefor. The parties may agree on the sharing of the costs of the transcript but, in the absence of such agreement, the costs shall be paid by the requesting party.

(f) For the purpose of hearings pursuant to this section before the Board of Labor Relations said board shall have power to administer oaths and affirmations and to issue subpoenas requiring the attendance of witnesses. In case of contumacy or refusal to obey a subpoena issued to any person, the Superior Court, upon application by said board, shall have jurisdiction to order such person to appear before said board to produce evidence or to give testimony touching the matter under investigation or in question, and any failure to obey such order may be punished by said court as a contempt thereof. No person shall be excused from attending and testifying or from producing books, records, correspondence, documents or other evidence in obedience to the subpoena of the board, on the ground that the testimony or evidence required may tend to incriminate or subject such person to a penalty or forfeiture; but no individual shall be prosecuted or subjected to any penalty or forfeiture for or on account of any transaction, matter or thing concerning which such individual is compelled, after claiming a privilege against self-incrimination, to testify or produce evidence, except that such individual so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying. Complaints, orders and

other processes and papers of the Board of Labor Relations or the agent may be served personally, by registered or certified mail, by telegraph or by leaving a copy thereof at the principal office or place of business of the person required to be served. The verified return of service shall be proof of such service. Witnesses summoned before said board or the agent shall be paid the same fees and mileage allowances that are paid witnesses in the courts of this state, and witnesses whose depositions are taken and the person taking the same shall severally be entitled to the same fees as are paid for like services in the courts of this state. All processes of any court to which an application or petition may be made under this chapter may be served in the judicial district wherein the person or persons required to be served reside or may be found.

(g) (1) The Board of Labor Relations may petition the superior court for the judicial district wherein the prohibited practice in question occurred or wherein any party charged with the prohibited practice resides or transacts business, or, if said court is not in session, any judge of said court, for the enforcement of an order and for appropriate temporary relief or a restraining order, and shall certify and file in the court a transcript of the entire record of the proceedings, including the pleadings and testimony upon which such order was made and the finding and orders of said board. In the event an appeal has not been filed pursuant to section 4-183, the board may file its petition in the superior court for the judicial district of Hartford, or, if said court is not in session, the board may petition any judge of said court. Within five days after filing such petition in the Superior Court, said board shall cause a notice of such petition to be sent by registered or certified mail to all parties or their representatives. The Superior Court, or, if said court is not in session, any judge of said court, shall have jurisdiction of the proceedings and of the questions determined thereon, and shall have the power to grant such relief, including temporary relief, as it deems just and suitable and to make and enter a decree enforcing, modifying and enforcing as so modified, or setting aside in whole or in part, the order of said board. (2) No objection that has not been urged before the Board of Labor Relations shall be considered by the court, unless the failure to urge such objection is excused because of extraordinary circumstances. The findings of said board as to the facts, if supported by substantial evidence, shall be conclusive. If either party applies to the court for leave to adduce additional evidence and shows to the satisfaction of the court that such additional evidence is material and that there were reasonable grounds for the failure to adduce such evidence in the hearing before said board, the court may order such additional evidence to be taken before said board and to be made part of the transcript. The Board of Labor Relations may modify its findings as to the facts, or make new findings, by reason of additional evidence so taken, and it shall file such modified or new findings, which, if supported by substantial evidence, shall be conclusive, and shall file its recommendations, if any, for the modification or setting aside of its original order. (3) The jurisdiction of the Superior Court shall be exclusive and its judgment and decree shall be final, except that the same shall be subject to review by the Appellate Court, on appeal, by either party, irrespective of the nature of the decree or judgment or the amount involved. Such appeal shall be taken and prosecuted in the same manner and form and with the same effect as is provided in other cases of appeal to the Appellate Court, and the record so certified shall contain all that was before the lower court. (4) Any party aggrieved by a final order of the Board of Labor Relations granting or denying in whole or in part the relief sought may appeal pursuant to the provisions of chapter 54 to the superior court for the judicial district where the prohibited practice was alleged to have occurred, in the judicial district of New Britain, or in the judicial district wherein such party resides or transacts business. (5) Petitions filed under this subsection shall be heard expeditiously and determined upon the transcript filed, without requirement of printing. Hearings in the Superior Court or Appellate Court under this chapter shall take precedence over all other matters, except matters of the same character.

(h) Subject to regulations to be made by the Board of Labor Relations, the complaints, orders and testimony relating to a proceeding instituted under subsection (e) of this section may be available for inspection or copying. All proceedings pursuant to said subsection shall be open to the public.

(i) Any person who wilfully resists, prevents or interferes with any member of the Board of Labor Relations or the agent in the performance of duties pursuant to subsections (e) to (i), inclusive, of this section shall be fined not more than five hundred dollars or imprisoned not more than six months or both.

(February, 1965, P.A. 298, S. 4; 1969, P.A. 811, S. 4; P.A. 76-403, S. 5, 11; P.A. 77-235, S. 1, 2; 77-614, S. 302, 610; P.A. 78-218, S. 83-86; 78-280, S. 2, 127; 78-303, S. 85, 136; P.A. 83-72, S. 4, 9; 83-308, S. 2; June Sp. Sess. P.A. 83-29, S. 22, 82; P.A. 87-250, S. 5, 11; P.A. 88-230, S. 1, 12; 88-317, S. 36, 107; P.A. 90-98, S. 1, 2; P.A. 93-142, S. 4, 7, 8; 93-426, S. 7, 8; P.A. 95-220, S. 4-6; P.A. 99-215, S. 24, 29.)

History: 1969 act included provisions for enforcement of prohibition against strikes by professional employees by temporary injunction; P.A. 76-403 added Subsecs. (b) to (i) re prohibited activities by board of education and by professional employees; P.A. 77-235 amended Subsec. (a) to require that notice of hearing be given secretary of the state board and to designate secretary or his designee as interested party; P.A. 77-614 and P.A. 78-303 substituted commissioner of education for secretary of the state board of education, effective January 1, 1979; P.A. 78-218 substituted “local” for “town” board of education in Subsec. (b) and made technical changes; P.A. 78-280 deleted reference to county in Subsec. (g); P.A. 83-72 amended Subsec. (b) to include statutory reference to all provisions concerning teacher negotiation law, Secs. 10-153a to 10-153n, inclusive; P.A. 83-308 amended Subsec. (g) to allow the board to file its petition for enforcement of an order in the superior court for the judicial district of Hartford-New Britain if an appeal of the order has not been filed; June Sp. Sess. P.A. 83-29 deleted reference to supreme court and substituted appellate court in lieu thereof in Subsec. (g); P.A. 87-250 amended Subsec. (d) to include hours as a subject with respect to which the parties are to indicate a present intention to reach agreement; P.A. 88-230 replaced “judicial district of Hartford-New Britain” with “judicial district of Hartford”, effective September 1, 1991; P.A. 88-317 amended Subsec. (g)(1) by deleting “or subdivision (4) of this subsection” after “4-183” and amended Subsec. (g)(4) to require appeal to be made “pursuant to the provisions of chapter 54”, instead of specifying the procedure for the appeal, and to superior court in judicial district of Hartford-New Britain, effective July 1, 1989, and applicable to all agency proceedings commencing on or after that date; P.A. 90-98 changed effective date of P.A. 88-230 from September 1, 1991, to September 1, 1993; P.A. 93-142 changed the effective date of P.A. 88-230 from September 1, 1993, to September 1, 1996, effective June 14, 1993; P.A. 93-426 inserted new Subsec. (c)(3) to prohibit a bargaining representative for certified professional employees from breaching its duty of fair representation to such employees and redesignated existing Subdiv. (3) as (4) and amended Subsec. (e) to allow certified employees to file written complaints with the state board of labor relations against their bargaining representatives alleging breach of the duty of fair representation; P.A. 95-220 changed the effective date of P.A. 88-230 from September 1, 1996, to September 1, 1998, effective July 1, 1995; P.A. 99-215 replaced “judicial district of New Britain” in Subsec. (g)(4), effective June 29, 1999.

See Sec. 10-153k re applicability of this section to incorporated or endowed high schools or academies.

Cited. 162 C. 393; Id., 577. Section is constitutional. 164 C. 348. Secs. 10-153a-10-153j include coverage of teachers employed in summer school programs. 177 C. 68. Cited. 184 C. 116. Injunction authorized under section could be issued against the New Haven Federation of Teachers as well as against individual teachers. 186 C. 725. Cited. 190 C. 235; 200 C. 376; 201 C. 685; 202 C. 492; 205 C. 113; 216 C. 253; 217 C. 110; 234 C. 704; 239 C. 32; 240 C. 835.

Cited. 5 CA 253; 23 CA 727; 35 CA 111.

Cited. 27 CS 298; 30 CS 63; 38 CS 80.

Subsec. (b):

Cited. 232 C. 198. Subdiv. (4): A unilateral change to an employment condition constitutes an unlawful refusal to negotiate under Subdiv., but union failed to present evidence of a preexisting, fixed and definite practice necessary to show unilateral change that increased workload. 299 C. 63.

Sec. 10-153f. Mediation and arbitration of disagreements. (a) There shall be in the Department of Education an arbitration panel of not less than twenty-four or more than twenty-nine persons to serve as provided in subsection (c) of this section. The Governor shall appoint the members of such panel, with the advice and consent of the General Assembly, as follows: (1) Seven members who are representative of the interests of local and regional boards of education and selected from lists of names submitted by such boards; (2) seven members who are representative of the interests of exclusive bargaining representatives of certified employees and selected from lists of names submitted by such bargaining representatives; and (3) not less than ten or more than fifteen members who are impartial representatives of the interests of the public in general, residents of the state of Connecticut, experienced in public sector collective bargaining interest impasse resolution and selected from lists of names submitted by the State Board of Education. The lists of names submitted to the Governor pursuant to subdivisions (1) to (3), inclusive, of this subsection shall, in addition to complying with the provisions of section 4-9b, include a report from the State Board of Education certifying that the process conducted for soliciting applicants made adequate outreach to minority communities and documenting that the number and make-up of minority applicants considered reflect the state's racial and ethnic diversity. Each member of the panel serving on or appointed after January 1, 2016, shall serve a term of four years, except that each arbitrator shall hold office until a successor is appointed and any arbitrator not reappointed shall finish to conclusion any arbitration for which such arbitrator has been selected or appointed. Arbitrators may be removed for good cause. If any vacancy occurs in such panel, the Governor shall act within forty days to fill such vacancy in the manner provided in section 4-19. Persons appointed to the arbitration panel shall serve without compensation but each shall receive a per diem fee for any day during which such person is engaged in the arbitration of a dispute pursuant to this section. The parties to the dispute so arbitrated shall pay the fee in accordance with subsection (c) of this section.

(b) If any local or regional board of education cannot agree with the exclusive representatives of a teachers' or administrators' unit after negotiation concerning the terms and conditions of employment applicable to the employees in such unit, either party may submit the issues to the commissioner for mediation. On the one hundred sixtieth day prior to the budget submission date, the commissioner shall order the parties to report their settlement. If, on such one hundred sixtieth day, the parties have not reached agreement and have failed to initiate mediation, the commissioner shall order the parties to notify the commissioner of the name of a mutually selected mediator and to commence mediation. The commissioner may order the parties to appear before said commissioner during the mediation period. In either case, the parties shall meet with a mediator mutually selected by them, provided such parties shall inform the commissioner of the name of such mediator, or with the commissioner or the commissioner's agents or a mediator designated by said commissioner. Mediators shall be chosen from a panel of mediators selected by the State Board of Education or from outside such panel if mutually agreed by the parties. Such mediators shall receive a per diem fee determined on the basis of the prevailing rate for such services, and the parties shall share equally in the cost of such mediation. In any civil or criminal case, any proceeding preliminary thereto, or in any legislative or administrative proceeding, a mediator shall not disclose any confidential communication made to such mediator in the course of mediation unless the party making such communication waives such privilege. The parties shall provide such information as the commissioner may require. The commissioner may recommend a basis for settlement but such recommendations shall not be binding upon the parties. Such recommendation shall be made within twenty-five days after the day on which mediation begins.

(c) (1) On the fourth day next following the end of the mediation session or on the one hundred thirty-fifth day prior to the budget submission date, whichever is sooner, the commissioner shall order the parties to report their settlement of the dispute or, if there is no settlement, to notify the commissioner of either their agreement to submit their dispute to a single arbitrator or the name of the arbitrator selected by each of them. Within five days of providing such notice, the parties shall notify the commissioner of the name of the arbitrator if there is an agreement on a single arbitrator appointed to the panel pursuant to subdivision (3) of subsection (a) of this section or agreement on the third arbitrator appointed to the panel pursuant to said subdivision. The commissioner may order the parties to appear before said commissioner during the arbitration period. If the parties have

notified the commissioner of their agreement to submit their dispute to a single arbitrator and they have not agreed on such arbitrator, within five days after such notification, the commissioner shall select such single arbitrator who shall be an impartial representative of the interests of the public in general. If each party has notified the commissioner of the name of the arbitrator it has selected and the parties have not agreed on the third arbitrator, within five days after such notification, the commissioner shall select a third arbitrator, who shall be an impartial representative of the interests of the public in general. If either party fails to notify the commissioner of the name of an arbitrator, the commissioner shall select an arbitrator to serve and the commissioner shall also select a third arbitrator who shall be an impartial representative of the interests of the public in general. Any selection pursuant to this section by the commissioner of an impartial arbitrator shall be made at random from among the members appointed under subdivision (3) of subsection (a) of this section. Arbitrators shall be selected from the panel appointed pursuant to subsection (a) of this section and shall receive a per diem fee determined on the basis of the prevailing rate for such services. Whenever a panel of three arbitrators is selected, the chairperson of such panel shall be the impartial representative of the interests of the public in general.

(2) The chairperson of the arbitration panel or the single arbitrator shall set the date, time and place for a hearing to be held in the school district between the fifth and twelfth day, inclusive, after such chairperson or such single arbitrator is selected. At least five days prior to such hearing, a written notice of the date, time and place of the hearing shall be sent to the board of education and the representative organization which are parties to the dispute, and, if a three-member arbitration panel is selected or designated, to the other members of such panel. Such written notice shall also be sent, by registered mail, return receipt requested, to the fiscal authority having budgetary responsibility or charged with making appropriations for the school district, and a representative designated by such body may be heard at the hearing as part of the presentation and participation of the board of education. At the hearing each party shall have full opportunity to submit all relevant evidence, to introduce relevant documents and written material and to argue on behalf of its positions. At the hearing a representative of the fiscal authority having budgetary responsibility or charged with making appropriations for the school district shall be heard regarding the financial capability of the school district, unless such opportunity to be heard is waived by the fiscal authority. The nonappearance of the representative shall constitute a waiver of the opportunity to be heard unless there is a showing that proper notice was not given to the fiscal authority. The chairperson of the arbitration panel or the single arbitrator shall preside over such hearing.

(3) The hearing may, at the discretion of the arbitration panel or the single arbitrator, be continued but in any event shall be concluded within twenty-five days after its commencement.

(4) After hearing all the issues, the arbitrators or the single arbitrator shall, within twenty days, render a decision in writing, signed by a majority of the arbitrators or the single arbitrator, which states in detail the nature of the decision and the disposition of the issues by the arbitrators or the single arbitrator. The written decision shall include a narrative explaining the evaluation by the arbitrators or the single arbitrator of the evidence presented for each item upon which a decision was rendered by the arbitrators or the single arbitrator and shall state with particularity the basis for the decision as to each disputed issue and the manner in which the factors enumerated in this subdivision were considered in arriving at such decision, including, where applicable, the specific similar groups and conditions of employment presented for comparison and accepted by the arbitrators or the single arbitrator and the reason for such acceptance. The arbitrators or the single arbitrator shall file one copy of the decision with the commissioner, each town clerk in the school district involved, the legislative body or bodies of the town or towns for the school district involved, or, in the case of a town for which the legislative body of the town is a town meeting or representative town meeting, to the board of selectmen, and the board of education and organization which are parties to the dispute. The decision of the arbitrators or the single arbitrator shall be final and binding upon the parties to the dispute unless a rejection is filed in accordance with subdivision (7) of this subsection. The decision of the arbitrators or the single arbitrator shall incorporate those items of agreement the parties have reached prior to its issuance. At any time prior to the issuance of a decision by the arbitrators or the single arbitrator, the parties may jointly file with the arbitrators or the single arbitrator, any stipulations setting forth contract provisions which both parties agree to accept. In arriving at a decision, the arbitrators or the single arbitrator shall give priority to the public interest and the financial

capability of the town or towns in the school district, including consideration of other demands on the financial capability of the town or towns in the school district. In assessing the financial capability of the town or towns, there shall be an irrebuttable presumption that a budget reserve of five percent or less is not available for payment of the cost of any item subject to arbitration under this chapter. The arbitrators or the single arbitrator shall further consider, in light of such financial capability, the following factors: (A) The negotiations between the parties prior to arbitration, including the offers and the range of discussion of the issues; (B) the interests and welfare of the employee group; (C) changes in the cost of living averaged over the preceding three years; (D) the existing conditions of employment of the employee group and those of similar groups; and (E) the salaries, fringe benefits, and other conditions of employment prevailing in the state labor market, including the terms of recent contract settlements or awards in collective bargaining for other municipal employee organizations and developments in private sector wages and benefits. The parties shall submit to the arbitrators or the single arbitrator their respective positions on each individual issue in dispute between them in the form of a last best offer. The arbitrators or the single arbitrator shall resolve separately each individual disputed issue by accepting the last best offer thereon of either of the parties, and shall incorporate in a decision each such accepted individual last best offer and an explanation of how the total cost of all offers accepted was considered. The award of the arbitrators or the single arbitrator shall not be subject to rejection by referendum. The parties shall each pay the fee of the arbitrator selected by or for them and share equally the fee of the third arbitrator or the single arbitrator and all other costs incidental to the arbitration.

(5) The commissioner shall assist the arbitration panel or the single arbitrator as may be required in the course of arbitration pursuant to this section.

(6) If the day for filing any document required pursuant to this section falls on Saturday, Sunday or a holiday, the time for such filing shall be extended to the next business day thereafter.

(7) The award of the arbitrators or single arbitrator may be rejected by the legislative body of the local school district or, in the case of a regional school district, by the legislative bodies of the participating towns. Such rejection shall be by a two-thirds majority vote of the members of such legislative body or, in the case of a regional school district, the legislative body of each participating town, present at a regular or special meeting called and convened for such purpose within twenty-five days of the receipt of the award. If the legislative body or legislative bodies, as appropriate, reject any such award, they shall notify, within ten days after the vote to reject, the commissioner and the exclusive representative for the teachers' or administrators' unit of such vote and submit to them a written explanation of the reasons for the vote. Within ten days after receipt of such notice, the exclusive representative of the teachers' or administrators' unit shall prepare, and the board of education may prepare, a written response to such rejection and shall submit it to such legislative body or legislative bodies, as appropriate, and the commissioner. Within ten days after the commissioner has been notified of the vote to reject, (A) the commissioner shall select a review panel of three arbitrators or, if the parties agree, a single arbitrator, who are residents of Connecticut and labor relations arbitrators approved by the American Arbitration Association and not members of the panel who issued the rejected award, and (B) such arbitrators or single arbitrator shall review the decision on each rejected issue. The review conducted pursuant to this subdivision shall be limited to the record and briefs of the hearing pursuant to subdivision (2) of this subsection, the written explanation of the reasons for the vote and a written response by either party. In conducting such review, the arbitrators or single arbitrator shall be limited to consideration of the criteria set forth in subdivision (4) of this subsection. Such review shall be completed within twenty days of the appointment of the arbitrators or single arbitrator. The arbitrators or single arbitrator shall accept the last best offer of either of the parties. Within five days after the completion of such review, the arbitrators or single arbitrator shall render a final and binding award with respect to each rejected issue. The decision of the arbitrators or single arbitrator shall be in writing and shall include the specific reasons and standards used by each arbitrator in making his decision on each issue. The decision shall be filed with the parties. The reasonable costs of the arbitrators or single arbitrator and the cost of the transcript shall be paid by the legislative body or legislative bodies, as appropriate. Where the legislative body of the school district is the town meeting, the board of selectmen shall have all of the authority and responsibilities required of and granted to the legislative body under this subdivision.

(8) The decision of the arbitrators or a single arbitrator shall be subject to judicial review upon the filing by a party to the arbitration, within thirty days following receipt of a final decision pursuant to subdivision (4) or (7), as appropriate, of a motion to vacate or modify such decision in the superior court for the judicial district wherein the school district involved is located. The superior court, after hearing, may vacate or modify the decision if substantial rights of a party have been prejudiced because such decision is: (A) In violation of constitutional or statutory provisions; (B) in excess of the statutory authority of the panel; (C) made upon unlawful procedure; (D) affected by other error of law; (E) clearly erroneous in view of the reliable, probative and substantial evidence on the whole record; or (F) arbitrary or capricious or characterized by abuse of discretion or clearly unwarranted exercise of discretion. In any action brought pursuant to this subdivision to vacate or modify the decision of the arbitrators or single arbitrator, reasonable attorney's fees, costs and legal interest on salary withheld as the result of an appeal of said decision may be awarded in accordance with the following: Where the board of education moves to vacate or modify the decision and the decision is not vacated or modified, the court may award to the organization which is the exclusive representative reasonable attorney's fees, costs and legal interest on salary withheld as the result of an appeal; or, where the organization which is the exclusive representative moves to vacate or modify the decision and the decision is not vacated or modified, the court may award to the board of education reasonable attorney's fees, costs and legal interest on salary withheld as the result of an appeal.

(d) The commissioner and the arbitrators or single arbitrator shall have the same powers and duties as the board under section 31-108 for the purposes of mediation or arbitration pursuant to this section, and subsection (c) of section 10-153d, and all provisions in section 31-108 with respect to procedure, jurisdiction of the Superior Court, witnesses and penalties shall apply.

(e) The local or regional board of education and the organization designated or elected as the exclusive representative for the appropriate unit, through designated officials or their representatives, which are parties to a collective bargaining agreement, and which, for the purpose of negotiating with respect to salaries, hours and other conditions of employment, mutually agree to negotiate during the term of the agreement or are ordered to negotiate said agreement by a body of competent jurisdiction, shall notify the commissioner of the date upon which negotiations commenced within five days after said commencement. If the parties are unable to reach settlement twenty-five days after the date of the commencement of negotiations, the parties shall notify the commissioner of the name of a mutually selected mediator and shall conduct mediation pursuant to the provisions of subsection (b) of this section, notwithstanding the mediation time schedule of subsection (b) of this section. On the fourth day next following the end of the mediation session or on the fiftieth day following the date of the commencement of negotiations, whichever is sooner, if no settlement is reached the parties shall commence arbitration pursuant to the provisions of subsections (a), (c) and (d) of this section, notwithstanding the reference to the budget submission date.

(f) The State Board of Education shall adopt regulations pursuant to chapter 54 concerning the method by which names of persons who are impartial representatives of the interests of the public in general are placed on lists submitted by the State Board of Education to the Governor for appointment to the arbitration panel established pursuant to subsection (a) of this section. Such regulations shall include, but not be limited to (1) a description of the composition of the group which screens persons applying to be such impartial representatives, which group shall include representatives of local legislative and fiscal authorities and local and regional boards of education and exclusive bargaining representatives of certified employees, (2) application requirements and procedures and (3) the selection criteria and process, including an evaluation of an applicant's experience in arbitration. Such regulations shall provide for a training program for applicants who lack experience in arbitration but who are otherwise qualified and shall describe the criteria for participation in the training program.

(February, 1965, P.A. 298, S. 5; 1969, P.A. 811, S. 5; P.A. 76-403, S. 6, 11; P.A. 77-614, S. 302, 304, 587, 610; P.A. 78-218, S. 87-91, 212; 78-303, S. 85, 136; P.A. 79-405, S. 1, 2; P.A. 80-483, S. 40, 186; P.A. 83-72, S. 5, 9; 83-342, S. 1, 2; P.A. 84-459, S. 1, 2; P.A. 85-343, S. 3-5; May Sp. Sess. P.A. 86-1, S. 26, 27, 58; P.A. 87-1, S. 4, 7; 87-206, S. 1-3; 87-250, S. 9, 11; P.A. 90-325, S. 22, 23, 32; P.A. 91-352; P.A. 92-84, S. 2, 3, 5-7; 92-170, S. 22,

23, 26; P.A. 97-177, S. 1, 2; P.A. 98-252, S. 11, 80; P.A. 00-204, S. 9, 13; 00-220, S. 9, 43; P.A. 01-173, S. 17, 18, 67; P.A. 11-125, S. 1; P.A. 16-185, S. 5.)

History: 1969 act inserted new Subsec. (a) re appointment of arbitration panel, made former Subsec. (a) new Subsec. (b) and clarified secretary of state board's role in mediation procedure, deleted former Subsec. (b) except for provision that arbitrators' decision is advisory and not binding which was incorporated into otherwise new provisions of Subsec. (c) re selection of arbitrators, hearings, decision and payment of arbitrators' fees and added Subsec. (d) re general powers and duties of secretary and arbitrators; P.A. 76-403 deleted provisions in Subsec. (a) which had given only temporary existence to arbitration panel, amended Subsec. (b) to require mediation if agreement not reached within 120 days of budget submission date, to allow parties to select mediator themselves, to provide per diem payment, to require confidentiality of communications and to require that secretary's recommendation be made within 30 days of beginning of mediation, amended Subsec. (c) to include specific timetable for actions, inserted new Subsecs. (d) and (e) concerning recommencement of negotiations upon failure of arbitration or rejection of contract and secretary's power to meet with group involved and designated former Subsec. (d) as Subsec. (f); P.A. 77-614 and P.A. 78-303 substituted commissioner of education for secretary of the state board of education and specified that arbitration panel is within department of education under Subsec. (a), effective January 1, 1979; P.A. 78-218 substituted "local" for "chairman" and made other technical changes; P.A. 79-405 amended Subsec. (a) to change number of panel members from 25 to 15 and specified that 5 each shall represent boards of education, bargaining representatives and the general public, amended Subsec. (c)(1) to require that third member of three-member panel represent interests of general public, amended Subsec. (c)(4) to make decisions final and binding rather than advisory and to include provisions concerning points of agreement and last best offer, added Subsec. (c)(7) re judicial review, deleted former Subsec. (d) and (e) and designated Subsec. (f) as Subsec. (d); P.A. 80-483 gave subparagraphs in Subdivs. (4) and (7) of Subsec. (c) alphabetic rather than numeric designators; P.A. 83-72 amended Subsec. (a) to increase size of arbitration panel from fifteen to twenty-one by increasing each group of representatives from five to seven, to add provisions re arbitrator remaining in office until successor is appointed and requiring arbitrator not reappointed to complete any matter for which he was selected or appointed and to authorize governor to fill vacancies in manner provided in Sec. 4-19, amended Subsec. (b) to decrease from 120 to 110 days the length of time parties have to reach settlement prior to initiating mediation, to allow parties to select mediator from outside panel and to decrease from 30 to 25 the number of days commissioner may recommend a settlement to parties and amended Subsec. (c) to require that report made to commissioner on settlement or lack of settlement be made in 85 days rather than 90 days, to specify that chairperson of arbitration panel has between seventh and fifteenth day after designation to set date, time and place for hearing to be held, rather than on tenth day, to increase hearing duration from 20 to 25 days, and to specify that panel has 20 rather than 15 days to render a decision in writing; P.A. 83-342 amended Subsec. (c)(7) to provide for awarding of reasonable attorney's fees, costs and legal interest on money withheld as the result of an appeal of the decision of the arbitrators or single arbitrator; P.A. 84-459 amended Subsec. (c)(4) to require that the written decision of the arbitrators contain a narrative explaining the evaluation by the arbitrators of the evidence presented for each item upon which a decision was rendered; P.A. 85-343 increased number of panel members from 21 to 23, adding 2 additional public members and added provision in Subsec. (c) re random designation of arbitrator by commissioner; P.A. 86-1 in Subsec. (a) increased the number of impartial representatives on the arbitration panel from 9 to 15, required that such representatives be state residents and have certain experience and substituted a panel of labor arbitrators submitted by the American Arbitration Association for a list submitted by the state board of education in Subsec. (c)(1) provided that the commissioner designate rather than the arbitrators select a third arbitrator and made technical changes in Subsec. (c)(4); P.A. 87-1 made technical corrections; P.A. 87-206 amended Subsec. (a) to change the number of impartial representatives on the panel from 15 to "not less than ten nor more than fifteen" and to substitute lists of names submitted by the state board of education for a panel of labor arbitrators submitted by the American Arbitration Association and in Subsec. (c)(1) provided that the arbitrators select rather than the commissioner designate a third arbitrator, unless the arbitrators fail to agree on the selection of a third within 5 days, that the parties notify the commissioner of the name of the third arbitrator and that any recommendation or selection by the commissioner of an impartial arbitrator be made at random, deleted provision that each party may refuse to accept one designated member and made a technical change; P.A. 87-250 added Subsec. (e) re negotiations during the term of an agreement; P.A. 90-325 in Subsec. (c)(1) provided that if the parties agree to submit their dispute to a

single arbitrator the commissioner of education, rather than the parties, shall select the arbitrator and if the parties agree to submit the dispute to three arbitrators the commissioner, rather than the arbitrators shall select the third arbitrator and made technical changes, in Subsec. (c)(2) provided that the chairperson or single arbitrator be selected rather than designated and required that at the hearing a representative of the fiscal authority be heard, unless such opportunity is waived, in Subsec. (c)(4) added that the decision state certain matters with particularity and that it incorporate an explanation of how the total costs of all offers accepted was considered and added new Subsec. (f) re the adoption of regulations concerning the method by which names of persons who are impartial representatives of the interests of the public in general are placed on lists for appointment to the arbitration panel; P.A. 91-352 in Subsec. (c)(4) expanded the factors to be considered by arbitrators to include offers and range of discussion prior to arbitration and financial capability of town or towns in school district and to specify that changes in cost of living be averaged over preceding three years; P.A. 92-84 amended Subsec. (a) to require a term of two years for each member of the panel, replacing terms concurrent with that of governor, amended Subsec. (b) to require the commissioner to order the parties to report settlement or commence mediation on the one hundred seventieth day, rather than one hundred tenth day, prior to the budget submission date, and amended Subsec. (c) to change the date by which the commissioner shall order the parties to report settlement or submit their dispute to arbitration from the eighty-fifth to the one hundred forty-fifth day prior to the budget submission date in Subdiv. (1), to move provision requiring the arbitrators or the single arbitrator to give priority to the public interest and the financial capability of the town or towns in the school district in arriving at a decision and to require consideration of developments in private sector wages and benefits, to delete provisions that the arbitration decision shall not be subject to rejection by the legislative body or by referendum from Subdiv. (4), and to add Subdiv. (7) providing for rejection of any issue in the decision of the arbitrators or single arbitrator by the legislative body of the local or regional school district; P.A. 92-170 amended Subsec. (b) to change one hundred seventieth to one hundred sixtieth day, and amended Subsec. (c) (1) to change forty-fifth to thirty-fifth day, Subsec. (c)(2) to change seventh and fifteenth to fifth and twelfth, Subsec. (c)(4) to remove language prohibiting rejection by the legislative body of the school district and make technical changes, and Subsec. (c)(7) to add language concerning rejection in cases of regional school districts, to change 30 to 25 days, to require the employee unit to prepare and submit a written response, to change the requirement that the arbitrators be members of the American Arbitration Association to labor relations arbitrators approved by the association and residents of Connecticut, to limit the review to the criteria set forth in Subdiv. (4), to remove language allowing the arbitrators to render an award somewhere in between the last best offers, to require the decision to be in writing, to include specific reasons and standards used, and to be filed with the parties, and to add language concerning the town meeting, effective May 26, 1992, and applicable to arbitration proceedings commencing on or after that date; P.A. 97-177 amended Subsec. (c)(1) to add requirement for notification to the commissioner to include the name of the arbitrator if there is agreement on a single arbitrator or agreement on the third arbitrator and provisions re lack of agreement on the arbitrator, and amended Subsec. (c)(4) to add provision re an irrebuttable presumption that a budget reserve of 5% or less is not available for payment of the cost of any item subject to arbitration under this chapter; P.A. 98-252 amended Subsec. (c)(1) to give the parties 5 days to notify the commissioner of the name of the single arbitrator in cases in which there is no settlement and the parties have agreed to submit their dispute to a single arbitrator, effective July 1, 1998; P.A. 00-204 amended Subsec. (a) to add the provisions relating to minorities and the lists of names submitted to the Governor, effective June 1, 2000; P.A. 00-220 amended Subsec. (c)(2) to require the notice to the fiscal authority to be sent by registered mail, return receipt requested, effective July 1, 2000; P.A. 01-173 amended Subsecs. (a) and (c)(2) to make technical changes, effective July 1, 2001; P.A. 11-125 amended Subsec. (c)(4) by adding provision re arbitrator to file copy of decision with legislative body or board of selectmen of the town or towns for the school district, effective July 1, 2011; P.A. 16-185 amended Subsec. (a) to extend the term of any member serving on or appointed after January 1, 2016, from 2 years to 4 years and to make technical changes, effective June 7, 2016.

See Sec. 10-153k re applicability of this section to incorporated or endowed high schools or academies.

Cited 162 C. 393 Secs. 10-153a-10-153j include coverage of teachers employed in summer school programs. 177 C. 68. Since plaintiff was not a proper "party to the arbitration", he lacked standing to seek judicial review of the arbitration award. 184 C. 116. Cited. 190 C. 235; 197 C. 554; 200 C. 376; 201 C. 685. Arbitration procedure prescribed is limited to negotiations of contracts. 202 C. 492. Cited. 205 C. 116; 206 C. 113; 216 C. 253; 217

